



AFA LOA 2025-11-21

LETTER OF AGREEMENT

by and between

ALASKA AIRLINES, INC.

and the

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

HAWAIIAN FLIGHT ATTENDANT SEATTLE DOMICILE

This LETTER OF AGREEMENT ("LOA") is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, and pursuant to Agreements reached by and between Alaska Airlines, Inc. ("Company") and the Association of Flight Attendants-CWA, AFL-CIO ("AFA" or "Union"), with both the Company and the Union referred to as "the Parties".

WHEREAS, the Hawaiian and Alaska Flight Attendant groups must work separately until a Joint Collective Bargaining Agreement (JCBA) is ratified and the operations are combined; and

WHEREAS, the Company desires to open a Seattle domicile for the Hawaiian Flight Attendants; and

WHEREAS, specific provisions were agreed upon to establish the Seattle domicile for the Hawaiian Flight Attendants; and

WHEREAS, all below changes to the Hawaiian Flight Attendant Collective Bargaining Agreement (CBA) will remain effective until the implementation date(s) of the JCBA provisions, unless otherwise specified.

NOW, THEREFORE, it is mutually agreed that the following provisions will apply:

A. Staffing

1. The revenue passenger load factor trigger ("Crew-to-Load") in the charts contained in §7.C.2. will be reduced from 90% to an 85% threshold for increasing staffing in the Standard Crews and Augmented Crew charts. This provision will become effective beginning with all flights departing on January 1, 2026.

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2. The North American Carve-Out on 787-9 aircraft in §7.C.2.f. will be eliminated. This provision will become effective beginning with all flights departing on January 1, 2026.
3. For the first full eighteen (18) months of operation, no Hawaiian Flight Attendant will be involuntarily transferred or displaced to the Seattle domicile per §14. D. Only voluntary transfers will be awarded during this time period. New hire Flight Attendants may be assigned to the Seattle domicile with their original assignment following initial training.
4. The minimum number of leaves pursuant to §17.N., will be four (4) leaves each bid period.

B. Return Transfers Following Combined Flying

1. Following JCBA ratification the following Return Vacancies will be posted and awarded to the legacy Hawaiian Flight Attendants in the Seattle domicile:
 - a) 30 Return Vacancies effective on 3rd full bid month following JCBA ratification (e.g. *1/15 ratification, vacancy award effective 4/1*).
 - b) 30 Return Vacancies effective in 1st bid month of combined flying.
 - c) 90 additional Return Vacancies in the first 12 months of combined flying.
 - d) 150 additional Return Vacancies in the 18 months following the 12-month period in c., above.
2. Those Return Vacancies will be available only to the first five hundred (500) legacy Hawaiian Flight Attendants who transferred to Seattle to allow for the transfer back to their Hawaiian domicile from which they entered Seattle. No other Flight Attendant will be permitted to bid on or be awarded a Return Vacancy. A Flight Attendant's priority for being awarded the vacancy will be a combination of the effective date of their awarded transfer to Seattle, and their Hawaiian Flight Attendant seniority.

Example: Lea's transfer to SEA from HNL was effective May 1st and has a seniority number of 1234. Kai's transfer to SEA from HNL was effective in October. Kai has a seniority number of 1120 and is senior to Lea. However, Lea has a higher priority for being awarded a transfer vacancy back to HNL because the effective date of her transfer was before Kai's.



3. Flight Attendants who are awarded a Return Vacancy after JCBA ratification and who actually relocate to the region of their Hawaiian domicile, will be eligible for flat rate moving expenses of one thousand five-hundred dollars (\$1500).

C. SEA Groupings

1. Seattle-based Flight Attendants will not be scheduled or awarded groupings on A321neo or 717 aircraft, or any other narrow-body aircraft. Exclusions for IROPS, sick-on-line, unanticipated vacancies on other aircraft due to operational anomalies will be allowed. In the event the Company intends to schedule groupings out of the Seattle domicile on A321neo or 717 aircraft, or any other narrow-body aircraft, due to aircraft fleet type grounding, or other mechanical issue with the aircraft fleet types operating out of the Seattle domicile, AFA will not unreasonably withhold agreement to operate other aircraft out of the domicile.
2. No co-terminals or alternate check-in points will be allowed for the Seattle domicile.
3. The intended markets for the Hawaiian Seattle domicile will be foreign-long-haul groupings (outside of the US), and may include charter flying. If the Company intends to initiate other flying, the Association and the Company will meet and discuss the changes prior to implementation.
4. Flight Attendant trading procedures (ETCH folder, etc.) pursuant to §12: PICK UPS, DROPS, TRADES AND EXCHANGES currently in place at the Honolulu domicile will apply. SEA will be added to the list for §12.N.4.

D. Compensation

All galley position premium pay provisions on all 787-9 flights and A330-200ER flights enumerated in the chart in §3.C.2. will be increased by one dollar (\$1.00). This new pay increase will be implemented on December 2, 2025.

E. LAX Protections

The LAX domicile will remain operational.

F. Moving Expenses

1. Moving Expenses for Flight Attendants transferring to the Seattle domicile will be governed by §5: MOVING of the Hawaiian CBA, unless



otherwise specified herein.

2. The settling expense provided for in §5.H.3. will be increased to eight hundred dollars (\$800) for new hire Flight Attendants whose initial assignment is to the Seattle domicile and whose established residence is other than the greater Seattle area.
3. Flight Attendants transferring to the Seattle domicile from the Los Angeles domicile and who decline actual moving expenses per §5.B.1., will be eligible to receive a flat rate payment of two thousand five hundred dollars (\$2,500).

G. Other

1. A Hawaiian Flight Attendant crew room will be established in Seattle. The crew room will contain the Flight Attendants' mail files and may be in a shared area with the crew room for the Alaska Flight Attendants and other employees domiciled in Seattle. There will be no requirement for an LEC office.
2. Vacation: Flight Attendants transferring to the Seattle domicile will retain their vacation award for 2026 in their new domicile. The Parties will mutually agree upon an appropriate number of vacation bidding slots and pop-up vacation slots for 2026. The contractual provisions of §18: VACATIONS will apply in subsequent years.
3. A Flight Attendant based in Seattle may decline Company-provided parking and instead receive a flat rate allowance of seventy-five dollars (\$75.00) per month regardless of whether they are a registered commuter or not. The allowance will be included in their paycheck and will be paid as taxable income.
4. All recurrent/requalification training for Seattle-domiciled Hawaiian Flight Attendants will be in Honolulu through the end of 2027.
5. Effective March 1, 2026, newly employed Flight Attendants will not be required to pay for their initial uniform as required in §6.F.
6. Flight Attendant required rest following days of training, including all travel days as outlined in §26.N.1. of the Hawaiian Flight Attendant CBA, may be waived. A Flight Attendant may elect to waive the 24/36/48-hour rest down to twelve (12) hours of rest, solely at the Flight Attendant's option and regardless of their Hawaiian domicile.



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7. The Parties will hold monthly meetings with AFA regarding Seattle domicile issues for the first six months of the domicile's operation. Following the six-month period the meetings will be held upon request.
8. The Company will hold Lead-level language qualification tests for current Flight Attendants who request the test for Asia languages and qualification testing in other languages. The testing will be available on a going-forward basis beginning no later than February 1, 2026 for Flight Attendants who elect to take the test.
9. Per §7.D.2.f.(13)(d) of the Hawaiian Flight Attendant CBA, in the event the pilots overhead rest bunks on the 787-9 are inoperable, the pilot(s) may utilize Flight Attendant Overhead Flight Attendant Rest bunk(s) (OFAR) along with the Flight Attendant crew. If the scheduled flight time exceeds nine hours and fifty-nine minutes (9:59), onboard rest seats will be blocked as follows:
 - a. Row 28 DEF (Primary Rest Seats) if 1 bunk utilized by pilot; and additionally,
 - b. Row 27 DEF (Secondary Rest Seats) if 2 bunks utilized by pilots.
10. In recognition of the additional representation effort associated with the Hawaiian Seattle domicile, the Company will provide a total of seventy-five (75) hours of Flight Pay Loss (FPL) monthly, commencing with the opening of the domicile. This FPL will be in addition to the FPL provided for in §22.D.2.a.
11. The Company will not contest Flight Attendant eligibility under Washington State Family and Medical Leave laws.

IN WITNESS WHEREOF the Parties hereto have agreed-to and adopted this LETTER OF AGREEMENT this 21st day of November, 2025.

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

DocuSigned by:
Sara Nelson

Sara Nelson
International President

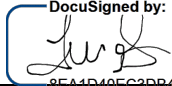
FOR:
ALASKA AIRLINES, INC

DocuSigned by:
Joe Wonderly

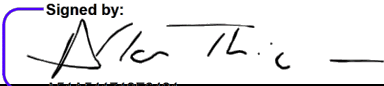
Joe Wonderly
Vice President, Labor Relations



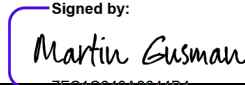
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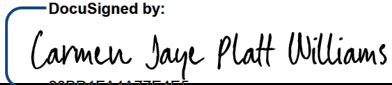
Tim Green
MEC President

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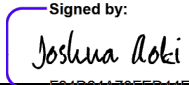
Allen Thieman
Vice President, Inflight

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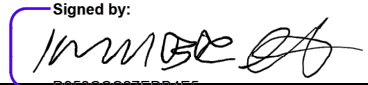
Martin Gusman
LEC President, Council 43

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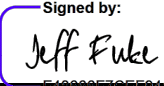
Carmen Williams
Managing Director, Labor Relations

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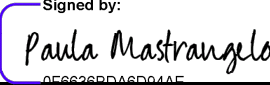
Josh Aoki
LEC President, Council 47

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Jeff Fuke
Negotiating Committee Member

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Paula Mastrangelo
Sr. Staff Negotiator

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