

**MEMORANDUM OF UNDERSTANDING****between****ALASKA AIRLINES, INC.****and the****ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO****APPLICATION OF 8.F (OVER-DUTY PAY) AND 8.G (FOURTEEN-HOUR DUTY PROVISIONS)**

This Memorandum of Understanding (MOU) 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 and the Association (collectively "the parties") wish to clarify the language and administration of Section 8.F and Section 8.G when an operational event occurs in which language from both paragraphs apply;

NOW THEREFORE, the parties agree to the following clarification:

There will be no pyramiding of premiums between 8.F. and 8.G.

Paragraph 8.F. and Paragraph 8.G will operate independently and only in a case where the language from both paragraphs apply, will they be handled in the manner below:

If a Flight Attendant's duty time in a duty period exceeds twelve hours and thirty minutes (12:30), but is less than fourteen hours (14:00), compensation will be provided in accordance with the provisions outlined in Section 8.F.1.

If a Flight Attendant's duty time in a duty period exceeds fourteen hours (14:00), but is less than sixteen hours (16:00), compensation will be the greater of which is provided for in 8.F.1. or 8.G.

If a Flight Attendant's duty time in a duty period exceeds sixteen hours (16:00), compensation will be the greater of which is provided for in 8.F.2 or 8.G.

Example in which 8.F.1 compensates more:

SEA 2-day:

Day 1 SEA-SAN operates normally

Day 2 SAN-PHX-SEA

The first flight SAN to PHX operates normally, then a significant mechanical occurs in PHX, which causes the duty time to exceed 14:00 in PHX, and the Flight Attendants remain on duty to complete scheduled flying back to domicile.



1) Under 8.F.1, FAs would receive 1.2 TFP SAN-PHX at 1x plus 3.2 TFP PHX-SEA at 2x (equivalent to 7.6 TFP of pay at straight time)

2) Under 8.G.2, FAs would receive 1.2 TFP SAN-PHX at 1.5x plus 3.2 TFP PHX-SEA at 1.5x (equivalent to 6.6 TFP of pay at straight time)

The Flight Attendants would receive the greater of the pay calculation under 8.F.1.

Example in which 8.G.2. compensates more:

SEA 2-day:

Day 1 SEA-SAN operates normally

Day 2 SAN-PHX-SEA-RDM-SEA

SAN-PHX-SEA-RDM operates normally, then weather grounds the plane in RDM which causes the duty time to exceed 14:00 in RDM, and the Flight Attendants remain on duty to complete scheduled flying back to domicile.

3) Under 8.F.1, FAs would get 1.2 TFP SAN-PHX at 1x plus 4.2 TFP PHX-SEA-RDM at 1x plus 1.0 TFP RDM-SEA at 2x (equivalent to 7.4 TFP of pay at straight time)

4) Under 8.G.2, FAs would get 1.2 TFP SAN-PHX at 1.5x plus 5.2 TFP PHX-SEA-RDM-SEA at 1.5x (equivalent to 9.6 TFP of pay at straight time)

The Flight Attendants would receive the greater of the pay calculation under 8.G.2.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding on this 2nd day of July 2026.

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

FOR:
ALASKA AIRLINES, INC.

Signed by:

Tim Green

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Tim Green

MEC President

Signed by:

Paula Mastrangelo

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Paula Mastrangelo

AFA Senior Staff Negotiator

Signed by:

Carmen Jaye Platt Williams

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Carmen Williams

Managing Director, Labor Relations