



AFA LOA 2026-06-19

LETTER OF AGREEMENT

between

ALASKA AIRLINES, INC.

and the

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

PARTIAL EMERGENCY EVACUATIONS (MINI EVACUATIONS) AND DRY DITCHING DEMONSTRATIONS

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 operates aircraft requiring Federal Aviation Administration ("FAA") approved Mini Evacuations and Dry Ditching demonstrations; and

WHEREAS, the FAA requires the Company to demonstrate its ability to safely and effectively conduct Mini Evacuation and Dry Ditching procedures; and

WHEREAS, the Company desires to utilize qualified legacy Alaska Airlines Flight Attendants to support Mini Evacuation and Dry Ditching training activities.

NOW, THEREFORE, the parties agree as follows:

A. DEFINITIONS

For the purposes of this LOA, the following definitions apply:

- 1. Mini Evacuation:** A partial demonstration of an aircraft's emergency evacuation procedures and equipment.
- 2. Dry Ditching:** A simulated emergency water-landing demonstration.
- 3. Mini Evacuation and Dry Ditching Activities** Mini Evacuations and Dry Ditchings and any associated meetings, briefings, debriefings, standby periods, or travel days associated with these activities.
- 4. Proving Flight Attendants:** Flight Attendants participating in Mini Evacuation and Dry Ditching Activities.



B. PARTICIPANTS

1. Participation in Mini Evacuation and Dry Ditching Activities will be sought from pre-merger Alaska Airlines Flight Attendants.
2. Flight Attendants interested in participating must apply and interview for selection. Selection criteria will be mutually determined by the Company and Association. The Vice President of Inflight, or designee, and the AFA MEC President, or designee, will review the draft list of participants and expeditiously work through any concerns in order for a final participant list to be determined.
3. The MEC ASHSC Chairperson or designee will be allowed to attend all Mini Evacuations and Dry Ditching activities, pursuant to §25.D.1. They will be scheduled and compensated in accordance with the provisions of this LOA.
4. The Company will provide the Association and participating Flight Attendants with a list of all days on which Mini Evacuation and Dry Ditching activities will occur, once known.

C. PLANNING AND BIDDING

1. **Pre-Planned Absences:** When known in advance, dates associated with Mini Evacuation and Dry Ditching Activities, including any applicable travel days, will be pre-planned on Proving Flight Attendant's schedules in the Preferential Bidding System (PBS).
2. **Travel Days:** Proving Flight Attendants participating in out-of-domicile Mini Evacuations or Dry Ditching Activities will have a travel day added before and after the Mini Evacuation or Dry Ditching Activity date(s).
3. **Company Business Drops:** The Company may determine that Flight Attendants must be relieved from scheduled flying to support Mini Evacuation and Dry Ditching Activities. Any such drops will be at the discretion of the Flight Attendant and without pay protection unless otherwise provided for in this Agreement or the Collective Bargaining Agreement (CBA).
4. **Bidding:** When all Flight Attendants designated as Proving Flight Attendants are not needed for, or approved by the FAA to participate in, a Mini Evacuation or Dry Ditching Activity, participation will be offered in seniority order as allowed by the FAA or other government agency.

D: COMPENSATION

1. Proving Flight Attendants participating in Mini Evacuation and Dry Ditching Activities will be compensated pursuant to Section 27.P [Company Business Flight Pay Loss].



- 67 2. Compensation will include "A" pay and the applicable override provided for in
68 Section 27.P.
- 69 3. When an overnight stay is required, Proving Flight Attendants whose domicile
70 or address on file with the Company is more than fifty (50) straight line miles from
71 the activity's location will be provided lodging and transportation pursuant to §34
72 [Lodging and Transportation], and meal reimbursement consistent with that
73 provided to Inflight management employees in accordance with Company policy.
- 74 4. Proving Flight Attendants participating in out-of-domicile Mini Evacuation and
75 Dry Ditching Activities will be compensated the TFP value of the distance of the
76 most direct AAG route at the time of travel from their domicile to and from the
77 location of the Mini Evacuation and Dry Ditching Activities. If travel to and from
78 Mini Evacuation and Dry Ditching Activities occur on a day without those
79 Activities, a six (6.0) TFP travel minimum applies.
- 80 **5. General Provisions for All Activities**
- 81 a. "Business, Positive Space Non-bumpable" travel will be provided to
82 Proving Flight Attendants whose domicile or address on file with the
83 Company is more than fifty (50) straight line miles from the Mini
84 Evacuation and Dry Ditching Activity location.
- 85 b. Scheduled or unscheduled overnights will be compensated and provided
86 accommodations pursuant to Section 34 [Lodging and Transportation].

87 **E: PAY GUARANTEE**

88 Flight Attendant participants will be paid the greater of:

- 89 i. Total TFP due for all Mini Evacuation and Dry Ditching Activities.
90 This includes TFP accrued under:
- 91 1. Section 27.P for Mini Evacuation and Dry Ditching
92 activities and any applicable pay protections or
- 93 ii. Daily Minimum Guarantee:
- 94 1. Proving Flight Attendants will be paid no less than six (6.0)
95 TFP per day for each Mini Evacuation and Dry Ditching
96 Activity scheduling obligation within the bid month.
- 97 2. A Proving Flight Attendant who calls in sick on a Mini
98 Evacuation and Dry Ditching activity day will have six (6.0)
99 TFP deducted from their sick leave bank, if available.

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F. MISCELLANEOUS

1. Flight Attendants will not be held responsible for, nor will discipline result from the failure or inadequate completion of a Mini Evacuation and/or Dry Ditching Activity(s), unless caused by intentional disregard for safety.
2. Safety concerns may be submitted through the Aviation Safety Action Program (ASAP).
3. Mini Evacuation and Dry Ditching activities, and associated duties are considered Company Business responsibilities; accordingly, Flight Attendant attendance will not be recorded or tracked using the provisions of Section 32 [Attendance Policy]. The Company may request to remove a Proving Flight Attendant from Mini Evacuation and Dry Ditching activities. If the Vice President of Inflight, and the AFA MEC President, unanimously determine that the request demonstrates cause, the Flight Attendant will be removed from Mini Evacuation and Dry Ditching activities and the Special Projects Pool. Removal will not be considered disciplinary in nature.

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 19th day of June 2026.

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

Signed by:

Timothy Green
Master Executive Council President

FOR:

ALASKA AIRLINES, INC.

Signed by:

Carmen Williams
Managing Director, Labor Relations