

TA LOA: PROCEDURES FOR SEA DOMICILE

**LETTER OF AGREEMENT**

**by and between the**

**LEGACY HAWAIIAN FLIGHT ATTENDANTS**

**in the service of**

**ALASKA AIRLINES, INC.**

**and the**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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**SEATTLE DOMICILE VACANCY BIDDING**

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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 Company is opening a Seattle domicile (SEA domicile) for the legacy Hawaiian Flight Attendants; and

WHEREAS, both Parties desire an orderly process for Flight Attendants bidding for SEA domicile vacancies and clarity on provisions concerning transferring to the new domicile.

NOW, THEREFORE, it is mutually agreed that the following provisions will be in effect for Flight Attendants bidding and being awarded vacancies in the SEA domicile as set forth below. Unless specifically noted or altered below, all other provisions of the CBA remain in full force and effect.

**A. Vacancy Awards for INITIAL Seattle Domicile APRIL Vacancies**

1. Bid Award Process for filling April SEA Vacancies
  - a. On December 15, 2025, the Company will post the SEA domicile initial vacancies.
  - b. Flight Attendants wishing to transfer to the SEA domicile must submit their vacancy bid prior to the close of the vacancy bid, indicating SEA as their choice.
  - c. The vacancy bid will close January 19, 2026 at 2359 HST, and vacancies will be awarded in seniority order from the submissions received for that

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vacancy bid. Awards will be posted on the IFS website and notifications will be sent via Company email no later than 1200 HST on January 20<sup>th</sup>.

### 2. Award Rescission

- a. A Flight Attendant awarded an April vacancy may rescind their SEA domicile award by completing the Vacancy Bid Form by 2359 HST the calendar day following the bid award.
- b. A Flight Attendant rescinding an award shall not submit a bid for another permanent vacancy or be awarded a permanent vacancy using their standing bid for a period of three (3) months from the date of refusing the offer to transfer.

### 3. Backfilling Rescinded Awards

- a. Any vacancy created due to a Flight Attendant rescinding a SEA domicile April vacancy award will be filled in seniority order from the remaining bids received during the bid submission period (if any).
- b. The notification of the “backfilled” SEA vacancy award will be posted on the IFS website and notifications will be sent via Company email within twenty-four (24) hours of the end of the rescission period.
- c. A Flight Attendant awarded a vacancy in this “backfill” process may rescind their SEA domicile award by completing the Vacancy Bid Form by 2359 HST the calendar day following the bid award.
- d. A Flight Attendant rescinding an award shall not submit a bid for another permanent vacancy or be awarded a permanent vacancy using their standing bid for a period of three (3) months from the date of refusing the offer to transfer.
- e. The Company is only required to backfill rescinded awards from the vacancy bid once during the same vacancy award process, but the Parties may mutually agree to continue to backfill rescinded awards more than once during the same bid-month award process.

### B. Vacancy Awards for SEA Domicile After the INITIAL APRIL bid

1. All vacancies will be emailed to Flight Attendants and posted for the applicable minimum days required in Section 14.B.3 or 14.I.2.b prior to the bid closing. The notification requirement for Flight Attendants on leave of absence or vacation in Section 14.I.2.a. will remain in force. The posting will indicate the number of vacancies, date of the closing of the vacancy bid, effective date of transfer to the SEA domicile, and the date the award will be posted.

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2. Flight Attendants wishing to transfer to the SEA domicile must update their standing bid prior to the close of the applicable vacancy bid, indicating SEA domicile as their choice.
3. At the bid close, vacancies will be awarded in seniority order from the standing bid by 1200 HST on the day of the award, and the awards will be posted on the IFS website and notifications will be sent via Company email immediately thereafter.
4. Award Rescission
  - a. A Flight Attendant awarded a vacancy may rescind their SEA domicile award by completing the Vacancy Bid Form by 2359 HST the calendar day following the bid award.
  - b. A Flight Attendant rescinding an award shall not submit a bid for another permanent vacancy or be awarded a permanent vacancy using their standing bid for a period of three (3) months from the date of refusing the offer to transfer.
5. Backfilling Rescinded Awards
  - a. Any vacancy created due to a Flight Attendant rescinding a vacancy award will be filled from the remaining standing bids in seniority order from remaining Flight Attendants indicating SEA domicile as their first choice (if any).
  - b. The notification of the "backfilled" SEA domicile vacancy award will be posted on the IFS website and notifications will be sent via Company email.
  - c. A Flight Attendant awarded a vacancy in this "backfill" process may rescind their SEA domicile award by completing the Vacancy Bid Form by 2359 HST the calendar day following the bid award.
  - d. A Flight Attendant rescinding an award shall not submit a bid for another permanent vacancy or be awarded a permanent vacancy using their standing bid for a period of three (3) months from the date of refusing the offer to transfer.
  - e. The Company is only required to backfill rescinded awards from the standing bid in seniority order of the remaining Flight Attendants indicating the applicable domicile as their first choice once during the same bid month award process but may choose to continue to backfill rescinded awards more than once during the same bid-month award process.

### C. Five Relocation Days and Additional Travel Time

Per Section 5.G. [RELOCATION TIME], Flight Attendants will be granted a period of five (5) relocation days, and pursuant to Section 5.E.4. [TRAVEL TIME] adequate

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travel time will be granted, designated by mutual agreement between the Flight Attendant and Crew Scheduling.

### 1. Alternate Relocation Days and Travel Time Offer for April and May:

Due to the possible disruption to the operation of excessive relocation days and travel time taken in the bid months of April and May 2026, an optional process will be available to Flight Attendants. For the vacancy award for the SEA domicile effective April 1 and May 1, 2026, only, the below procedure will be followed and all information regarding relocation and moving will be sent via email. Flight Attendants awarded a vacancy into SEA effective April 1 or May 1 will receive pay and credit of four and a half (4.50) hours per day (twenty-seven (27) total) for April 1 – April 6, or May 1 – May 6, respectively. These days will be considered to satisfy the Relocation Days pursuant to Section 5.G. and the Travel Time pursuant to Section 5.E.4. This information will be sent via Company email within ten (10) calendar days of their award being finalized (i.e. the applicable rescission period has concluded, and the award is final). The Flight Attendant will have fifteen (15) calendar days from the date on the email to accept or reject or slide the offered days as follows:

#### a. Flight Attendant rejects offered days:

If the Flight Attendant responds within those fifteen (15) calendar days that the time period for Relocation Days and Travel Time does not work for them, a company representative will call or email them to discuss and agree on a different option pursuant to Sections 5.G. and 5.E.4 and those provisions will apply.

#### b. Flight Attendant accepts offered days:

If the Flight Attendant does not respond to the email within fifteen (15) calendar days, this will indicate that the Flight Attendant accepts the time period for Relocation Days and Travel Time and only in this circumstance (and provision c directly below) will the Flight Attendant be paid and credited the four and a half (4.50) hours per day for a total of twenty-seven (27) hours of pay and credit.

#### c. Flight Attendant elects to slide offered days within a limited timeframe:

If the Flight Attendant responds to the email within fifteen (15) days and indicates that they would like to slide the dates within the April 1-8 or May 1-8, timeframe respectively, this will indicate that the Flight Attendant accepts

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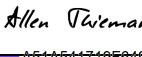
the time period for Relocation Days and Travel Time and only in this circumstance (and provision b directly above) will the Flight Attendant be paid and credited the four and a half (4.50) hours per day for a total of twenty seven (27) hours of pay and credit. In order to choose this option, the Flight Attendant must choose to slide the days from April 1-6 to April 2-7 or April 3-8 if awarded an April vacancy or from May 1-6 to May 2-7 or May 3-8 if awarded a May vacancy.

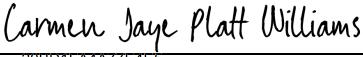
### D. Application of Low Time Provisions

1. Previously awarded low time awards pursuant to Section 13 will not carry-over with the Flight Attendant into the SEA domicile.
2. For the month of May only, nine (9) low time positions will be bid and awarded for the month of May only.
3. The first quarterly low time bidding process pursuant to Section 13.C will take place March 1-10 for the 3<sup>rd</sup> Quarter (June bid period – August bid period) for those Flight Attendants already awarded the SEA domicile at that time.
4. Beginning in April, the company shall offer the Reduced Time Position as provided by Section 13.B.

FOR ALASKA AIRLINES, INC.:

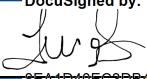
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Joe Wonderly  
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Vice President, Labor Relations

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Allen Thieman  
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Vice President, In Flight

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Carmen Williams  
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Managing Director, Labor Relations

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

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Sara Nelson  
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Sara Nelson  
International President

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Tim Green  
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MEC President

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Martin Gusman  
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LEC 43 President

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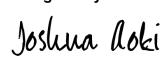


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Kalani Sloat

Senior Director Labor Relations

Signed by:



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Josh Aoki

LEC 47 President

Signed by:

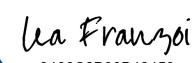


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Jeff Fuke

Negotiating Committee

Signed by:



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Lea Franzoi

Negotiations Support Representative

Signed by:



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Paula Mastrangelo

Senior Staff Negotiator