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

INITIAL TRAINING PAY FOR RQ3 OUTSIDE CONTRACTUAL HOURS 2023

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, an increased number of RQ3 students are attending Initial Training classes; and

WHEREAS, the Company recognizes that current Initial Training hours are outside of the contractual training hours of 0700 and 1700 due to facility constraints; and

WHEREAS, the Company and the Association (collectively "the parties") agree that this needs to be addressed;

NOW, THEREFORE, the parties agree to the following temporary pay provisions for Initial Training RQ3 students and instructors:

A. 1.5x PAY FOR TRAINING HOURS THAT FALL OUTSIDE OF CONTRACTUAL HOURS

For the calendar year of 2023, any hours of Initial Training that occur outside of the hours specified in Section 30.A.2 [Training: Hours] will be paid at 1.5x the Initial Training RQ3 student's rate of pay.

Example: An Initial Training RQ3 student is assigned to an AM Initial Training class. The AM Initial Training class requires that the student be in class from 0500-1400. The RQ3 student would be paid their rate of pay at 1.5x for the hours between 0500 and 0700 each day and their rate of pay at 1.0x for the hours between 0701 and 1400 each day.

B. 1.5x PAY FOR INSTRUCTION HOURS THAT FALL OUTSIDE OF CONTRACTUAL HOURS

Inflight Instructors are paid according to §27.P of the Collective Bargaining Agreement (CBA). For the calendar year of 2023, any hours of Initial Training instruction that occur outside the hours specified in Section 30.A.2 [Training: Hours] will be paid Company Business (CB) at one and one-half times (1.5x) the Instructor's rate of pay.

Example: An Inflight Instructor is assigned to an AM Initial Training Instructor shift. The current shift requires that the Instructor teach 0500 - 1400. The Instructor is



49 paid CB at 1.5x their rate of pay 0500 - 0659 each day and at 1.0x their rate of pay
50 0700 - 1400 each day.

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52 C. REPORT AND RELEASE TIMES

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54 For the purpose of this agreement, the formal report and release times for a class on
55 a given day will be the same for all students in that class. Exceptions may apply for
56 individual circumstances (e.g., exam or drill retakes, documented ADA/academic
57 qualifications, etc.) by mutual agreement of the student and inflight training
58 management. Under no circumstances will students be credited with less time in
59 class than measured by the formal report and release times for that day.

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61 D. RETROACTIVE APPLICATION FOR INSTRUCTORS

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63 The additional pay described in B. above will be paid retroactively for instructors who
64 were assigned and instructed any applicable Initial Training Instructor shift(s) in
65 2023.

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67 All other provisions of the AFA JCBA remain in full force and effect.

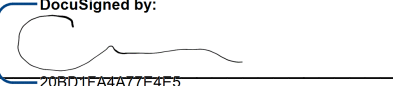
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69 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this
70 16th day of May 2023.

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72 FOR:
73 ASSOCIATION OF FLIGHT
74 ATTENDANTS-CWA, AFL-CIO

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76 FOR:
77 ALASKA AIRLINES, INC.

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79 DocuSigned by:

80 DDD157D5D5694AB...
Jeffrey Peterson
Master Executive Council President

81
82 DocuSigned by:

83 20BD1FA4A77E4E5...
Carmen Williams
Managing Director, Labor Relations