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2 **MEMORANDUM OF UNDERSTANDING**

3

4 **between**

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6 **ALASKA AIRLINES, INC.**7 **and the**8 **ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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

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13 This MEMORANDUM OF UNDERSTANDING ("MOU") is made between ALASKA AIRLINES,  
14 INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
15 ("Association").16 WHEREAS, the Company and the Association (collectively "the parties") desire to  
17 establish clear guidelines and parameters for programming deadhead seating in agreed  
18 upon priority order. Unless specifically noted or altered below, all other provisions of the  
19 CBA remain in full force and effect.

20 Now THEREFORE, the parties agree:

21 Deadhead seating will be assigned in the order listed in paragraph 1 below if such seat  
22 is available at the time the sequence is assigned.23 \*Note that reclining and non-reclining exit rows seats may be assigned to a  
24 deadheading Flight Attendant.25 **1. SEAT TYPE AND PRIORITY ORDER**26 A. Most forward non-premium reclining aisle/window including exit rows  
27 (excluding last two rows); then  
28 B. Non-premium non-reclining exit row aisle/window; then  
29 C. Most forward non-premium non-reclining aisle/window (excluding last two  
30 rows); then  
31 D. Most forward non-premium reclining middle (excluding last two rows); then  
32 E. Most forward non-premium non-reclining middle (excluding last two rows);  
33 then  
34 F. Last two rows aisle/window; then  
35 G. Last two rows middle

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42 **2. OPTIONAL SEAT CHANGES**

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

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52 IN WITNESS WHEREOF, the parties hereto have signed this MEMORANDUM OF  
53 UNDERSTANDING this 6<sup>th</sup> day of February 2026.

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55 FOR:  
56 ASSOCIATION OF FLIGHT  
57 ATTENDANTS-CWA, AFL-CIO

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Signed by:

A handwritten signature of Tim Green.

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59 Tim Green  
60 Master Executive Council President

FOR:

ALASKA AIRLINES, INC.

Signed by:

A handwritten signature of Carmen Williams.

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61 Carmen Williams  
62 Managing Director, Labor Relations