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

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9 **CBA SECTION 8.I NIGHT RULE AND CBA SECTION 33.C CHARTER**
10 **COMPENSATION**
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
18 establish the terms and conditions under which CBA §8.I Night Rule and CBA §33
19 Charters interact, and agree they only interact in terms of compensation; and
20

21 WHEREAS, Charter pairings are subject to CBA §33 Charters language, which
22 intentionally allows for flexibility in how they are built in order to efficiently meet the
23 needs of the charter request.
24

25 Now THEREFORE, the parties agree:
26

27 **A. Charter Compensation**

28 When a Flight Attendant on a charter is on duty at 4:29 AM local time and
29 remains on duty beyond 8:30 AM (initial departure station time of that duty
30 period) and with a duty time that exceeds ten hours and thirty minutes (10:30),
31 they will be compensated at a minimum of 3.0x trip rate for the charter legs in
32 the duty period and at a minimum of 2.0x trip rate for the non-charter legs in
33 the duty period.

34 1. The 3.0x referenced in A., above, means:

- 35 1.0x straight pay
- 36 1.0x premium for charter
- 37 1.0x premium for night rule

38 2. The 2.0x referenced in A., above, means:

- 39 1.0x straight pay
- 40 1.0x premium for night rule

Initial CW Initial TG



42

43 All other CBA language applies.


44 IN WITNESS WHEREOF, the parties hereto have signed this MEMORANDUM OF
45 UNDERSTANDING this 16th day of April 2026.


46

47 FOR:
48 ASSOCIATION OF FLIGHT
49 ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

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Signed by:

25DEFC9BC28FB497...
Tim Green
Master Executive Council President

Signed by:

20BD1FA4A7764E5
Carmen Williams
Managing Director, Labor Relations

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