



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

**CBA 10.X.2 DEADHEAD SEATING REQUIREMENTS FOR AUTO-
DEADHEAD PROJECT**

This MEMORANDUM OF UNDERSTANDING ("MOU") 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 establish clear guidelines and parameters for programming deadhead seating in agreed upon priority order. Unless specifically noted or altered below, all other provisions of the CBA remain in full force and effect.

Now THEREFORE, the parties agree:

Deadhead seating will be assigned in the order listed in paragraph 1 below if such seat is available at the time the sequence is assigned.

*Note that reclining and non-reclining exit rows seats may be assigned to a deadheading Flight Attendant.

1. SEAT TYPE AND PRIORITY ORDER

- A. Most forward non-premium reclining aisle/window including exit rows (excluding last two rows); then
- B. Non-premium non-reclining exit row aisle/window; then
- C. Most forward non-premium non-reclining aisle/window (excluding last two rows); then
- D. Most forward non-premium reclining middle (excluding last two rows); then
- E. Most forward non-premium non-reclining middle (excluding last two rows); then
- F. Last two rows aisle/window; then
- G. Last two rows middle



2. OPTIONAL SEAT CHANGES

Once a seat assignment has been made, whether through the automated assignment process or through a Flight Attendant's individual seat selection, the system will cease any further attempts to assign or modify the seat. The assigned seat will remain associated with the Flight Attendant's deadhead reservation unless the Flight Attendant subsequently elects to modify their seat assignment prior to report, the flight was impacted by a scheduling or operational change (e.g. downgraded, upgraded, canceled etc.) or a Customer Service Agent (CSA) makes an adjustment at the gate.

IN WITNESS WHEREOF, the parties hereto have signed this MEMORANDUM OF UNDERSTANDING this 6th day of February 2026.

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

Signed by:



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Tim Green

Master Executive Council President

FOR:

ALASKA AIRLINES, INC.

Signed by:



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Carmen Williams

Managing Director, Labor Relations