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

WASHINGTON STATE LAW SB 5725 2023-2024 AMMENDMENT SUPPORT

Alaska Airlines, Inc. ("the Company") and the Association of Flight Attendants-CWA ("the Association") (collectively, "the parties") agree as follows:

A. In consideration of the provisions stated in Section C of this Letter of Agreement, the Association agrees to support, in the manner outlined in communications between the parties on February 3, 2023, and as modified in subsequent communications by the parties' mutual consent, the proposed legislation, attached as Exhibit A, to include provisions exempting the Company from the following Washington State laws:

- 1. Payment Interval Requirements, with retroactive application
- 2. Overtime Pay, with retroactive application
- 3. Meal and Rest Periods, without retroactivity but with limited liability

B. The Association acknowledges that, by entering into this agreement, the Company is not waiving any arguments that it is currently in compliance with or exempt from the state laws discussed herein, or that such state laws are preempted by federal law. Likewise, the Company acknowledges that the Association is not waiving any arguments to the contrary, or any other arguments that it might make.

C. The parties agree:

- 1. Paid Sick Leave ("PSL"): The Company will comply with state PSL laws in effect, in the states where it has Flight Attendant domiciles ("applicable state PSL law") unless Flight Attendants are expressly exempted from coverage under the law, or the law has otherwise been found inapplicable to Flight Attendants.
 - a. The parties will negotiate an agreement that will apply to all Flight Attendants, regardless of domicile. This Agreement will not unduly degrade the impacted CBA provisions for AS Flight Attendants or the Company's ability to protect the operation of the airline. This Agreement will be integrated into the parties' collective-bargaining agreement ("CBA").
 - b. The parties will select and comply with the most liberal of any applicable state PSL law, including, but not limited to, items (as defined by or required by applicable state PSL law including applicable variances, unless noted otherwise) such as:





- 49 1. PSL accrual rate;
- 50 2. Use of PSL for:
- 51 i. Preventative care;
- 52 ii. Bereavement (in addition to CBA-provided leave);
- 53 iii. Domestic violence;
- 54 iv. Family members as defined by Sideletter 5 ("Sick Family/Sick
- 55 Child") of the CBA;
- 56 v. Public Health emergency, including childcare or school closure
- 57 due to same;
- 58 vi. Any requirement to isolate or quarantine as required by the
- 59 Company or due to reasons of public health;
- 60 vii. Need to evacuate, poor air quality or excessive heat index
- 61 affecting ability to work;
- 62 3. Timing of first access to PSL following initial employment;
- 63 4. Prohibition of disciplinary consequences for using PSL;
- 64 5. Prohibition of incentives to discourage use of PSL; and
- 65 6. Company ability to require doctor's note for PSL-covered absences
- 66 in excess of three work days.
- 67 7. Any other provision in applicable state law.

68

69 2. Meal and Rest Breaks (MRB): The parties will sign and implement the Letter of

70 Agreement, attached as Exhibit B, memorializing the existing practice

71 regarding Flight Attendants' ability to take meal and rest while onboard the

72 aircraft.

73

74 **IN WITNESS WHEREOF**, the parties hereto have signed this **AGREEMENT** this 27th

75 day of March 2023.

76

77

78 FOR:


79 ASSOCIATION OF FLIGHT

80 ATTENDANTS-CWA, AFL-CIO

FOR:

ALASKA AIRLINES, INC.

81 DocuSigned by:

82 


83 _____

84 Jeffrey Peterson

85 Master Executive Council President

03/27/2023 | 12:22 PDT

DocuSigned by:



Carmen Williams

Managing Director, Labor Relations

03/27/2023 | 12:41 PDT

S-1287.1

SENATE BILL 5725

State of Washington

68th Legislature

2023 Regular Session

By Senators Keiser, Conway, Nguyen, and Valdez

Read first time 02/08/23. Referred to Committee on Labor & Commerce.

1 AN ACT Relating to clarifying the application of the industrial
2 welfare act and minimum wage act to airline cabin crews; amending RCW
3 49.46.130; reenacting and amending RCW 49.12.187; creating a new
4 section; and declaring an emergency.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6 NEW SECTION. **Sec. 1.** The legislature intends to codify, modify,
7 and clarify certain current laws and administrative requirements
8 regarding the application of overtime, meal period, rest period, and
9 payment interval requirements for pay periods to airline cabin crews
10 to increase transparency and knowledge for both airlines and their
11 employees, and give effect to collectively negotiated agreements
12 entered into under the railway labor act, 45 U.S.C. Sec. 151 et seq.
13 The purpose of this act is to make technical amendments to clarify
14 that provisions of chapters 49.12 and 49.46 RCW and the rules adopted
15 thereunder related to overtime, meal periods, rest periods, and
16 payment intervals do not apply to airline cabin crew employees who
17 are covered by a valid collective bargaining agreement as negotiated
18 by a labor organization certified by the national mediation board
19 under the railway labor act, 45 U.S.C. Sec. 151 et seq., under the
20 circumstances outlined herein.



1 **Sec. 2.** RCW 49.12.187 and 2003 c 401 s 3 and 2003 c 146 s 1 are
2 each reenacted and amended to read as follows:

3 (1) This chapter shall not be construed to interfere with,
4 impede, or in any way diminish the right of employees to bargain
5 collectively with their employers through representatives of their
6 own choosing concerning wages or standards or conditions of
7 employment. However, rules adopted under this chapter regarding
8 appropriate rest and meal periods as applied to employees in the
9 construction trades may be superseded by a collective bargaining
10 agreement negotiated under the national labor relations act, 29
11 U.S.C. Sec. 151 et seq., if the terms of the collective bargaining
12 agreement covering such employees specifically require rest and meal
13 periods and prescribe requirements concerning those rest and meal
14 periods.

15 (2) Employees of public employers may enter into collective
16 bargaining contracts, labor/management agreements, or other mutually
17 agreed to employment agreements that specifically vary from or
18 supersede, in part or in total, rules adopted under this chapter
19 regarding appropriate rest and meal periods.

20 (3) (a) Notwithstanding any other provision of law, the
21 requirement to provide a meal or rest period pursuant to an
22 applicable statute, regulation, ordinance, standard, or order does
23 not apply to any cabin crew employee who is covered by a valid
24 collective bargaining agreement as negotiated by a labor organization
25 certified by the national mediation board under the railway labor
26 act, 45 U.S.C. Sec. 151 et seq., if that agreement provides for rest
27 and opportunities to eat while not interfering with federal safety
28 duties. In any legal action by or on behalf of cabin crew asserting
29 claims for alleged meal or rest break violations that occurred prior
30 to the effective date of this section, such cabin crew employees do
31 not have the right to collect fees, fines, or penalties on behalf of
32 themselves or other parties and only those cabin crew members who are
33 named plaintiffs have a right to recover damages. Such claims may not
34 be pursued on a collective basis or certified class basis.

35 (b) Notwithstanding any other provision of law, any payment
36 interval requirement for payment of wages or other compensation to
37 employees pursuant to an applicable statute, regulation, ordinance,
38 standard, or order does not apply to any cabin crew employee who is
39 covered by a valid collective bargaining agreement as negotiated by a
40 labor organization certified by the national mediation board under

1 the railway labor act, 45 U.S.C. Sec. 151 et seq. This subsection has
2 retroactive effect to the date that an employee became covered by a
3 collective bargaining agreement meeting the requirements of this
4 section.

5 **Sec. 3.** RCW 49.46.130 and 2021 c 249 s 2 are each amended to
6 read as follows:

7 (1) Except as otherwise provided in this section, no employer
8 shall employ any of his or her employees for a workweek longer than
9 forty hours unless such employee receives compensation for his or her
10 employment in excess of the hours above specified at a rate not less
11 than one and one-half times the regular rate at which he or she is
12 employed.

13 (2) This section does not apply to:

14 (a) Any person exempted pursuant to RCW 49.46.010(3). The payment
15 of compensation or provision of compensatory time off in addition to
16 a salary shall not be a factor in determining whether a person is
17 exempted under RCW 49.46.010(3)(c);

18 (b) Employees who request compensating time off in lieu of
19 overtime pay;

20 (c) Any individual employed as a seaman whether or not the seaman
21 is employed on a vessel other than an American vessel;

22 (d) Seasonal employees who are employed at concessions and
23 recreational establishments at agricultural fairs, including those
24 seasonal employees employed by agricultural fairs, within the state
25 provided that the period of employment for any seasonal employee at
26 any or all agricultural fairs does not exceed fourteen working days a
27 year;

28 (e) Any individual employed as a motion picture projectionist if
29 that employee is covered by a contract or collective bargaining
30 agreement which regulates hours of work and overtime pay;

31 (f) An individual employed as a truck or bus driver who is
32 subject to the provisions of the Federal Motor Carrier Act (49 U.S.C.
33 Sec. 3101 et seq. and 49 U.S.C. Sec. 10101 et seq.), if the
34 compensation system under which the truck or bus driver is paid
35 includes overtime pay, reasonably equivalent to that required by this
36 subsection, for working longer than (~~forty~~) 40 hours per week;

37 (g) Any individual employed as an agricultural employee. This
38 exemption from subsection (1) of this section applies only until
39 December 31, 2021;

1 (h) Any industry in which federal law provides for an overtime
2 payment based on a workweek other than forty hours. However, the
3 provisions of the federal law regarding overtime payment based on a
4 workweek other than forty hours shall nevertheless apply to employees
5 covered by this section without regard to the existence of actual
6 federal jurisdiction over the industrial activity of the particular
7 employer within this state. For the purposes of this subsection,
8 "industry" means a trade, business, industry, or other activity, or
9 branch, or group thereof, in which individuals are gainfully employed
10 (section 3(h) of the Fair Labor Standards Act of 1938, as amended
11 (Public Law 93-259));

12 (i) Any hours worked by an employee of a carrier by air subject
13 to the provisions of subchapter II of the Railway Labor Act (45
14 U.S.C. Sec. 181 et seq.), when such hours are voluntarily worked by
15 the employee pursuant to a shift-trading practice under which the
16 employee has the opportunity in the same or in other workweeks to
17 reduce hours worked by voluntarily offering a shift for trade or
18 reassignment or, retroactive to the date that the employee became
19 covered by the collective bargaining agreement, when such hours are
20 worked by cabin crew employees pursuant to a valid collective
21 bargaining agreement as negotiated by a labor organization certified
22 by the national mediation board under the railway labor act that
23 contains provisions for certain hours or days involuntarily worked in
24 excess of scheduled work to be paid at premium pay at no less than
25 one and one-half times the contractual pay rate; and

26 (j) Any individual licensed under chapter 18.85 RCW unless the
27 individual is providing real estate brokerage services under a
28 written contract with a real estate firm which provides that the
29 individual is an employee. For purposes of this subsection (2)(j),
30 "real estate brokerage services" and "real estate firm" mean the same
31 as defined in RCW 18.85.011.

32 (3) No employer shall be deemed to have violated subsection (1)
33 of this section by employing any employee of a retail or service
34 establishment for a workweek in excess of the applicable workweek
35 specified in subsection (1) of this section if:

36 (a) The regular rate of pay of the employee is in excess of one
37 and one-half times the minimum hourly rate required under RCW
38 49.46.020; and

1 (b) More than half of the employee's compensation for a
2 representative period, of not less than one month, represents
3 commissions on goods or services.

4 In determining the proportion of compensation representing
5 commissions, all earnings resulting from the application of a bona
6 fide commission rate is to be deemed commissions on goods or services
7 without regard to whether the computed commissions exceed the draw or
8 guarantee.

9 (4) No employer of commissioned salespeople primarily engaged in
10 the business of selling automobiles, trucks, recreational vessels,
11 recreational vessel trailers, recreational vehicle trailers,
12 recreational campers, manufactured housing, or farm implements to
13 ultimate purchasers shall violate subsection (1) of this section with
14 respect to such commissioned salespeople if the commissioned
15 salespeople are paid the greater of:

16 (a) Compensation at the hourly rate, which may not be less than
17 the rate required under RCW 49.46.020, for each hour worked up to
18 forty hours per week, and compensation of one and one-half times that
19 hourly rate for all hours worked over (~~(forty)~~) 40 hours in one week;
20 or

21 (b) A straight commission, a salary plus commission, or a salary
22 plus bonus applied to gross salary.

23 (5) No public agency shall be deemed to have violated subsection
24 (1) of this section with respect to the employment of any employee in
25 fire protection activities or any employee in law enforcement
26 activities (including security personnel in correctional
27 institutions) if: (a) In a work period of (~~(twenty-eight)~~) 28
28 consecutive days the employee receives for tours of duty which in the
29 aggregate exceed (~~(two hundred forty)~~) 240 hours; or (b) in the case
30 of such an employee to whom a work period of at least seven but less
31 than (~~(twenty-eight)~~) 28 days applies, in his or her work period the
32 employee receives for tours of duty which in the aggregate exceed a
33 number of hours which bears the same ratio to the number of
34 consecutive days in his or her work period as two hundred forty hours
35 bears to (~~(twenty-eight)~~) 28 days; compensation at a rate not less
36 than one and one-half times the regular rate at which he or she is
37 employed.

38 (6) (a) Beginning January 1, 2022, any agricultural employee shall
39 not be employed for more than 55 hours in any one workweek unless the
40 agricultural employee receives one and one-half times that

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1 agricultural employee's regular rate of pay for all hours worked over
2 55 in any one workweek.

3 (b) Beginning January 1, 2023, any agricultural employee shall
4 not be employed for more than 48 hours in any one workweek unless the
5 agricultural employee receives one and one-half times that
6 agricultural employee's regular rate of pay for all hours worked over
7 48 in any one workweek.

8 (c) Beginning January 1, 2024, any agricultural employee shall
9 not be employed for more than 40 hours in any one workweek unless the
10 agricultural employee receives one and one-half times that
11 agricultural employee's regular rate of pay for all hours worked over
12 40 in any one workweek.

13 (7) (a) No damages, statutory or civil penalties, attorneys' fees
14 and costs, or other type of relief may be granted against an employer
15 to an agricultural or dairy employee seeking unpaid overtime due to
16 the employee's historical exclusion from overtime under subsection
17 (2) (g) of this section, as it existed on November 4, 2020.

18 (b) This subsection applies to all claims, causes of actions, and
19 proceedings commenced on or after November 5, 2020, regardless of
20 when the claim or cause of action arose. To this extent, this
21 subsection applies retroactively, but in all other respects it
22 applies prospectively.

23 (c) This subsection does not apply to dairy employees entitled to
24 back pay or other relief as a result of being a member in the class
25 of plaintiffs in *Martinez-Cuevas v. DeRuyter Bros. Dairy*, 196 Wn.2d
26 506 (2020).

27 (8) For the purposes of this section, "agricultural employee"
28 means any individual employed: (a) On a farm, in the employ of any
29 person, in connection with the cultivation of the soil, or in
30 connection with raising or harvesting any agricultural or
31 horticultural commodity, including raising, shearing, feeding, caring
32 for, training, and management of livestock, bees, poultry, and
33 furbearing animals and wildlife, or in the employ of the owner or
34 tenant or other operator of a farm in connection with the operation,
35 management, conservation, improvement, or maintenance of such farm
36 and its tools and equipment; (b) in packing, packaging, grading,
37 storing or delivering to storage, or to market or to a carrier for
38 transportation to market, any agricultural or horticultural
39 commodity; or (c) (~~in~~) in commercial canning, commercial
40 freezing, or any other commercial processing, or with respect to

1 services performed in connection with the cultivation, raising,
2 harvesting, and processing of oysters or in connection with any
3 agricultural or horticultural commodity after its delivery to a
4 terminal market for distribution for consumption. An agricultural
5 employee does not include a dairy employee.

6 (9) For the purposes of this section, "dairy employee" includes
7 any employee engaged in dairy cattle and milk production activities
8 described in code 112120 of the North American industry
9 classification system.

10 NEW SECTION. **Sec. 4.** This act is necessary for the immediate
11 preservation of the public peace, health, or safety, or support of
12 the state government and its existing public institutions, and takes
13 effect immediately.

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

FLIGHT ATTENDANT ONBOARD BREAKS

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

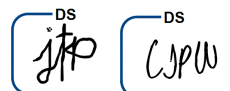
WHEREAS, during these onboard breaks, and during other phases of flight not prohibited in the Flight Attendant Manual (FAM), Flight Attendants have been, and are currently, afforded opportunities to consume food and/or beverages; and

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.

