



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

**Reassignments and 4k Duty Periods**

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

WHEREAS, the Company and the Association (collectively "the parties") desire to clarify the intent and application of Section 10.R [Reassignment] as related to flights that would have otherwise been classified as part of a Long Stage Length Duty Period ("4k") (i.e., because the duty day exceeds ten hours and thirty minutes (10:30); the duty period contains two (2) legs, with flights departing from and returning to the same domicile; the scheduled sit time does not exceed seventy-five minutes (:75); and the flight distance does not exceed four-thousand (4,000) statute miles); and

WHEREAS, Section 8.E [Duty Period] specifies that a Flight Attendant will not be reassigned to a duty period in excess of twelve hours and thirty minutes (12:30) on a duty period by duty period basis;

Now THEREFORE, the parties agree:

1. A Flight Attendant can be reassigned to a flight that is otherwise part of a 4k duty period only if the city pairs have a matching 4k duty period in any domicile's bid packet (i.e., originally built by Crew Planning), and only if there is a vacancy on such flight after the Flight Attendant has departed the domicile.
2. The Company will not reassign Flight Attendants to duty periods that meet the criteria of a Long Stage Length Duty Period ("4k") as defined in §5 and §10.DD prior to departure from a domicile unless such reassignment is in accordance with §10.DD.10.a (i.e., offered to the Flight Attendant, with proper notice of the 4k, and consent of the Flight Attendant).

All other provisions of the collective-bargaining agreement remain in full force and effect.



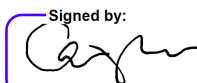
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IN WITNESS WHEREOF, the parties hereto have signed this MEMORANDUM OF UNDERSTANDING  
this 5th day of September 2025.

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

Signed by:  
  
Timothy Green  
Master Executive Council President

FOR:  
ALASKA AIRLINES, INC.

Signed by:  
  
Carmen Williams  
Managing Director, Labor Relations