



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

**DISTRIBUTION OF INFLIGHT IPHONE MOBILE DEVICE REPLACEMENTS  
TO AS FLIGHT ATTENDANTS**

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

WHEREAS the Company replaces certain iPhone Mobile Devices from time to time in order to "refresh" them; and

WHEREAS the Company and the Association ("the parties") recognize that each Flight Attendant holding an iPhone Mobile Device that has been identified by ITS as needing to be "refreshed" needs to exchange their iPhone Mobile Device in a reasonably timely manner;

THEREFORE the parties agree as follows:

When ITS has identified that a specific Flight Attendant or group of Flight Attendants are holding an iPhone Mobile Device that needs to be "refreshed", the following provisions will be used to facilitate exchanging the identified Flight Attendant's iPhone Mobile Device in a reasonably timely manner:

1. If the refresh includes a large enough number of Flight Attendants to warrant setting domicile distribution periods for each domicile, each domicile distribution period will be communicated to Flight Attendants in a required bulletin. A Flight Attendant who has scheduled flying or airport standby during their respective scheduled domicile distribution period for their iPhone Mobile Device must pick up their devices during those dates.
2. Flight Attendants may pick up their iPhone Mobile Device either on or off duty.
3. The time required to pick up and set up a refreshed iPhone Mobile Device per this agreement will be limited to 30 minutes or less. If a Flight Attendant has been at the pick-up location for more than 30 minutes and still has not received their new iPhone Mobile Device, they may leave with their old device and pick up their new device at the next available opportunity.



4. The Company will ensure that each iPhone Mobile Device is set up to the extent that it can be prior to the Flight Attendant completing necessary set-up steps, in accordance with the mobile device requirements in effect at the time the device is picked up.
5. A Flight Attendant who does not have scheduled flying or airport standby during the period described in paragraph 1, above, must make arrangements with their Inflight supervisor to receive their iPhone Mobile Device at a mutually agreed upon time and place. An example of a mutually agreed upon arrangement would be to pick it up at a "Spot On" location in a reasonable timeframe.
6. When domicile distribution periods are warranted, staff will not be provided at the LAX co-terminals. LAX domiciled Flight Attendants may pick up their iPhone Mobile Device in any domicile. A LAX domiciled Flight Attendant who is not reasonably able while on duty to pick up their iPhone Mobile Device at another domicile during their scheduled distribution period, and who does not have scheduled flying or airport standby from LAX during the period described in paragraph 1, above, may coordinate with their Inflight Supervisor to receive their iPhone Mobile Device at a mutually agreed upon time and place. If possible and upon request, the Flight Attendant may have the Company ship their iPhone Mobile Device to an address of the Flight Attendant's choosing at no cost to the Flight Attendant. If the iPhone Mobile Device was shipped to a Flight Attendant who requires assistance setting up the new device, they will be referred to ITS.
7. All Flight Attendants will be paid and credited one-half (0.5) TFP total for picking up their iPhone Mobile Device. If a Flight Attendant is required to return due to the circumstances outlined in 3 above, they will be paid and credited one-half (0.5) TFP for their first attempt and one half (0.5) TFP for picking up their iPhone Mobile Device for a total of one (1.0) TFP.
8. Flight Attendants on a leave of absence will be required to pick up their iPhone Mobile Device when they return to active duty. Such Flight Attendants must submit a query in Rainmaker in order to be paid one-half (0.5) TFP when they pick up their new iPhone Mobile Device.
9. Flight Attendants must return their previous iPhone Mobile Device when they pick up their new iPhone Mobile Device. If the devices are shipped to the Flight Attendant at any point, a pre-paid return label will be included, and the previous iPhone Mobile Device must be returned via the pre-paid return label in a reasonable timeframe after receipt.
10. The parties agree that simply picking up or otherwise receiving the new iPhone Mobile Device does not constitute training on that device.
11. If the refresh does not include a large enough number of Flight Attendants to warrant setting up domicile distribution periods, Flight Attendants will coordinate with their Inflight Supervisor to receive their iPhone Mobile Device at a mutually agreed upon time and place.




12. If the distribution does not include having to pick up the new iPhone Mobile Device and instead the new iPhone Mobile Device can be shipped directly to the Flight Attendant already set up, no pay will apply.

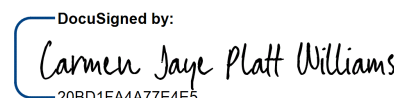
13. This agreement is without prejudice or precedent to either party.

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 13th day of August 2025.

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

FOR:  
ALASKA AIRLINES, INC.

Signed by:  
  
55242F56CD03416...  
Tim Green  
Master Executive Council President

DocuSigned by:  
  
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Carmen Williams  
Managing Director, Labor Relations