



**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

**COVID-19 AGREEMENTS EXTENSION – THROUGH RATIFICATION OF THE
SUBSEQUENT COLLECTIVE BARGAINING AGREEMENT**

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association (collectively "the parties") recognize that the COVID-19 pandemic and recovery has presented various unique and unprecedented challenges for running the operation; and

WHEREAS, the parties have previously executed several agreements that temporarily modify the administration of specific contractual provisions in order to mitigate the burden to Flight Attendants and the Company during the pandemic and recovery; and

WHEREAS, the parties desire to extend the duration of certain agreements that were scheduled to expire on June 30, 2021, and subsequently extended several times thereafter;

NOW THEREFORE, the parties agree to extend the following agreements through ratification of the subsequent Collective Bargaining Agreement (CBA):

Memoranda of Understanding (MOUs)

- Temporary Waiver of Discipline Delivery Confirmation (04/14/2020)

Letters of Agreement (LOAs)

- Commuter Policy and Utilizing Other Airline (OAL) Carriers During COVID-19 Schedule Disruptions (04/07/2020)

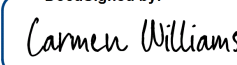
IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 6th day of December 2022.

FOR:
ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

DocuSigned by:

Jeffrey Peterson
Master Executive Council President

FOR:
ALASKA AIRLINES, INC.

DocuSigned by:

Carmen Williams
Managing Director, Labor Relations