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

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OPERATIONAL SAFETY DEBRIEFS

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

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15 WHEREAS, the Company and the Association (collectively "the parties") are mutually
16 committed to a cooperative, remedial and non-punitive approach to air safety; and

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18 WHEREAS, the parties recognize the value and benefit of a defined process for
19 conducting Operational Safety Debriefs after safety-related triggering events; and

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21 WHEREAS, the parties wish to establish such a process;

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23 NOW, THEREFORE, the parties mutually agree:

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25 A. Definitions

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27 1. Triggering Event: An incident that causes (or if left uncorrected could
28 cause) reportable aircraft damage and/or a lost time employee injury.
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30 2. Operational Safety Debrief: A meeting that may be conducted at
31 Company discretion in order to determine the cause(s) of a related
32 Triggering Event, or, at the mutual agreement of the parties for
33 operational- and/or safety-related concerns.
34

35 B. Administration

- 36
37 1. The onsite Company point of contact will first offer a brief wellness
38 assessment to each Flight Attendant following a Triggering Event and
39 prior to an Operational Safety Debrief. The Company will engage MedAire
40 (or successor third party medical consultant)/Emergency Medical Services
41 if a medical concern arises during that assessment.
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43 2. Operational Safety Debriefs will be conducted in a private area not
44 accessible to members of the general public and employees not directly
45 participating in the Operational Safety Debrief. Acceptable locations may
46 include: an airport conference room, private office, or empty aircraft.

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- 47 The Company will designate a preferred location at all airports served by
 48 the Company. A list of these locations will be provided to the Association
 49 and an updated list will be provided at least once per quarter.
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- 51 3. If acceptable meeting space cannot be secured on airport property, the
 52 Company will secure meeting space at an off-site hotel or conference
 53 facility. The Company will provide transportation to and from the off-site
 54 location.
 55
- 56 4. The Manager of Cabin Safety (or designee) will coordinate with the
 57 Association's MEC Air Safety, Health, & Security Committee (ASHSC)
 58 Chairperson (or designee) to arrange for an ASHSC representative to
 59 participate in the Operational Safety Debrief and to be physically present
 60 if possible, and without delaying the scheduling or commencement of the
 61 Operational Safety Debrief. If the ASHSC representative is not physically
 62 present at the Operational Safety Debrief, then the Company will make
 63 arrangements to ensure ASHSC's participation in the Operational Safety
 64 Debrief by video conference and/or by teleconference. The Association's
 65 representative will have the opportunity to open the Operational Safety
 66 Debrief by explaining the purpose and goals to the Flight Attendant(s).
 67
- 68 5. Alaska Airlines management will make every effort to notify the
 69 Association counterpart if such management personnel intend to
 70 participate in the Operational Safety Debrief:
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- 72 a. Vice President and/or Managing Director of Inflight = MEC Duty
 - 73 Officer (or MEC President if unavailable)
 - 74 b. Base management = LEC President (or LEC Officer if unavailable)
 - 75 c. Inflight Cabin Safety Manager and/or Inflight Director of Safety &
 - 76 Compliance = MEC ASHSC Chairperson
 - 77 d. Inflight Performance management = MEC Grievance Committee
 - 78 Chairperson
 - 79
- 80 6. Any of the Flight Attendants may request an AFA officer or Grievance
 81 representative to participate in the Operational Safety Debrief and such
 82 request will not be unreasonably denied by the Company if such
 83 participation does not delay the scheduling and/or commencement of the
 84 Operational Safety Debrief. If an AFA officer or Grievance representative
 85 is not physically present at the Operational Safety Debrief, then the
 86 Company will make a reasonable effort to allow such participation in the
 87 Operational Safety Debrief by video conference and in all circumstances
 88 by teleconference.
 89
- 90 7. The MEC ASHSC Chairperson (or designee) will contact and notify AFA
 91 EAP of such Operational Safety Debrief and an AFA EAP representative
 92 will be given the option to attend. At AFA EAP's option, the Company will
 93 make arrangements to ensure AFA EAP's participation in the Operational
 94 Safety Debrief in person (if possible and without delaying the scheduling

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- 95 or commencement of the Operational Safety Debrief), by video
- 96 conference, and/or by teleconference. Compensation for EAP
- 97 representation will be handled pursuant to §27.P.3 [Company
- 98 Business...].
- 99
- 100 8. The number of Company personnel physically present at the Operational
- 101 Safety Debrief shall not exceed the number of crewmembers (Flight
- 102 Attendants and Pilots) and Union representatives (Association
- 103 representatives and Air Line Pilots Association representatives functioning
- 104 in a non-management capacity) in the room at any given time when such
- 105 Operational Safety Debrief is occurring.
- 106
- 107 9. If any concerns are raised during the Operational Safety Debrief that
- 108 have the potential to result in discipline, the Operational Safety Debrief
- 109 will be ended, and the process under Section 19 [Grievance Procedures]
- 110 will begin. No investigatory conversations will be conducted until the
- 111 Flight Attendant has had an adequate opportunity to obtain AFA
- 112 Grievance representation.
- 113
- 114 10. Operational Safety Debriefs are not investigatory or work performance
- 115 meetings. The Company and the Association agree that any information
- 116 acquired through conversations or interviews that are conducted as part
- 117 of an Operational Safety Debrief will not be used in disciplinary actions.
- 118
- 119 11. Flight Attendants may participate in an Operational Safety Debrief either
- 120 individually or with other crewmembers at the discretion of the Company.
- 121
- 122 12. A Flight Attendant may participate in an Operational Safety Debrief via
- 123 teleconference or videoconference if mutually agreed upon by the
- 124 Company and the Flight Attendant.

C. Scheduling

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- 128 1. When scheduling an Operational Safety Debrief that immediately follows
- 129 a Triggering Event, a period of two hours (2:00) will be initially blocked
- 130 on a Flight Attendant’s schedule and extended as necessary. All other
- 131 Operational Safety Debriefs will be initially blocked for four hours (4:00).
- 132 No Operational Safety Debrief will exceed four (4:00) hours. If additional
- 133 time is needed, it will be subsequently scheduled.
- 134
- 135 2. If the Triggering Event occurs while a Flight Attendant is on duty, the
- 136 Company may schedule an Operational Safety Debrief within the same
- 137 duty period as the Triggering Event. A Flight Attendant’s duty period will
- 138 run continuously if they are released to continue flying or until they are
- 139 released into rest at the conclusion of their participation in the
- 140 Operational Safety Debrief.
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3. If it is not possible or feasible to conduct an Operational Safety Debrief within the same duty period, the Company may return the Flight Attendant by deadhead to their domicile and end the Flight Attendant's sequence early to conduct an Operational Safety Debrief. Night Rule limitations pursuant to Section 8.I will apply to the Operational Safety Debrief; however, Crew Scheduling may adjust the Flight Attendant's schedule so there is no Night Rule violation and the Operational Safety Debrief can be conducted upon arrival. The Flight Attendant will be pay protected and domicile rest will commence at the end of the Operational Safety Debrief.
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4. If the Flight Attendant is not currently on a scheduled sequence, the Operational Safety Debrief may be conducted by removing the Flight Attendant from their next sequence or on a day off, at the Flight Attendant's option. When the Flight Attendant is removed from their sequence to conduct an Operational Safety Debrief, they will be pay protected for the sequence or until they rejoin the sequence at a Sequence Interruption Point (SIP). Domicile rest will commence at the end of the Operational Safety Debrief.
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5. A Flight Attendant may be requested to participate in a Operational Safety Debrief while on vacation, Longevity PTO, or a leave of absence but will not be required to do so by the Company. However, if a Flight Attendant has picked up a trip or reserve day while on vacation, the Company may remove a Flight Attendant from that sequence or reserve day, or a portion of that sequence or reserve day, in order to conduct an Operational Safety Debrief.
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6. Operational Safety Debriefs will be scheduled as soon as possible following the Triggering Event but no later than three hours (3:00) after the start of the duty period or no later than three hours (3:00) hours after the block in of the flight immediately preceding the Operational Safety Debrief. If the Operational Safety Debrief cannot be scheduled within the preceding parameters, then the Operational Safety Debrief will be scheduled for a different "day on" at Company discretion or the Flight Attendant may elect to meet on a "day off" at their discretion. (See also D.1.b below.)
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7. If subsequent Operational Safety Debriefs must be conducted for the same Triggering Event, each Operational Safety Debrief will be scheduled for a different "day on" at Company discretion or the Flight Attendant may elect to meet on a "day off" at their discretion. (See also D.1.b below.)
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8. A Flight Attendant's duty period may not exceed twelve hours and thirty minutes (12:30) in order to conduct an Operational Safety Debrief. The Company may drop or adjust the Flight Attendant's remaining scheduling obligation(s) in that duty period with pay protection to facilitate the

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190 Operational Safety Debrief. Alternatively, the Company may schedule the
 191 Operational Safety Debrief or continue a Operational Safety Debrief on a
 192 different date to maintain contractual duty legalities; the Operational
 193 Safety Debrief may be scheduled for another "day on" at Company
 194 discretion or the Flight Attendant may elect to meet on a "day off" at
 195 their discretion. (See also D.1.b below.)
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197 D. Compensation

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 199 1. Flight Attendants will be paid for an Operational Safety Debrief as follows:
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201 a. If an Operational Safety Debrief is conducted during a duty period
 202 that contains scheduled flying, a Flight Attendant will be paid no less
 203 than three-quarters (.75) TFP per hour, or a four (4.0) TFP minimum
 204 for the Operational Safety Debrief, whichever is greater. For pay
 205 purposes, the Operational Safety Debrief will begin either at the
 206 commencement of the duty period or at the block-in of the flight
 207 immediately preceding the Operational Safety Debrief, whichever is
 208 appropriate; and for pay purposes, the Operational Safety Debrief will
 209 end at the time the Operational Safety Debrief actually concludes and
 210 the Flight Attendant is either released to continue flying or into
 211 rest. Pay will be in addition to any Minimum Pay Rules due pursuant
 212 to 21.D [Minimum Pay Rules]. Stranded Pay and/or Ground Delay will
 213 not be paid on top of Operational Safety Debrief pay for the same
 214 time frame.
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216 b. If a Flight Attendant elects to participate in an Operational Safety
 217 Debrief on a day off, they will be paid four (4.0) TFP for the
 218 Operational Safety Debrief.
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220 c. Pay will be in addition to any pay protection due to the Flight
 221 Attendant and will be paid above guarantee for Reserves.
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223 2. An ASHSC representative participating in an Operational Safety Debrief as
 224 referenced in B.4 above, will be paid pursuant to Section 27.P [Company
 225 Business...].
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227 3. Any AFA officer and/or Grievance representative participating in an
 228 Operational Safety Debrief will not be paid additional Company Business
 229 for such participation unless approved by the Company at its sole
 230 discretion. However, such representatives may be paid Union Business for
 231 their participation if authorized by the Association.
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233 E. Reporting Process and Corrective Action(s)

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 235 1. Following a Triggering Event, a Flight Attendant may be removed from
 236 service at Company discretion until an inquiry can be conducted and any

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- 237 corrective action(s) completed. The Flight Attendant will be pay
 238 protected for any scheduling obligation(s) from which they are removed.
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 240 2. If a Flight Attendant submits an ASAP report within the reporting
 241 procedures time limit as specified in the ASAP Memorandum of
 242 Understanding, and the report is accepted, recommendations for
 243 corrective action(s) will be identified by the ASAP Event Review
 244 Committee (ERC). The Company will attempt to convene the ERC as
 245 soon as possible to conduct an expedited review of the report.
 246
 247 3. If a Flight Attendant does not submit an ASAP report within the reporting
 248 procedures time limit as specified in the ASAP Memorandum of
 249 Understanding, the Company may, at its discretion, recommend and
 250 implement corrective action(s). This does not preclude the Flight
 251 Attendant's ability to file an ASAP report after the reporting procedures
 252 time limit has passed. Such reports may be accepted at the discretion of
 253 the ERC.
 254
 255 4. In parallel to the ASAP process, the Company may also at its discretion
 256 conduct an independent inquiry. The Company's Vice President, Safety
 257 (or designee) may, at their discretion, recommend and implement
 258 corrective action(s) in addition to any corrective action(s) recommended
 259 by the ERC. Any such corrective action(s) will be non-punitive and non-
 260 disciplinary in nature (e.g., training, fit-for-duty exam, etc.) for any Flight
 261 Attendant whose report of the Triggering Event was accepted into the
 262 ASAP program by the ERC per the ASAP MOU. If the Company's Vice
 263 President of Safety or designee intends to issue corrective action(s) (e.g.,
 264 before, during or after the ERC identifies corrective action(s)), they will
 265 coordinate those corrective action(s) with the Company and AFA ERC
 266 representatives, and if possible, with the FAA representative.
 267
 268 5. The Company retains the right to discipline a Flight Attendant for
 269 circumstances related to a Triggering Event unless prohibited by the
 270 terms of an applicable agreement related to ASAP and discipline.
 271
 272 6. Each and every coaching/skill enhancement session will be treated as
 273 learning tools for the Flight Attendant, and these recommended
 274 coaching/skill enhancement sessions will not be considered tests or
 275 checks of skills relevant to pass/fail criteria or outcomes with the
 276 exception of a "Fit for Duty" Medical Examination pursuant to Section 17
 277 [Medical Examinations].
 278
 279 7. Coaching/skill enhancement sessions assigned will be considered "Other
 280 Company Required Training" pursuant to Section 30.A [General:
 281 Training...] and other related provisions.
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 283 F. Coaching/Skill Enhancement Sessions
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1. Coaching/skill enhancement sessions will be conducted at the beginning of the Flight Attendant's next scheduled sequence or on a day off, at the Flight Attendant's option. If removed from a sequence, the Flight Attendant may, at Crew Scheduling's option, be rejoined with their sequence if operationally feasible following domicile rest. If the Coaching/skill enhancement session is not able to be conducted at the beginning of the Flight Attendant's next scheduled sequence due to Inflight Training or Operational constraints, the Flight Attendant will be removed from service and pay protected for sequences and/or reserve days removed from their current roster. If the Coaching/skill enhancement session is not able to be conducted within fourteen (14) calendar days from the beginning of the Flight Attendant's next scheduled sequence due to Inflight Training or Operational constraints, the Flight Attendant will be removed from service and pay protected at two times (2.0x) their trip rate for sequences and/or reserve days removed from their current roster beginning on day fifteen (15) until the coaching/skill enhancement session is completed and the Flight Attendant is returned to service. For Reserves, one times (1.0x) is credited toward the reserve guarantee and one times (1.0x) is paid above guarantee.
 2. Domicile rest will commence at the end of the coaching/skill enhancement sessions session. In no event will a Reserve Flight Attendant be returned to reserve status after the coaching/skill enhancement sessions on the same calendar day.
 3. If the Flight Attendant attends and successfully completes Recurrent or Requalification Training prior to a coaching/skill enhancement session, such training will satisfy the requirement to attend a coaching/skill enhancement session.
 4. A Flight Attendant may be requested to participate in a coaching/skill enhancement session while on vacation, Longevity PTO, or a leave of absence but will not be required to do so by the Company. However, if a Flight Attendant has picked up a trip or reserve day while on vacation, the Company may remove a Flight Attendant from that sequence or reserve day, or a portion of that sequence or reserve day, in order for the Flight Attendant to participate in a coaching/skill enhancement session. If on a medical or maternity leave of absence, the process specified in Section 30.B.4.a [Recurrent Training: Flight Attendants on Leave of Absence] will also apply for determining medical eligibility for coaching/skill enhancement sessions.

327 All other provisions of the collective-bargaining agreement remain in full force and effect.

328
329 This letter of agreement serves as final settlement in the matter of grievance number
330 36-99-2-170-19, Violation of §19.A - Investigatory Meetings. The Association agrees to
331 withdraw said grievance without prejudice but with precedent.
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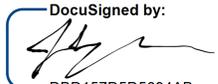
333 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this
334 17th day of January 2023.

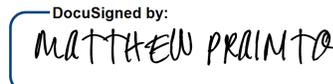
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336 FOR:
337 ASSOCIATION OF FLIGHT
338 ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

340

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341
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343 Jeffrey Peterson
344 Master Executive Council President

Matt Prainito
Vice President, Inflight

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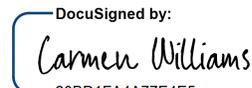
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Carmen Williams,
Managing Director, Labor Relations