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**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the**

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

**DISTRIBUTION OF IPHONE 13 INFLIGHT MOBILE DEVICES TO FLIGHT
ATTENDANTS CURRENTLY ISSUED AN IPHONE 7 OR 8 PLUS**

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

WHEREAS the Company is replacing the current iPhone 7 and 8 Plus with the iPhone 13 as the Inflight Mobile Device (IMD).

WHEREAS the Company and the Association ("the parties") recognize that each Flight Attendant hired prior to 2022 must receive their iPhone 13 in a reasonably timely manner;

THEREFORE the parties agree as follows:

1. A Flight Attendant who has scheduled flying or airport standby during their respective scheduled domicile distribution period for the iPhone 13 must pick up their devices during those dates. Each domicile distribution period of no less than four (4) days will be communicated to Flight Attendants in a required bulletin. Flight Attendants may pick up the iPhone 13 either on or off duty.
2. A Flight Attendant who does not have scheduled flying or airport standby during the period described in paragraph 1, above, must make arrangements with their Inflight supervisor to receive their iPhone 13 at a mutually agreed upon time and place and in a mutually agreed manner. Examples of mutually agreed arrangements may include but are not limited to pick up at a "Spot On" location in a reasonable timeframe and direct shipping to the Flight Attendant at an address of their choosing at no cost to the Flight Attendant.
3. The Company will provide staff at each Flight Attendant domicile to distribute the iPhone 13 devices.
4. Staff will not be provided at the LAX co-terminals. LAX domiciled Flight Attendants may pick up their iPhone 13 device in any domicile. A LAX domiciled Flight Attendant who is not reasonably able while on duty to pick up their iPhone 13 device at another domicile during the LAX scheduled distribution period, and who does not have scheduled flying or airport standby from LAX during the

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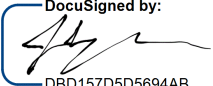


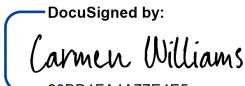
- 47 period described in paragraph 1, above, may coordinate with their Inflight
 48 Supervisor to have the Company ship their iPhone 13 device to an address of the
 49 Flight Attendant's choosing at no cost to the Flight Attendant.
 50
- 51 5. All Flight Attendants who are currently issued an iPhone 7 or 8 Plus will be paid
 52 and credited one-half (0.5) TFP total for picking up the iPhone 13. The pay will
 53 be reflected in the Flight Attendant's March paycheck unless the Flight Attendant
 54 is on a leave of absence.
 55
- 56 6. The Company will be responsible for programming and setup of the device with
 57 the following exceptions:
 58
- 59 a. At the time of pick up/delivery, Flight Attendants will be required to
 60 perform the following tasks:
 61 i. Sign into required apps
 62 ii. Set the device's lock screen
 63 iii. Sync GoodReader
 64 iv. Add their client ID number to the MedAire App
 65 v. Ensure PingID has been moved to a different device and if not,
 66 remove it from the old IMD with assistance from a Company
 67 representative.
 68
- 69 b. Flight Attendants who elect to have the device shipped will also be
 70 required to set up the GoodReader app using instructions provided by the
 71 Company.
 72
- 73 7. If a Flight Attendant is required to perform any programming or setup tasks to
 74 make the device ready-to-use other than those referenced above or otherwise
 75 considered over and above typical and reasonable maintenance of the IMD and
 76 related Company-required applications, the matter will be referred to the
 77 Information Technology (IT) Review Process and addressed according to Section
 78 24.L.3 [Company-Provided Inflight Mobile Device (IMD)].
 79
- 80 8. Flight Attendants on a leave of absence will be required to pick up their iPhone
 81 13 when they return to active duty. Such Flight Attendants must submit a query
 82 in Rainmaker in order to be paid one-half (0.5) TFP when they pick up their new
 83 iPhone 13.
 84
- 85 9. Flight Attendants must return their iPhone 7 or 8 Plus when they pick up their
 86 iPhone 13 unless participating in a buy-back program if it is offered. If the
 87 devices are shipped to the Flight Attendant, a pre-paid return label will be
 88 included, and the iPhone 7 or 8 Plus must be returned via the pre-paid return
 89 label in a reasonable timeframe after receipt.
 90
- 91 10. The parties agree that simply picking up or otherwise receiving the iPhone 13
 92 does not constitute training on the device.



93 11. This agreement is without prejudice or precedent to either party. It is expressly
94 intended to apply only to the initial distribution of the iPhone 13 devices.
95

96 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this
97 9th day of January 2023.
98

99 FOR:
100 ASSOCIATION OF FLIGHT
101 ATTENDANTS-CWA, AFL-CIO
102 
103 DocuSigned by:
104 DBD157D5D5694AB...
105 Jeffrey Peterson
106 Master Executive Council President

FOR:
ALASKA AIRLINES, INC.

DocuSigned by:
20BD1FA4A77E4E5...
Carmen Williams
Managing Director, Labor Relations