

SETTLEMENT AGREEMENT
Grievance No. 36-99-2-458-22
Violation of Section 8.D: Check-in and Debrief

This Settlement Agreement is made and entered into by and between the Association of Flight Attendants–CWA (“AFA”), and Alaska Airlines, Inc. (“Company”) (collectively the “parties”).

- A. As stated in Section 8.D. of the parties’ collective-bargaining agreement, “An on-duty period will commence at a time a Flight Attendant is required to report for duty or the actual reporting time, whichever is later. Initial report time at the Sequence Home Domicile will be one (1) hour prior to scheduled departure and at out-stations forty-five minutes (:45) prior to scheduled departures. . . .” The parties agree that in the case of an FAR illegality affecting one or more Flight Attendants on the same flight, the Company may either:
 - 1. Change the scheduled departure time (to a later time) and adjust the report time of all the Flight Attendants.
 - 2. Keep the scheduled report time. At Crew Scheduling’s direction, the Flight Attendant(s) affected by the illegality may report fewer than forty-five minutes (:45) prior to scheduled departure.
- B. The parties agree that this settlement does not apply to CBA illegalities and that neither party is waiving their position on whether the scheduling practices listed above in paragraph A.1 and A.2 apply for CBA illegalities.
- C. The parties agree to leave for negotiations any further issues related to Section 8.D.
- D. On a non-precedential, non-referral basis, Flight Attendants [REDACTED] and [REDACTED] will be paid one-half (0.5) TFP for reporting early on July 27, 2022.
- E. AFA will withdraw the grievance.

AFA-CWA

By: /s/ Stephanie Adams
Stephanie Adams
MEC Grievance Chair

ALASKA AIRLINES, INC.

By: /s/ Carmen Williams
Carmen Williams
Managing Director, Labor Relations

Dated: 2/1/23

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