



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

TSA RAP BACK REQUIRED FINGERPRINTS

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

WHEREAS in 2022, the Transportation Security Administration (TSA) made it mandatory that all air carriers and airports must enroll covered employees into Rap Back; and

WHEREAS the Rap Back program is a search and reporting system of arrests and convictions through the FBI which continuously reports when an employee has been arrested and fingerprinted. Each report is reviewed, and action is taken based on a conviction of one of the 28 disqualifying criminal offenses. The full list of 28 disqualifying crimes is located in 49 CFR part 1544.229 (d); and

WHEREAS the Company and the Association ("the parties") recognize that there are currently a substantial number of Flight Attendants that are required to provide fingerprints to be successfully entered into the required Rap Back program; and

WHEREAS the parties recognize that it is a job requirement of a Flight Attendant to have fingerprints on file that can be successfully entered into the Rap Back program; and

WHEREAS fingerprinting is anticipated to take fifteen (0:15) minutes or less;

NOW THEREFORE the parties agree as follows:

1. The Company will schedule no less than two (2) days of fingerprinting per domicile (not required to be consecutive) and one (1) day per co-terminal per month from January through February 2024. Such days, including hours of availability, will be communicated to Flight Attendants in a required bulletin no later than the third day prior to the start of the respective bid month.
2. A Flight Attendant who has been identified as requiring fingerprinting pursuant to the Rap Back program (hereafter referred to as an "identified Flight Attendant") must be fingerprinted at the earliest opportunity in January or February 2024 as follows:



- a. The identified Flight Attendant reports for or releases from duty for scheduled flying or airport standby during the available hours of a scheduled fingerprinting period in their respective domicile or co-terminal.
- b. The identified Flight Attendant attends Recurrent/Requalification Training and fingerprinting is taking place during the training session.
3. If an identified Flight Attendant is not fingerprinted pursuant to paragraph 2.a, above, or 2.b, above, their Inflight supervisor will work with the Flight Attendant to be fingerprinted at a mutually agreed time and place in February (if the Flight Attendant doesn't already have a required opportunity in February as described in 2.a and 2.b above) or March 2024. Examples of mutually agreed arrangements may include but are not limited to being fingerprinted in domicile/co-terminal, another domicile/co-terminal, or at the HUB in Seattle. Both the Flight Attendant and the Company must make every reasonable effort to ensure arrangements are made and fingerprints are taken by March 29, 2024.
4. If an identified Flight Attendant has not been fingerprinted prior to April 2024 due to being on leave during January, February, and March 2024, they will be required to be fingerprinted prior to returning to active duty. Such Flight Attendants must submit a query in Rainmaker in order to be paid four (4.0) TFP after they have been fingerprinted. An identified Flight Attendant that has not been fingerprinted prior to April 2024, and complied with 2.a, 2.b and 3 above, will work with their supervisor to make arrangements to be fingerprinted in April prior to their first trip or as a last resort will be removed from flying with pay protection in order to complete fingerprinting. An identified Flight Attendant that has not been fingerprinted prior to April 2024 and did not comply with 2.a, 2.b and 3 above, will work with their supervisor to make arrangements to be fingerprinted in April and any trip(s) removed in order to be fingerprinted will be unpaid.
5. Identified Flight Attendants will be paid and credited one (1.0) TFP total for being fingerprinted during a fingerprinting period when they reported for or released from duty for scheduled flying or airport standby or during Recurrent/Requalification Training. Such pay and credit will also apply to identified Flight Attendants who were fingerprinted under these circumstances prior to January 2024 (i.e., in 2023).
6. Identified Flight Attendants who are required to come in on a day off in order to be fingerprinted will be paid and credited four (4.0) TFP. Such pay and credit will also apply to identified Flight Attendants who were fingerprinted under these circumstances prior to January 2024 (i.e., in 2023).
7. Identified Flight Attendants who are required to travel in order to be fingerprinted on a day off will be compensated for flight travel based upon the TFP value of the distance of the most direct AAG route from their domicile to and from the location of the fingerprinting. If such travel requires an overnight stay, they will receive local transportation and hotel accommodations pursuant to §34



[Hotels] of the collective-bargaining agreement. They will also receive per diem in accordance with Section 22.A [Expenses – Per Diem].

8. This agreement is without precedent to either party. It is expressly intended to apply only to only those active Flight Attendants whose fingerprints are required to be taken in order to be successfully entered into the Rap Back program. It does not apply to new hire Flight Attendants whose fingerprints will be taken during the Onboarding/Initial Training process or active Flight Attendants who already have valid fingerprints on file that can be successfully entered into Rap Back.

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 22nd day of December 2023.

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

FOR:
ALASKA AIRLINES, INC.

DocuSigned by:

A blue ink signature of Jeffrey Peterson.

Jeffrey Peterson
Master Executive Council President

DocuSigned by:

A blue ink signature of Carmen Williams.

Carmen Williams
Managing Director, Labor Relations