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

INFLIGHT SERVICE TESTING OBSERVERS AND PARTICIPANTS



This Letter of Agreement is made between Alaska Airlines, Inc. ("Company") and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO ("Association").

WHEREAS, the Company desires to conduct expanded testing of new onboard service and/or onboard products of Alaska Airlines branded mainline flights; and

WHEREAS, the Company desires to have members of the Association's Inflight Service Committee and other special projects pool Flight Attendants participate in the testing of the new service concepts in the role of onboard observers or participants to provide background knowledge and information to the working Flight Attendant crew;

Now THEREFORE, the parties agree:

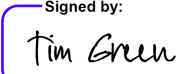
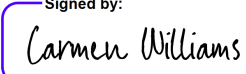
1. In addition to already established testing parameters by members of management, members of the Association's Inflight Service Committee will perform Inflight service testing observation flights. If the Company receives insufficient interest to form an adequate pool from the Association's Inflight Service Committee, the Company may utilize Flight Attendants who are members of the special projects pool. The Onboard Experience Program Manager(or designee) and the AFA MEC President (or designee) may mutually agree on other Flight Attendants to participate in the observer pool.
2. An inflight service testing observer will receive the TFP value of the flying plus one (1.0) TFP for the preparation and administrative work for each flight where testing is conducted.
3. Working Line Flight Attendants on pairings with approved testing will receive one (1) additional TFP for each flight where Technical Testing (as defined directly below) is conducted. Reserve Flight Attendants will also receive one (1) additional TFP for each flight where Technical Testing is conducted, paid above their Reserve Guarantee. Working Line Flight Attendants and Reserve Flight Attendants on pairings with approved Product Testing (as defined directly below), will not receive additional TFP for each flight for Product Testing.

Initial Initial
 



- 46 Product Testing includes testing a substitute or replacement product (e.g. one type of
47 cup tested in lieu of another cup, one type of snack tested in lieu of another type of
48 snack).
49
- 50 Technical Testing includes a test requiring a crew to change service or duty positions or
51 adding an additional service to the flight.
52
- 53 If a test doesn't fit squarely into one of the two definitions above, the Onboard
54 Experience Program Manager will be responsible for determining if the testing is
55 considered "Product Testing" or "Technical Testing", with input from the AFA Service
56 Committee Chair, for purposes of this Letter of Agreement (LOA).
57
- 58 4. Inflight Service Committee Members who perform approved onboard testing as part
59 of the minimum crew will receive an additional one and a half (1.5) TFP for each flight
60 where testing is conducted if the test is considered Technical Testing as defined in
61 paragraph 3 directly above. If the test is considered Product Testing as defined in
62 paragraph 3 directly above, the Inflight Service Committee Member will still receive one
63 (1) TFP for each flight where approved onboard testing is conducted for the preparation
64 and administrative work involved. They will not be classified as "Observers" in this
65 capacity, but rather as Participants.
66
- 67 5. If an inflight service testing observer Flight Attendant is required to attend meetings
68 in conjunction with their participation in inflight service testing, they will be
69 compensated in accordance with Section 27.P.1.f.-j.
70
- 71 6. If the inflight service testing observer Flight Attendant goes to the airport and is
72 prohibited from conducting the inflight service testing observation flight, they must
73 make a reasonable attempt to select an alternate flight that fulfills the observation
74 requirements (be of similar value to the service test and/or have similar attributes to the
75 original flight). They will be pay protected for the original TFP value of the flying in
76 addition to the one (1.0) TFP for the preparation and administrative work.
77
- 78 7. The inflight service testing observer will receive "A" pay and the override provided for
79 in Sections 27.P.1.g and 27.P.1.h in lieu of per diem.
80
- 81 8. If the observation flight/trip is scheduled or rescheduled into an overnight, the inflight
82 service testing observer Flight Attendant will receive local transportation and hotel
83 accommodations pursuant to Section 34. If the RON is unscheduled, s/he will receive
84 any additional compensation that would be due a Flight Attendant under these
85 circumstances.
86
- 87 9. Duty and rest limitations will be consistent with the CBA.
88
- 89 10. The inflight service testing observer Flight Attendant performing the inflight service
90 testing observation will not be considered part of the FAA-required minimum crew but
91 will be permitted to perform limited service related duties, such as assisting in setting
92 up, taking down, or supporting the crew during the test.
93



94 11. An inflight service testing observer Flight Attendant may be converted to a member
 95 of the FAA-required minimum crew in order to prevent a cancellation at a station that is
 96 not a domicile or co-terminal. The inflight service testing observer Flight Attendant will
 97 complete the flight(s) until they reach a domicile or co-terminal where they will be
 98 replaced. They will be paid one and one-half times (1.5x) the trip value for all such
 99 flights.
 100
 101 12. The Inflight service testing observer Flight Attendant will wear the Flight Attendant
 102 uniform if performing service during the Inflight service testing observation flight(s). The
 103 Inflight service testing observer Flight Attendant will wear business attire if not
 104 performing service during the Inflight service testing observation flight(s).
 105
 106 13. The inflight service testing observer Flight Attendant will be booked non-bumpable
 107 positive space (currently B3) but may choose to sit in the Flight Attendant jumpseat.
 108 However, they may not displace a Flight Attendant listed and cleared for the jumpseat.
 109
 110 14. The Company may determine that inflight service testing observer Flight
 111 Attendant(s) need to be relieved from a scheduled trip or trips in order to perform
 112 inflight service testing observation duties. Any such drops will be at the discretion of the
 113 Flight Attendant(s) and will be without pay protection.
 114
 115 15. Either party may terminate this LOA with 30 days' notice to the other party in
 116 writing.
 117
 118 All other provisions of the collective-bargaining agreement remain in full force and effect.
 119
 120 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this
 121 26th day of March 2026.
 122
 123 FOR: FOR:
 124 ASSOCIATION OF FLIGHT ALASKA AIRLINES, INC.
 125 ATTENDANTS-CWA, AFL-CIO
 126
 127 Signed by: Signed by:
 128  
 129 Tim Green Carmen Williams
 130 Master Executive Council President Managing Director, Labor Relations