

Settlement Agreement
Grievance No. 36-99-2-176-22
California Family-School Partnership Act

In full and final settlement of Grievance No. 36-99-2-176-22, Alaska Airlines, Inc. ("the Company") and the Association of Flight Attendants-CWA ("AFA") agree as follows:

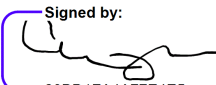
1. The California Family-School Partnership Act will be applied in all California domiciles.
2. The parties agree to adopt the policies and procedures contained in Exhibit A, attached.
3. The Company will notify all California domiciled-Flight Attendants of the policies and procedures contained in Exhibit A by publishing a news article on Team AAG Inflight page no later than October 17, 2026. The Company will also maintain a link to Exhibit A through Team AAG or successor portal.
4. By settling this grievance, AFA does not waive any rights to raise the Roberts decision (Grievance No. 36-99-02-49-03) in future grievances. AFA will withdraw Grievance No. 36-99-2-176-22 on a non-precedent non-referrable basis.

For AFA:

DocuSigned by:

P2030C7EAD14449...
Stephanie Adams
MEC Grievance Committee Chairperson
Date
09/24/2026 | 12:01 PDT

For Alaska Airlines:

Signed by:

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Carmen Williams
Managing Director Labor Relations
Date
09/24/2026 | 13:19 PDT

California Family School Partnership Act

Description:

The Family School Partnership Act is a California law that allows parents, step parents, foster parents, grandparents, legal guardians, and persons who stand in loco parentis to a child in licensed childcare or K-12th grade to take time off from work to participate in the following child-related activities:

- To find, enroll, or reenroll their child in a school or with a licensed childcare provider, or to participate in activities of the school or licensed childcare provider of their child.
- To address a childcare provider or school emergency, if the employee gives notice to the employer.
 - A childcare provider or school emergency means that an employee's child cannot remain in a school or with a childcare provider due to one of the following:
 - The school or childcare provider has requested that the child be picked up, or has an attendance policy, excluding planned holidays, that prohibits the child from attending or requires the child to be picked up from the school or childcare provider.
 - Behavioral or discipline problems.
 - Closure or unexpected unavailability of the school or childcare provider, excluding planned holidays.
 - A natural disaster, including, but not limited to, fire, earthquake, or flood. The Flight Attendant may instead use their state sick-leave bank if the disaster meets the contractual requirements found in Section 16.B.3.

Process / Procedure

1. Guidelines
 - a. Each Flight Attendant may use up to five duty periods or five calendar days, whichever results in the greater number of calendar days per calendar year.

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- b. Calendar year runs from January 1—December 31
 - c. Each Flight Attendant may not use CFSPA leave more than one time per bid month.
- 2. Notification to Alaska
 - a. The California domiciled Flight Attendant will email the request to the Base Manager and include the following information: date(s) of the event, type of event, child's name/age, whether the drop is to be paid/unpaid and, if the drop is to be paid, the date of the vacation day(s) to be used.
 - b. Requests can be submitted no earlier than the end of the bid protest period for the month prior to the event.
 - c. Non-emergency childcare provider or school requests will be made a minimum of 7 calendar days prior to the event. If the parent receives fewer than 7 calendar days' notice of the event from the school or childcare provider, they will inform Alaska as soon as possible after receiving notification and will provide documentation of the short notice upon request.
- 3. Verification
 - a. The Flight Attendant must submit documentation within seven calendar days of the event. "Documentation" means whatever written verification of parental participation the school or licensed childcare provider deems appropriate and reasonable.
 - b. If verification is not submitted within 7 calendar days, the absence will be converted to a management drop with points.
- 4. Breaking multi-day sequence
 - a. The Flight Attendant will be required to work up to SIP or pick up at SIP, whichever is applicable.
 - b. If no SIP, the Flight Attendant, at their option, will work with the Base Manager and/or Crew Scheduling to put flying, or reserve, back on the schedule for the days that do not conflict with the school event. This will be done at the same time the request is granted.

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- c. A Flight Attendant who is removed from a reserve day(s) may be allowed to add that day(s) to a future reserve block in the same month staffing permits and in lieu of using vacation day(s)

5. Compensation

The Flight Attendant may take the time off unpaid or use scheduled vacation. This decision will be made at the time of the request. Only vacation scheduled in the current year that has not yet been cashed out may be used. The Flight Attendant may select which vacation day will be removed from their line and they will be paid the value of that vacation day rather than the value of the sequence (or portion of the sequence) dropped.

6. Attendance Points

The Flight Attendant will not receive attendance points for absences under the Act, and an absence under the Act will not count against the Flight Attendant's eligibility for record improvement.

Supervisor Guidance

Supervisors can request this leave directly on the FA Website under Management>>FA Status. They must fill out the form with the Flight Attendant's first and last name, Peoplesoft number, base and the affected dates. Select the Activity Code FPA—California School Partnership Program. In the comments section, please note the details of the school activity.

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