



SIDELETTER OF AGREEMENT

between

ALASKA AIRLINES, INC.

and the

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

MODIFICATION OF §10.S PRE-CANCELLATIONS

This SIDELETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, and pursuant to Agreements reached by and between ALASKA AIRLINES, INC. ("Company") and the FLIGHT ATTENDANTS IN THE SERVICE OF ALASKA AIRLINES, INC., AS REPRESENTED BY THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association (collectively "the parties") wish to clarify and set forth procedures for pre-cancellations, re-times, flight routing changes and aircraft downgrades that are confirmed in advance of the day of departure (i.e., first day) of a sequence; and

WHEREAS, the parties agree that such events are best covered by Section 10.S [Pre-Cancellations] of the Joint Collective Bargaining Agreement;

NOW, THEREFORE, Section 10 of the parties' collective-bargaining agreement is amended as follows:

S. PRE-CANCELLATIONS

1. Notification

- a. When flights are cancelled from the Flight Attendant's line of time in advance of the day of departure, the Company will make every effort to give notice of such cancellation by the end of the next calendar day via Company e-mail followed by primary phone contact in reverse order of seniority, if applicable. Assignments will be offered on a first-come, first-served basis. If the Flight Attendant does not contact Crew Scheduling, the Flight Attendant will be required to check-in as originally scheduled.

1. All pre-cancellations, flight routing changes, retimes pursuant to 1.a.2 below, and aircraft downgrades pursuant to 1.a.3 below that are confirmed in advance of the day of departure (i.e., first day) of a sequence, for a Lineholder, or for a Reserve who picked up on days off, will be administered under this Paragraph S. References in Paragraph S to "pre-cancellations," "flight(s)... cancelled," "cancelled...flight(s)," "cancellation(s)," and other similar variants of "pre-cancellations" occurring in advance of the day of departure of a sequence will be understood to also refer to the

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circumstances defined above (pre-cancellations, flight routing changes, retimes, and aircraft downgrades) in order to determine the applicable scheduling and pay protection options except where otherwise specifically excluded. Pay protection under 10.S.1.c (pre-cancellations that occur between 8:00 PM and 11:59 PM local domicile time the day prior to the first day of a sequence) will apply only if all flights in the sequence have been cancelled.

2. "Retimes" (i.e., flight(s) with revised departure and/or arrival times) that are confirmed in advance of the first day of a sequence will be administered under pre-cancellations in the following circumstances:

- a. All retimes of the departure time of the first flight in a sequence,
- b. All retimes involving the arrival and/or departure times of any flight in a sequence of greater than two hours (2:00), and
- c. All retimes involving the later arrival time of the last flight in a sequence of greater than fifteen minutes (0:15).

All other retimes that are confirmed in advance of the day of departure a sequence will be pushed to Flight Attendants' schedules as revised flying outside of Paragraph S and may not be declined by the Flight Attendant.

3. "Aircraft downgrades" in 1.a.1 above refers to aircraft swaps from an equipment type requiring four Flight Attendants to an equipment type requiring three Flights Attendants when the Company builds three-position ("ABC") and one-position ("D") sequences. Such downgrades are resolved pursuant to Section 10.R.1.c. However, if the Company begins to build anything other than ABC-position and D-position sequences, then the parties will reconvene to bargain on the application of such pairings pursuant to pre-cancellations under this Agreement.

4. A Company flight that is cancelled from a Flight Attendant's line of time in advance of the day of departure will be administered as a pre-cancellation under this Section even if such flight is replaced by a Capacity Purchase Agreement (CPA) flight operated as or on behalf of Alaska Airlines (e.g., Horizon Air, SkyWest) with the same flight number and/or routing as the cancelled flight.

- b. If a Flight Attendant reports a cancellation. Crew Scheduling will confirm or deny the cancellation with the Director of System Operations (DSO). Once the cancellation is confirmed, the Company will notify the Flight Attendant in the same manner as for any other cancellation.

- c. If a cancellation occurs between 8:00 PM and 11:59 PM (local domicile time) the day prior, a Flight Attendant will be pay protected for the cancelled/revised sequence if all flights in the sequence have been cancelled/revised. If live or unrevised flights still exist in a Flight Attendant's sequence, Crew Scheduling may offer an alternate assignment that operates within the check-in and release times at Sequence Home Domicile of the flight(s) cancelled/revised from the Flight Attendant's line of time. If contact is made and no such sequence is available at the time of initial contact between Crew Scheduling and the Flight Attendant, the Flight Attendant will report at the time originally

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scheduled. The Flight Attendant's schedule will reflect a scheduling obligation unless Crew Scheduling subsequently contacts the Flight Attendant with further changes to her/his schedule that affect such obligation.

2. Alternate Assignment Options

When Crew Scheduling makes contact with the Flight Attendant regarding the cancellation(s), prior to 8:00 PM the day prior to scheduled report, the Company may offer the Flight Attendant an alternate assignment to open positions that may include multiple sequences on the same day(s) as the flights cancelled from the Flight Attendant's line of time. The Flight Attendant may select from the following options:

- a. Accept the alternate assignment.
- b. Decline the alternate assignment and waive pay protection.
- c. In the event that the alternate assignment contains a check-in that is more than two (2) hours earlier and/or a release time that is more than two (2) hours later than those contained in the Flight Attendant's line of time, the Flight Attendant may decline and agree to contact Crew Scheduling between 6:00 PM and 8:00 PM (local domicile time) on the night before the first (1st) day of the flights cancelled from the Flight Attendant's line of time to receive an alternate assignment.
 1. Such assignment must operate within the check-in and release times at domicile of the flights cancelled from the Flight Attendant's line of time.
 2. If no such assignment is available at that time, the Flight Attendant will be pay protected under [Section 21.M. \[Pay Protection...\]](#) and will be relieved from further obligation on the days of the flights cancelled from the Flight Attendant's line of time.
 3. In the case of co-terminals, if the assignment does not check-in and release at the same co-terminal as the flights cancelled from the Flight Attendant's line of time, the Company will pay pursuant to [Section 21.M. \[Pay Protection...\]](#) and, at the Flight Attendant's request, provide surface deadhead transportation to and from the terminal of the reassigned flight pursuant to [Section 8.O. \[Deadhead Duty Applications...\]](#).

3. If No Alternate Assignment is Offered at the Time of Notification.

The Flight Attendant may:

- a. Waive pay protection and be relieved of any further obligation; or
- b. Agree to contact Crew Scheduling between 6:00 PM and 8:00 PM (local domicile time) on the night before the first day of the flights cancelled from the Flight Attendant's line of time to receive an alternate assignment.
 1. Such assignment must operate within the check-in and release times at domicile of the flights cancelled from the Flight Attendant's line of time.
 2. If no such assignment is available at that time, the Flight Attendant will be pay protected under [Section 21.M. \[Pay Protection...\]](#) and will be relieved from further obligation on the days of the flights cancelled from the Flight Attendant's line of time.

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3. In the case of co-terminals, if the assignment does not check-in and release at the same co-terminal as the flights cancelled from the Flight Attendant's line of time, the Company will pay pursuant to [Section 21.M. \[Pay Protection...\]](#) and, at the Flight Attendant's request, provide surface deadhead transportation to and from the terminal of the reassigned flight pursuant to [Section 8.O. \[Deadhead Duty Applications...\]](#).
4. A Flight Attendant who has agreed to contact Crew Scheduling as set forth in [S.2.c.](#) or [S.3.b.](#), above, may be removed from the obligation by calling Crew Scheduling no later than 11:59 PM (local domicile time) on the day before the check-in at domicile of the flights from the Flight Attendant's line of time. In this event, no pay protection will apply.
5. Under the provisions of [S.2.c.](#) or [S.3.b.](#), above, the Flight Attendant will only be required to contact Crew Scheduling one (1) time.
6. If a Flight Attendant has agreed to [S.2.c.](#) or [S.3.b.](#), above, the Flight Attendant's schedule will reflect a scheduled duty obligation.
7. If under [S.2.c.](#) or [S.3.b.](#), above, the Flight Attendant is on duty with the Company between 6:00 PM and 8:00 PM (local domicile time), s/he will contact Crew Scheduling no later than release at domicile.
8. Failure to Call
 - a. If a Flight Attendant fails to call Crew Scheduling as agreed under [S.2.c.](#) or [S.3.b.](#), above, the Flight Attendant will not be pay protected. If the Flight Attendant reports at the time originally scheduled, the Flight Attendant may be given an alternate assignment. If the Flight Attendant fails to call Crew Scheduling and does not report by the original time, the Flight Attendant will be subject to the provisions of [Section 32 \[Attendance Policy\]](#).
 - b. If the Flight Attendant calls Crew Scheduling after 8:00 PM (local domicile time), the Company may offer a new sequence for the same day or days of the original assignment. The Flight Attendant may accept or decline the assignment.
 - c. If the Flight Attendant reports at the time originally scheduled and is not given an alternate assignment, the Flight Attendant will be released without pay protection and without further reporting obligations.
9. When an alternate assignment is given, the duty period commences with the check-in for the newly assigned sequence(s).
10. Notwithstanding the provisions of [Section 8.R. \[Notification of Delay or Cancellation\]](#), the Company will make every effort to notify the Flight Attendant of appreciable delays affecting the Flight Attendant's arrival or departure at domicile.
11. A Flight Attendant cannot be JA'd on a day s/he waived cancellation pay protection.
12. Pre-Cancellations as Applicable to Passport Renewals/Name Changes
 - a. Provided that s/he has submitted her/his passport for renewal at least fifteen (15) days before its expiration date, a Flight Attendant whose passport is out for renewal and who has international flying on her/his line may:

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1. Contact Crew Scheduling at any time the day before check-in for the sequence and be released without pay.
 2. Call Crew Scheduling between 6:00 PM and 8:00 PM (local domicile time) the day before check-in for the sequence. Procedures for alternate flying will be governed by S.3.b., above.
- b. The above procedures will also apply when a Flight Attendant submits her/his passport for a name change. S/he must notify the Company when s/he does so and will not be excused from international flying until such notice is given.

Once executed by the signatories below, this SIDELETTER OF AGREEMENT will (1) become effective on October 1, 2022 at midnight (0000) Pacific Time for any sequences that begin on October 1, 2022 or later and (2) supersede AFA Settlement Agreement 2021-05-18 Grievance No. 36-99-2-45-17 "Violation of §10.S Pre-Cancellations and Schedule Changes."

All other provisions of the Collective Bargaining Agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this SIDELETTER OF AGREEMENT this 9th day of September 2022.

FOR:

ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

DocuSigned by:

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Master Executive Council President

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FOR:

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