



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

**GRIEVANCE NO. 36-99-2-230-21  
GRIEVANCE NO. 36-99-2-234-21  
GRIEVANCE NO. 36-99-2-233-22  
COVID GRIEVANCES**

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

In full and final settlement of the above-referenced grievance, the Company and the Association (collectively "the parties") agree:

A. In full and final settlement of Grievance No. 36-99-2-234-21, the parties agree as follows:

1. A fully vaccinated Flight Attendant who received the \$200 COVID-19 vaccination incentive will retain that payment.
2. An unvaccinated Flight Attendant, with or without a religious or medical accommodation, and regardless of whether they had previously been diagnosed with COVID-19, will not receive the incentive payment.

B. In full and final settlement of Grievance No. 36-99-2-230-21, the parties agree as follows:

1. For Flight Attendants, including those with an actual positive COVID-19 test, whose Company-mandated quarantine for high-risk workplace exposure began between September 2, 2021, and December 1, 2021:
  - a. Fully vaccinated Flight Attendants, and unvaccinated Flight Attendants who recovered from COVID-19 within 90 days prior to exposure, were previously pay protected for the quarantine period and were not assessed attendance points. No additional remedy is required. If a fully vaccinated Flight Attendant, or an unvaccinated Flight Attendant who recovered from COVID-19 within 90 days prior to exposure was



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not treated as vaccinated, they may self-identify and receive a remedy under Paragraph B.1.c, below.

b. An unvaccinated Flight Attendant, with or without a religious or medical accommodation, or a Flight Attendant who had not disclosed their vaccination status, will have any sick leave used to cover such quarantine restored to their sick bank, starting from the date of Company-mandated quarantine. These Flight Attendants will also have any associated attendance points remaining on their record removed prior to issuing discipline under Section 32 [Attendance Policy].

c. Sick leave restoration/pay protection process

Flight Attendants eligible for sick leave restoration and/or pay protection will have 30 calendar days to self-identify. The 30-day timeline will begin on the date the Company publishes a required ("must-read") bulletin notifying Flight Attendants of this settlement agreement, with the publication date counting as Day 0. The 30 days will be extended for leaves of absence or scheduled vacation on the Flight Attendant's line. Additionally, if a Flight Attendant has not had a scheduling obligation requiring them to read required bulletins (*e.g.*, airport standby, recurrent or requalification training or reporting for a sequence), the timeline will be extended for 14 calendar days from the date they first have a scheduling obligation requiring them to read required bulletins. That first day will count as Day 0. The Company will verify the Flight Attendant's eligibility. The Association may also identify and assist in verifying eligible Flight Attendants. Upon verification by Company, all sick leave used will be restored to the Flight Attendant's sick leave bank, and the Flight Attendant will be paid in TFP for all TFP not covered by sick leave.

2. For Flight Attendants, including those with an actual positive COVID-19 test, whose Company-mandated quarantine for high-risk workplace exposures occurred between December 2, 2021, through March 14, 2022:

a. Fully vaccinated Flight Attendants, and Flight Attendants who recovered from COVID-19 within 90 days prior to the date of Company-mandated quarantine, previously received pay protection for the quarantine period and were not assessed attendance points, so no additional remedy is required. If a fully vaccinated Flight Attendant, or an unvaccinated Flight Attendant who recovered from COVID-19 within 90 days prior to exposure was not treated as vaccinated, they may self-identify and receive a remedy under Paragraph B.1.c, above.





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- b. An unvaccinated Flight Attendant with a religious or medical accommodation, will have any sick leave used to cover such quarantine restored to their sick bank, starting with the date of Company-mandated quarantine. These Flight Attendants will also have any associated attendance points remaining on their record removed prior to issuing discipline under Section 32 [Attendance Policy]. They may apply for sick bank restoration and/or pay protection under Paragraph B.1.c, above.
  - c. Flight Attendants who have not disclosed their vaccination status, or who are not vaccinated and do not have a religious or medical accommodation, will not have their sick leave banks restored and will not receive pay protection for the quarantine period.
3. For Flight Attendants whose Company-mandated quarantine for high-risk workplace exposures occurred between March 15, 2022, and August 16, 2022:
- a. Asymptomatic, fully vaccinated Flight Attendants, or asymptomatic unvaccinated Flight Attendants who had recovered from COVID-19 within 90 days prior to exposure, were not required to quarantine during this period, regardless of whether their at-work exposure was low risk or high risk.  
  
If the Flight Attendant tested positive for COVID-19, they were required to quarantine for at least five days. They were required to use sick leave and may have been assessed attendance points. If a fully vaccinated Flight Attendant, or an unvaccinated Flight Attendant who recovered from COVID-19 within 90 days prior to exposure was not treated as vaccinated, they may self-identify and receive a remedy under Paragraph B.1.c, above.
  - b. Asymptomatic, unvaccinated Flight Attendants with a religious or medical accommodation, were required to quarantine for at least five days if they had a high-risk exposure and were required to use sick leave. They will have any sick leave used to cover such quarantine restored to their sick bank. These Flight Attendants will also have any related attendance points remaining on their record removed prior to issuing discipline under Section 32 [Attendance Policy]. They may apply for sick bank restoration and/or pay protection under Paragraph B.1.c, above.  
  
If the work-place exposure was low risk, an asymptomatic, unvaccinated Flight Attendant was not required to quarantine.  
  
Unvaccinated Flight Attendants with a religious or medical exemption and who tested positive for COVID-19 were required to quarantine for



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5 days and to use sick leave and may have been assessed attendance points.

- c. Flight Attendants who have not disclosed their vaccination status, or who are not vaccinated and do not have a religious or medical exemption, will not have their sick leave banks restored and will not receive pay protection for the quarantine period.

C. Quarantine Pay, Attendance Points and Incentive Programs after the Date of this Agreement

- 1. The parties will meet and confer prior to implementation of any COVID-19 related incentives, quarantine protocols and/or associated attendance points.
- 2. Each party reserves all legal and contractual rights regarding any such future changes.

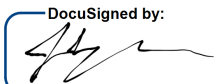
D. In full and final settlement of Grievance No. 36-99-2-233-22, the parties agree that the Company will notify Flight Attendants of any changes to COVID-19 quarantine policies and procedures through required ("must-read") bulletins.

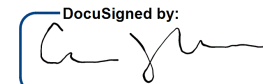
E. AFA agrees to withdraw all three grievances with prejudice and without precedent.

IN WITNESS WHEREOF, the parties hereto have signed this SETTLEMENT AGREEMENT this 28th day of April 2023.

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

FOR:  
ALASKA AIRLINES, INC.

DocuSigned by:  
  
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 Jeffrey T. Peterson  
 Alaska MEC President

DocuSigned by:  
  
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 Carmen Williams  
 Managing Director, Labor Relations