

Memorandum of Understanding  
between  
Alaska Airlines, Inc.  
and  
Aircraft Mechanics Fraternal Association  
representing  
The Technician & Related Crafts

COVID-19 LEAVES OF ABSENCE: AMFA EMPLOYEES

This Memorandum of Understanding is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC, (hereinafter referred to as the "Company") and the AIRCRAFT MECHANICS FRATERNAL ASSOCIATION (hereinafter referred to as the "Union").

Alaska Airlines, Inc. appreciates the partnership and relationship we've built with our Aircraft Mechanics Fraternal Association. Together, we are facing an unprecedented health crisis in our community. The Company and Union recognize that COVID-19 has presented various unique challenges for employees due to illness, quarantine, isolation, and school closures. In response to COVID-19, we are formalizing the Company's and union's discussion related to leaves of absence and use of accruals.

In consultation and agreement with the AMFA leadership, the Company will take the following steps to help implement preventative and responsive strategies, to ensure that our employees manage their time away from work and pay during this uncertain and difficult time.

For Aircraft Mechanics Fraternal Association Employees (AMFA Agreement):

- Employees who (1) must leave work for school or child care facility closure for a minor child, (2) have been diagnosed with COVID-19 or are symptomatic, or (3) are quarantined at the request of a public health entity or health professional, may use accrued sick, earned vacation, banked holiday, or take unpaid time off during this leave.
- High risk employees, as defined by the CDC, who opt to self-quarantine, but are not symptomatic and would not otherwise qualify for medical leave, can request a personal leave of absence and may use earned vacation or take unpaid time off.
- Article 13.A: Employees who have not reached their one-year anniversary, and are accessing leave under this letter, can use accrued vacation immediately.
- Article 13.D.3: Employees will not be required to provide a minimum of 14 days' advance notice to cancel their vacation during the time identified in this letter.
- Article 14.A: Probationary employees will be able to utilize any sick leave accruals under this letter and are exempt from any restrictions based on tenure.
- Article 14.D.1: Employees who have been diagnosed with COVID-19, are symptomatic, or are subject to COVID-19 quarantine or isolation/monitoring related to a COVID-19 work-related exposure as recommend by a qualified medical professional, the CDC, the local Department of Health, or other government agency will be able to access pay for up to 120 hours (or 80 for PT employee) similar to pay outlined in Article 14.D.1. The employee will need to provide documentation of the work-related exposure/diagnosis and the quarantine/isolation/monitoring length and requirement or recommendation to Matrix.

Time off under this letter will not affect any employee's seniority under his or her respective collective bargaining agreement. For clarity, the above changes apply for a limited period of 30 days to address the COVID-19 outbreak in the United States, beginning March 12, 2020. This letter will be reevaluated in 30 days to determine whether these processes will be extended, changed, or cancelled.

In addition, the terms set forth above will not apply retroactively.

Signed this 13<sup>th</sup> day of March, 2020.

FOR ALASKA AIRLINES, INC.

J Wetzel

FOR AIRCRAFT MECHANICS  
FRATERNAL ASSOCIATION

Steve L14 ALR

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Earl Clark Region 1 Director