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

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**FLIGHT ATTENDANT ONBOARD BREAKS**

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This LETTER OF AGREEMENT is made 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, consistent with their obligations to ensure and maintain the safety of passengers and the Company's operations, Flight Attendants have been, and are currently, afforded opportunities to take breaks while on board the Company's aircraft; and

WHEREAS, during these onboard breaks, and during other phases of flight not prohibited in the Flight Attendant Manual (FAM), Flight Attendants have been, and are currently, afforded opportunities to consume food and/or beverages; and

WHEREAS, the parties acknowledge that this longstanding past and current practice has become an implied term to their collective bargaining agreement;

WHEREAS, there is a desire by both parties to memorialize in writing that longstanding past and current practice with regard to the ability of Flight Attendants to take breaks while onboard aircraft;

NOW, THEREFORE, the parties recognize and set forth that practice as follows:

1. Flight Attendants may take breaks while onboard aircraft on all Company flights, provided that the breaks do not interfere with prescribed safety or service duties.
2. Such breaks may not be taken during boarding, sterile Flight Deck, prescribed service, or deplaning.
3. Breaks may be taken on thru-flights after deplaning is complete, if more than the minimum number (fifty percent (50%) of minimum crew, rounded down to the next whole number) of required Flight Attendants are onboard the aircraft.
4. If an emergency exists or as safety-related duties and Federal regulations require, a Flight Attendant on break must resume the responsibilities associated with their assigned position.
5. Flight Attendants are not permitted to sleep or give the appearance of sleeping during breaks.
6. Coordination and Duration
  - a. The breaks taken by different Flight Attendants during a flight must be equal in duration, coordinated among the Flight Attendant crew, and offered in seniority order. Flight Attendants will practice good CRM by communicating with each other when going into and out of a break.

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- b. Two (2) Flight Attendants must remain off break at any given time, and the forward and aft cabins must be monitored at all times.
- c. The B Flight Attendant will take over the A Flight Attendant’s duties\* when the A Flight Attendant is on break, including entering the Flight Deck when a Pilot needs to exit the Flight Deck.
- d. The following are general guidelines on break duration, so long as (1) above is satisfied and the flight is operating normally:
  - i. Flight Attendants may take a break of a minimum of ten minutes (:10) each on any flight with a of block time of at least two hours and thirty minutes (2:30).
  - ii. Flight Attendants may take a break of a minimum of thirty minutes (:30) each on any flight with a of block time of at least four hours (4:00), in addition to the break in 6.d.i., above.

7. Seating for Flight Attendant Breaks

- a. Flight Attendants will take their breaks in jumpseats or galleys; or Flight Attendants may sit in any row (i.e., ABC or DEF) that is not occupied by a revenue passenger in the aft of the cabin (i.e., behind the exit rows).
- b. Flight Attendants will not move guests to other seat locations in order to make a row unoccupied for the purposes of utilizing this provision.
- c. The Company will provide laminated cards in each Flight Attendant stationery kit whenever practicable that will indicate that a Flight Attendant is on an onboard break. The cards will be utilized to indicate that the Flight Attendant is on an onboard break if the Flight Attendant is taking their break in a guest seat pursuant to 7.a. above. Exact verbiage for the cards will be developed by AFA and the Company.

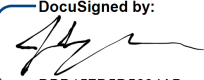
8. Flight Attendants may consume food and/or beverages while on a break or during other phases of flight unless otherwise prohibited by the FAM.

This LOA will be effective upon execution and will be implemented on April 2, 2023, at 2359 PDT. The cards referenced in 7.c above will be implemented as soon as possible thereafter.


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

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 27<sup>th</sup> day of March 2023.

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

DocuSigned by:  
  
 DBD157D5D5694AB...  
 Jeffrey Peterson  
 Master Executive Council President  
 03/27/2023 | 09:41 PDT

FOR:  
ALASKA AIRLINES, INC.

DocuSigned by:  
  
 20BD1FA4477E4E5...  
 Carmen Williams  
 Managing Director, Labor Relations  
 03/27/2023 | 12:08 PDT