



46 than forty (40.0) TFP in their CBA sick bank, the entire balance will be transferred to the  
47 state sick bank and made available for immediate use.

48  
49 2. Although state sick bank balances will be made available for immediate use on the first  
50 day of the implementation bid month, Flight Attendants will be able to view their state  
51 sick bank balance, which includes the applicable transfer from the CBA sick bank to the  
52 state sick bank pursuant to D.1. above, as soon as is practicable following finalization of  
53 the previous bid month's pay period.

54  
55 3. On a go-forward basis, a Flight Attendant will accrue sick time to the CBA and state sick  
56 banks in accordance with §16.A.1. [Sick Leave Accrual].

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58  
59 IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 27<sup>th</sup> day of  
60 March 2025.

61  
62  
63 FOR:  
64 ASSOCIATION OF FLIGHT  
65 ATTENDANTS-CWA, AFL-CIO

FOR:  
ALASKA AIRLINES, INC.

66  
67  
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69 \_\_\_\_\_  
70 Timothy Green  
71 Master Executive Council President

\_\_\_\_\_   
Carmen Williams  
Managing Director, Labor Relations

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73  
74 \_\_\_\_\_  
75 Jeffrey Peterson  
76 Negotiating Committee Chairperson

77  
78  
79 \_\_\_\_\_  
80 Paula Mastrangelo  
81 Sr. Staff Negotiator