

**Memorandum of Understanding
between
Alaska Airlines, Inc.
and
Association of Flight Attendants-CWA**

Grievance No. 36-99-2-60-23 (Probationary Discipline)

In full and final settlement of the above referenced grievance, the parties agree as follows:

- I. Probationary Flight Attendants will be issued discipline in the same circumstances as non-probationary Flight Attendants would be. Offenses will be treated according to severity:
 - A. Tier 1: Offenses for which non-probationary FAs would receive a suspension or greater. Tier 1 includes situations where the probationary Flight Attendant already has progressive discipline and the next step could be suspension/termination.
 1. The Company will hold an investigation meeting pursuant to Section 19.A.1.a-c. of the parties' collective-bargaining agreement ("CBA").
 2. If the misconduct is substantiated, either the probationary Flight Attendant will be issued an I-6, which will remain on their record for 18 months, or they will be released. The offense will also count as an occurrence.
 3. The discipline issued to probationary Flight Attendants will be no less severe than the level of discipline ordinarily issued to non-probationary FAs for the same violation.
 - B. Tier 2: Offenses for which non-probationary Flight Attendants would receive a confirmation of oral warning or a written warning.
 1. The performance supervisor will send an email to the probationary Flight Attendant, with a copy to the Association, notifying the Flight Attendant of the allegations and giving Flight Attendant ten (10) calendar days to contest the allegation or provide extenuating

circumstances. The Flight Attendant will not be paid for reviewing or responding to that email.

2. At management discretion, a performance supervisor may set a video conference or in person meeting, in which case it will be a Section 19.A.1.a-c meeting. A video conference or in-person meeting may also be called to follow up on the Flight Attendant's response to the email referenced in Paragraph B.1.
 3. If the misconduct is substantiated, the probationary Flight Attendant will either be issued an I-6, which will remain on their record for 18 months, or they will be released. The offense will also count as an occurrence.
 4. Discipline for probationary Flight Attendants will be no less severe than the level of discipline ordinarily issued to non-probationary Flight Attendants for the same violation.
- C. Tier 3: Offenses for which non-probationary Flight Attendants would not be disciplined.
1. A performance supervisor will have a phone call with the probationary Flight Attendant to inquire about circumstances of the offense, but no Section 19.A.1.a-c meeting will be held. (i.e., no union representation, no pay, etc.).
 2. No I-6 will be issued, but the incident will count as an occurrence if the probationary Flight Attendant is not released.
- D. Timelines
- The Company must issue discipline within the probationary period. However, if the Company's first knowledge of an event that occurred during the probationary period comes after the end of the probationary period, the Flight Attendant will be treated as a non-probationary Flight Attendant. The incident will be investigated, and any discipline must be issued pursuant to Section 19.
- E. Access to the grievance procedure
- Discipline issued to probationary Flight Attendants cannot be challenged through the grievance process. Discipline will remain active for a period

of eighteen (18) months and may be considered for purposes of progressive discipline after the Flight Attendant completes probation.

F. Nothing in this agreement restricts the Company's right to release a probationary FA without cause and without process.

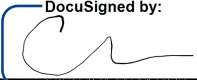
II. This Memorandum of Agreement will be effective September 12, 2023. Upon implementation, the Association will withdraw the grievance.


Agreed and signed August 24, 2023

will be issued an I-6, which will remain on the Flight Attendant's record for 18 months, or will be released. The offence will also and will be an treated as an occurrence.

Alaska Airlines, Inc.

Association of Flight Attendants-CWA

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Carmen Williams
Managing Director, Labor Relations

Stephanie Adams
MEC Grievance Chair