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2
3 **MEMORANDUM OF UNDERSTANDING**
4 **between**
5 **ALASKA AIRLINES, INC.**
6 **and the**
7 **ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

8
9 **CLARIFICATION OF CBA SECTIONS 11.H.3.B, 11.B.8, AND 11.J.3.G AS**
10 **RELATED TO MONTH END OVERLAP**
11

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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

17 WHEREAS, the Company and the Association (collectively "the parties") desire to clarify
18 the interpretation and application of CBA Sections 11.H.3.b, 11.B.8, and 11.J.3.g
19 concerning the management of reserve days by Flight Attendants as it pertains to
20 scheduling, trading, and repositioning; and
21

22 WHEREAS, this MOU is intended to enhance clarity for Flight Attendants in managing
23 their reserve days while adhering to the contractual framework established.
24

25 Now THEREFORE, the parties agree:
26

27 1. Monthly Overlap Consideration:

28 When a Flight Attendant has reserve days that overlap from one bid month to the next,
29 for scheduling purposes, these days will be considered a single block. This interpretation
30 will apply when determining order of assignment for the Reserve Assignment List (RAL).
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32 2. Separate Consideration for Trading and Repositioning:

33 Despite the overlap being treated as a single block for scheduling purposes, the reserve
34 blocks assigned in each bid month shall be regarded as separate entities for the
35 purposes of trading, splitting, and repositioning within Crew Access.
36

37 3. Trading Days Off (11.B.8):

38 As outlined in Section 11.B.8, a block of reserve days that touches another block in a
39 new bid month will be treated as a single block. This provision-is applicable during the
40 scheduling process, solely (i.e. not relevant to Crew Access for the purposes of trading,
41 splitting, and repositioning).
42

Initial Initial
CJPW TG



43 4. Repositioning of Reserve Days (11.J.3.g):

44 Section 11.J.3.g clarifies that a block of a single reserve day cannot be created through
45 automated repositioning in Crew Access. Crew Access will not allow a single reserve day
46 to remain on any block within the bid month when repositioning.

47

48 IN WITNESS WHEREOF, the parties hereto have signed this MEMORANDUM OF
49 UNDERSTANDING this 4th day of March 2026.

50

51 FOR:
52 ASSOCIATION OF FLIGHT
53 ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

54

Signed by:
55 *Tim Green*
56 _____
57 25DEC9BC28FB497...
58 Tim Green
Master Executive Council President

Signed by:
Carmen Jaye Platt Williams
_____ 20BD1FA4A77E4E5...
Carmen Williams
Managing Director, Labor Relations