



- 48 b. The Flight Attendant may start the SDT drill no earlier than scheduled
- 49 check-in time at one hour (1:00) prior to departure, without calling
- 50 Crew Scheduling, provided that the trainers have adequate training
- 51 time available; or
- 52
- 53 c. The Flight Attendant may complete the SDT drill during sit time
- 54 without calling Crew Scheduling, provided that the trainers have
- 55 adequate training time available; or
- 56
- 57 d. The Flight Attendant may complete the SDT drill following a duty
- 58 period, provided they call Crew Scheduling prior to the SDT drill to
- 59 verify their legalities and obtain approval; or
- 60
- 61 e. The Flight Attendant may complete the training on a day off provided
- 62 they call Crew Scheduling to verify future legalities and obtain
- 63 approval.
- 64

65 Flight Attendants may choose which option they prefer, so long as it is approved,
66 if required, and assuming trainer availability on or before July 31, 2024.

67
68 If a Flight Attendant has Recurrent Training (RT) scheduled in July, this training
69 will be included in RT, so the Flight Attendant need not schedule the SDT drill in
70 addition to RT.

71
72 **B. Scheduling of the SDT drill for Flight Attendants on Leave of Absence or with No**
73 **Scheduled Duty on or before July 31, 2024.**

- 74
- 75 1. If a Flight Attendant did not complete the SDT drill prior to July 31, 2024,
- 76 due to a leave of absence or having no duty on their schedule, an Inflight
- 77 supervisor will work with the Flight Attendant to be trained prior to their first
- 78 sequence upon return to active service at a mutually agreed time and place
- 79 in August 2024. Examples of mutually agreed arrangements may include but
- 80 are not limited to being trained in domicile/co-terminal, another domicile/co-
- 81 terminal, or at the training centers in ANC, SEA, PDX, SFO or LGB. Both the
- 82 Flight Attendant and the Company must make every reasonable effort to
- 83 ensure arrangements are made and training is completed prior to the first
- 84 duty period upon returning to active duty.
- 85
- 86 2. In all cases of scheduling the SDT drill after July 31, 2024, inflight
- 87 supervisors or their identified designee shall be responsive to the Flight
- 88 Attendant and schedule them for the SDT drill prior to their first trip back
- 89 after July 31, 2024. If the Flight Attendant and inflight supervisor have
- 90 worked to schedule the SDT drill but were unable to schedule the SDT drill
- 91 and the result is a trip drop, the Flight Attendant will be pay protected for the
- 92 first trip back and the supervisor will schedule the SDT drill during that time,
- 93 provided they were on Leave of Absence or with no Scheduled Duty on or
- 94 before July 31, 2024. Flight Attendants who had sequences on their schedule
- 95 reported for or released from duty for scheduled flying or airport standby



96 between 17, 2024, and July 31, 2024, but did not complete the training
97 pursuant to A.2a-e, above, by July 31, 2024, will not be pay protected in this
98 case.
99

100 C. Scheduling of the SDT drill after July 31, 2024, for Flight Attendants Who Had
101 Scheduled Duty Between July 17, 2024, and July 31, 2024.

102
103 Flight Attendants who had sequences on their schedule reported for or released
104 from duty for scheduled flying or airport standby between July 17, 2024, and
105 July 31, 2024, but did not complete the training pursuant to A.2a-e, above, by
106 July 31, 2024, the Flight Attendant must coordinate with their inflight supervisor
107 to schedule the SDT drill prior to their sequence, and no pay protection will
108 apply.
109

110 D. Compensation

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- 112 1. Flight Attendants will be paid and credited five (5.0) TFP total for completion
113 of the SDT drill and one (1.0) TFP for completion of the Computer Based
114 Training module and bulletin bundle video. The five (5.0) TFP will be paid
115 regardless of when and where the Flight Attendant took the SDT drill. Such
116 pay and credit will also apply to all Flight Attendants who were trained under
117 these circumstances prior to July 17, 2024.
118
 - 119 2. Flight Attendants who had sequences on their schedule and reported for or
120 were released from duty for scheduled flying or airport standby between July
121 17, 2024, and July 31, 2024, but did not complete the drill pursuant to A.2.a-
122 e, above by July 31, 2024, will be paid and credited two (2.0) TFP for
123 completion of the SDT drill and one (1.0) TFP for completion of the CBT
124 module and bulletin bundle video. All such training must be completed prior
125 to the Flight Attendant's first trip in August 2024.
126
 - 127 3. Flight Attendants who choose to take the SDT drill on a day off will be paid
128 and credited five (5.0) TFP total for completion of the SDT drill and one (1.0)
129 TFP for completion of the CBT module and bulletin bundle video. Such pay
130 and credit will also apply to Flight Attendants who were trained under these
131 circumstances prior to July 17, 2024.
132
 - 133 4. Flights Attendants who complete the SDT drill in a month in which they have
134 an awarded reserve line will be paid and credited five (5.0) TFP total for
135 completion of the SDT drill, paid above guarantee, and one (1.0) TFP for
136 completion of the CBT module and bulletin bundle video, also paid above
137 guarantee.
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 - 139 5. Flight Attendants who completed the SDT drill on July 4, 2024, will receive a
140 holiday premium of two times (2x) the trip rate for such training, paid above
141 their guarantee.
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6. The LTFA may reflect an additional five (5.0) TFP due to those that completed the SDT drill in July, and therefore assignments that appear out of order may not be. While the contractual provision of §8.P, regarding the ability to opt off a flight at 118.2 TFP remains intact, if a FA completed the SDT drill their LTFA will show 123.2 since the five (5.0) TFP is paid and credited over guarantee.
 7. In no circumstances will Flight Attendants receive premium pay for completion of the SDT drill other than as outlined in D.9 below.
 8. In all cases, the pay for the SDT drill will apply in addition to all minimum pay rules.
 9. Since Flight Attendants must call Crew Scheduling and obtain approval in A.2.a, -d, and -e, above, prior to the SDT drill, there should be no instance where a Flight Attendant will obtain pay for over duty or under rest, etc., per §8.E-M, or additional TFP per §11.B.4.a-b, unless Crew Scheduling approves the SDT drill, thereby resulting in such an event. However, if Crew Scheduling does approve the SDT drill in violation of such contractual legalities, then the provisions in §8.E-M, and §11.B.4.a-b, and any other applicable contractual provisions will apply.
 10. If the SDT drill is completed during sit time pursuant to A.2.c, above, the Flight Attendant will be paid Sit Pay, if applicable, in addition to pay for the SDT drill.
 11. Flight Attendant Instructors will be paid in accordance with their Company Business training pay at one and a half times (1.5x) their trip rate for any hours of training prior to 7 AM local time, and after 5 PM local time. Holiday premium will apply if they trained on July 4, 2024; and such holiday premium will pyramid with "training outside of regular hours" premium if applicable.

175 D. General

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1. A Flight Attendant who completes the SDT drill prior to boarding will not be disciplined or given a Record of Discussion for being late to the plane, if they go the gate immediately after the SDT drill.
 2. This agreement in no way disallows Flight Attendants from dropping or trading any sequences or prevents them from beginning a leave of absence on or after July 17, 2024.
 3. The Company will engage with the Association in accordance with Section 25 of the Agreement on areas concerning Air Safety, Health, and Security.
 4. Due to the SDT-related CBT counting towards the contractual limit of four CBTs for the year, there will be no Quarter 3 2024 CBT.



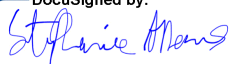
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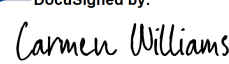
- 5. If any alerts, or communications are published by inflight management prior to this agreement being finalized, the above language regarding the date of official knowledge for Flight Attendants will be the date the required bulletin bundle is posted plus one day.
- 6. This agreement is without precedent to either party. It is expressly intended to apply only to Flight Attendants. It does not apply to new hire Flight Attendants whose SDT drill will be completed during the Onboarding/Initial Training process.

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 16th day of July 2024.

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

FOR:
ALASKA AIRLINES, INC.

DocuSigned by:

 F2050C7EAB14449...
 Stephanie Adams
 Master Executive Committee
 Grievance Chairperson

DocuSigned by:

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 Carmen Williams
 Managing Director, Labor Relations