

Preamble

Section 1 - Non-Discrimination

- Add gender identity

Section 2 - Purpose of Agreement

Section 3 - Scope of Agreement

- Address management flying and update

Section 4 - Status of Agreement

- Align with gains by other labor groups

Section 5 - Definitions

- Update as necessary

Section 6 - Seniority

- The earlier of Occupational or Alaska Air Group (AAG) seniority used for non-rev pass travel
- Add another tie-breaker digit for calculation determining seniority

Section 7 - Probationary Period

- Only 1 probationary Flight Attendant (FA) on any flight

Section 8 - Hours of Service

- Minimum connection time: 20 minutes AS-AS, 25 minutes when keeping aircraft, 30 minutes AS-QX/OO
- Reduce maximum scheduled legs from 8 legs in a 24hr period to 6 legs in a 24hr period
- Review and revise maximum scheduled TFP of 118.2 Trips for Pay (TFP) per bid period
- Reduce 28 flights in 6 days to 24 flights in 6 consecutive duty periods
- Drug testing adjustment to debrief – for entire time involved in testing
- Discuss automated scan-in on Block2Block (B2B) once in geofence at check-in time
- Retain protection from additional/revised scheduling obligation prior to check-in time once checked-in
- Over Duty Pay: 1.5x any flying/credit into or above 10.5 hrs; 2.0x at 12.5 hrs; 3.0x at 16 hrs, prorated
- Revise 14 hr “walk” provision to "At ANY domicile/co-terminal" rather than "At a domicile/co-terminal"

- Night Rule: Add “or projected to be on duty” at HH:MM throughout the provision. Discuss 4:29 vs Window of Circadian Low (WOCL)
- Revise Night Rule and 4k waiver so all-nighter 4k pairings receive premium
- Revise Night Rule to expand restrictions based on time zone rather than departure station
- Night Rule flying receives premium 2.0x
- 10 hrs behind the door rest at the hotel on RON rest
- 48/7 reference for Reserves. Change “in conjunction with a subsequent sequence” to “in conjunction with a subsequent scheduling obligation” and adjust other references in the provision to be inclusive of Reserves. Provide Lineholder and Reserve examples as backup.
- Crew Scheduling (CS) can only contact FAs once during RON rest
- Reduce points for not being contactable (currently 1.5 points)
- Aircraft Communications Addressing and Reporting System (ACARS) is not positive contact until pilots deliver the message
- Review requirement to be “contactable” and how much time is allotted to respond
- Me-too with pilots for being evacuated during 8.S. (disasters, riots, terrorism, etc.) events
- Base turns reduced from 1:45 to 1:15 between flights
- The ability to fly a trip at 1.5x when going under 10.5 hrs domicile rest or receive current pay protection
- FAs paid Minimum Pay Rules (MPR) when worked into a day off regardless of remaining days off in the month
 - If FA has less than minimum days off, a premium is paid
- Insert subsection for Fatigue Risk Management Program (FRMP) and how it interacts with scheduling adjustments and rest/pay implications
- Global Issue: Define positive contact vs “contact” and methods of contact including who can contact FAs

Section 9 - Junior Available and Premium Open Time

- When a premium Open Time (OT) trip is picked up or a Junior Assignment (JA) trip is assigned and subsequently is not flown as scheduled (pre-cancels or reassignment or released), the flown or removed sequence receives the applicable premium on the original (canceled) trip or what is flown- whichever is greater.
- FAs can jet bridge trade (or trade positions) and premium stays w/ original FA, as long as the city pairs and dates of the original premium trip remain the same
- A premium trip traded with OT retains original premium
- Protect premium if FA reports to the airport. Premium due is greater of original or new assignment
- FA cannot be JA'd following a reassignment

Section 10 - Scheduling

- Preferential Bidding System (PBS) waiver on rest: 24/7 using RON rest

- Add an additional Association of Flight Attendants (AFA) PBS Committee Member
- CS to cite Collective Bargaining (CBA) language in any scheduling situation
- Separate Low Bid Option (LBO) Section
 - Incorporate outlier concerns and LBO Letter of Agreement into the CBA
 - Sick Leave Make-Up (SLMU) days don't count towards the 10 TFP restriction
 - Update low bid "days off" table
- Increase Lineholders minimum days off to 12 in a 30-day month and 13 in a 31-day month
- Revise Union Business/Company Business (UB/CB) pre-planned absences and minimum days off table
- Ability to trade safety and service positions
- Discuss bringing back minimum bid lines in PBS
- Review and update pre-planned credit values for CB/UB activities
- Full credit toward line construction for Recurrent Training (RT) + travel pay with the option to waive
- Tighten footprint of Like Sequence on the back end of reassignments
 - 2 hrs later than scheduled arrival time or midnight, whichever is earlier
 - Establish reassignment trip preferencing in seniority order
- Pre-cancellations
 - Remove 8pm-midnight carve-out
 - Create Like Sequence footprint
 - Single sequence assignment
 - Ability to trade or pick up sequences with pre-cancelled flights (from OT or FA)
 - A single pre-cancellation call-back time versus current two
- Deadhead
 - Explore automation for DH release
 - Scheduled or unscheduled DH conversion should be offered in seniority order of all FAs on the flight (irrespective of pairing number), forced inverse
 - Unscheduled DH converted to working paid at 1.5x
 - If DH > 4hrs, then FA given FC seat
 - Premium pay if assigned a jump seat for any DH
 - Lineholder option to decline initial DH (same as waiving last leg DH). CS cannot deny if there is no scheduling obligation
- Revise personal drop (PD) deadline to 2 pm
- A Reserve who is awarded PDs in a reserve block will not have the dropped days "shadow attached" to the reserve block for purposes of trading restrictions to another FA
 - Waiver on the form to indicate whether a PD potentially granted during a Reserve Availability Period (RAP) would be accepted
- Investigate 4k distribution
- Reserve may be assigned a 4k from Airport Standby (APSB) provided the scheduled duty day does not exceed 12.5 hrs and CS cannot have 'saved' the 4k for the APSB Reserve
- Change reference (E-Maestro) to Jeppesen Crew Tracking Enterprise (JCTE)

- CS converting OT DH to working (Remove Addendum #10)
- Preboarding offered in seniority order and assigned in reverse seniority order if less than entire crew is needed
- Global Issues
 - Any duty period extending into the next day by 1 hr will be counted as contained in the calendar day in which the duty period started
 - Implement penalty for widespread controllable server limitation, programming, program system malfunctions (PBS, JCTE, etc.)
 - Address severe irregular weather ops (i.e., “Severe Weather Ground Commuting operations” SWGCO)
 - Pay, FA duty status (FDTY), sit time, etc.
 - Use IMD for communicating reassignments, etc. to address JCTE limitations
 - FA released to go home and some sort of ‘show-no-go’
 - Discuss push notifications and how they interact with contactability

Section 11 - Reserve

- When a FA is contacted by CS during silent rest, premium is due regardless if FA answers or not
- Increase from 9 hrs to 10 hrs silent domicile rest
- 3 hour call out minimum
- Clarify what credit is included in Low Time First Assign list (LTFA)
- Ability to self-assign APSB if good for 4 days
- Tighter language on order of tagging (e.g., seniority vs LTFA) and incorporate premium for tagging
- APSB as part of a Reserve’s maximum 10.5 hr duty day (currently 12.5 hr duty day)
- Reserve Premium paid on APSB
- Live list of APSB slots and names of Reserves assigned APSB in each base accessible via Crew Access
- RT and other Company required training should set the guarantee at 6 TFP per day
- Daily reserve minimum rather than a monthly minimum
- Show-no-go paid if scheduling obligation is removed/canceled within minimum call out time
- Show-no-go increased
- Delay, block, Stranded & CBT paid above Reserve guarantee (currently towards)
- Premium if assigned a second duty period in 1 calendar day following domicile rest
- Sit pay regardless if the sit is subsequently reduced to less than 2:01 after it is assigned
- Paid scheduled or actual for Extended Overnight Rule (EOR) like Lineholders
- Any reserve days traded away and added to another Reserve’s block will not be considered a “split”
- Allowed to trade away a reserve day from a block up until 14:00 the day prior (currently 10:00) to the block beginning as long as they haven’t self-assigned a trip already

- Reserve repositioning on the same trading schedule as Reserve trades, pick-ups, etc.
- If CS assigns a trip less than the number of days an FA is good for, they can trade for the full number of days in the block or the same number of days CS assigned. Example: If FA is good for 4 days and CS assigns a turn, they can trade for another turn or a 4 day.
- Lineholders should be able to trade with (i.e., not pick up) posted Reserve trips day-for-day
- Make “Max” & “Min” Available Reserve Coverage (ARC) numbers in Crew Access contractual- not at CS discretion (i.e., a calculation/formula similar to TSN)
- Once a Reserve self-assigns a trip, they are considered released for purposes of Reserve contactability
- Holiday pay for all reserve activity including being on call (not used) on a paid holiday
- Decrease Max TFP for the month from 118.2 TFP or 90 legs (not flights)
- Introduce long call Reserve lines
- Review max days on reserve in a bid month
- Introduce 3rd RAP
- Eliminate Extended Reserve (ER) days
- Change LTFA to Order of Reserve Assignment List

Section 12 - Exchange of Sequences

- Add block times for DH legs in JCTE and Rainmaker
- Ability to split jet bridge trade sequence at any point and in advance (no 3 hour window)- explore automation
- CS cannot pull a trip out of OT, change the check-in domicile, and then place the revised sequence in another domicile’s OT for pick up prior to 2 PM PT the day prior (i.e, cannot pull trips prior to 2PM PT the day prior to break trips up unless the surviving trips are put back into the same domicile)
- Out of domicile (OOD) Reserve pick up allowed (included in total OOD p/u restriction)- max of 2/month/domicile
- Increase OOD pickups to max of 2 per domicile per bid month
- Minimum requirement of trips sitting in OT for 15 minutes prior to being withheld by CS
- Review and revise entire OT system
 - Day-for-day trading
 - Eliminate Codes
 - Discuss Threshold Sequence Number (TSN)

Section 13 - Uniforms

- Add packable parka to basic uniform
- Address non-binary uniform
- Update current uniform allotment amount

Section 14 - Vacations

- Eliminate 480 TFP requirement for vacation accrual
- Clarify vacation accrual rate for FAs with less than 1 year of service.
- Accrual based on AAG seniority
- Explore one round of vacation bidding (currently two)
- Vacation Trading
 - Real time electronic vacation trading system, trading schedule, etc.
 - Based on September permanent domicile list
- Increase Vacation Pay and credit
- In years 5, 10, 18, & 25 FA receives prorated vacation days for the next step of vacation accrual
- Vacation slots are retained during a permanent base transfer (vacancy bid)
- Add 6th week of vacation at 25 years, eliminate 960 PTO program
- Vacation allocation must be evenly distributed in all 52 weeks

Section 15 - Leaves of Absence

- If multiple FAs apply for an education leave, processed/awarded in Occupational Seniority (system) order
- Discuss Third Party Administrator (TPA) responsiveness and process time for FA leaves
- Address return to work following Leave of Absence (LOA)
- Update maternity leave provisions
- Remove reference to accrual of seniority for parental LOA
- Management-required disclosure of serious a/c incident provisions to FAs involved in situation
- Expand on leaves related to serious aircraft incidents situations
 - Medical emergency – entire crew removed if CPR, rescue breathing or AED used
 - Death onboard – Remove requirement “where the FA provided first aid”
- Military Leave: Deployed FA will be considered active for purposes of travel benefits and travel dependents
- FA’s dependents may utilize flight benefits while FA is on medical leave
- Minimum coordination with vacation/Longevity PTO at 0.3 TFP/day vacation/ Longevity PTO equivalent. No less than 1 day draw, rounded up to 2 days at 20 days [currently minimum 2 days]
- Change maximum coordination range to 10-130 TFP
- Greater of coordinated sick/vacation or the lookback evaluation on a month-by-month basis
- Bereavement
 - Expand definition of immediate family members
 - Increase number of days
 - Eliminate need to be consecutive days
 - Increase the timeframe to use leave to 90 days.

- FA may request leave outside of timeframe and such request will not be unreasonably denied.
- Explore partial or full month extended bereavement leave

Section 16 - Sick Leave/On the Job Injury

- Increase Sick Leave (SL) Bank cap, and/or have “spill-over” paid back to FA
- Probationary FA allowed to use SL after 90 days (91st day)
- Revised SL pay to reflect all types of pay (i.e., CB, Instructor pay, etc.)
- Use partial month application when going on a medical leave
- Full pay-out for SL at retirement (currently 25%)
- SLMU pick up from OT (instead of sitting Reserve)
- Automated “sick call” process (app based, IMD)
- Positive contact to FAs on Workers Compensation who coordinate sick/vacation after the 12 wk mark when transitioning to coordinated leave (currently only email)
- Include any doctor's appointment for preventative care (i.e., Dr., dentist, etc.) as eligible for SL
- Add pandemic sick leave and related point accrual

Section 17 - Medical Examinations

Section 18 - Reduction in Force

- FA on involuntary furlough will continue to accrue seniority for purposes of pay rate advancement and vacation
- Health care insurance fully paid by The Company for 3 months.

Section 19 - Grievance Procedures

- Privacy protections (prohibition from requiring bank statements, credit card statements, etc.)
- Letters of discipline/ records of discipline removed at 12 months (currently 18 months)
- Ability to utilize ‘Sick Family’ mid trip
- Management will provide all evidence relied upon within 72 hrs of disciplinary action
- “Trivial” offenses such as CBT, missing required items, uniform violations, flight delays, commuter violations and similar like violations will not trigger termination from LCA.
- CBT violations should be siloed- not used as progressive discipline for non-CBT offenses.
- Suspensions must start the day after I-6 is issued.
- Travel provided on AS/QX/OO for pre-screenings and arbitrations
- Engage in conversation on when to withhold FAs from service (e.g. theft, sexual/nonsexual assault allegations, drugs/alcohol).
- TFP for any meeting whether virtually or in person
- Discuss ROD retention and establish timeline for removal

Section 20 - Board of Adjustment

Section 21 - Compensation

- Increase A pay
- Increase and consolidate step rates
- Monetary penalties for all contractual violations
- Irregular Operations (IROP) pay on days off: 2.5x pay for all flights flown in addition to Ratio-In-Guarantee (RIGs)/pay protection at straight time
- Automate all pay categories
 - Flight pay (based on distance)
 - Ground/Boarding pay (based on time)
 - Stranded pay (based on time)
 - Block Delay pay (based on time)
- Revisit RIGs in context of new pay categories
- All extra pay activities credited at the end of the month
- Link compensation increases to corresponding increases amongst other airline competitors (Wage Review)
- Increase and consolidate MPRs
- Holiday premium reassignment pay protection
- Increase number of Holidays
- Increase surface DH pay
- Reserves receive Stranded Pay
- Review and improve incentive pay program
- Adjust debrief and/or compensation during Hard Stand operations
- Explore TFP vs Block Time vs Duty Time [Hybrid pay system]
- All active FAs will be paid 1 TFP per bid period on top of all other compensation to cover time spent reviewing bulletin bundles, FAM updates, EIBs, etc.

Section 22 - Expenses

- Increase per diem rate
- FA can call for alternate transportation (including rideshare) after 30 minutes from block-in and expense it
- Electronic expense report available to FA on the FA webpage/PeopleSoft and must be processed within 3 business days
- Passport renewal policy instructions available on FA Webpage. Reimbursement for expedited renewal (optional for FA)

Section 23 - Insurance Benefits

- Maintain insurance premium amount FAs currently pay
- Address additional medical insurance plans (e.g. high deductible PPO)
- Add additional coverage categories based on number of dependents
- Eliminate 480 requirement for medical insurance

- Include fertility benefits coverage in insurance policy
- Adoption assistance
- Non-probationary FAs on LTD labeled “OFF PAYROLL” so dues are not continuing to be collected

Section 24 - General and Miscellaneous

- Reasonable effort to tidy aircraft required only while in-flight
- Guaranteed, dedicated trash cart in both F/C and M/C galleys

Section 25 - Air Safety, Health and Security

- Access to the Risk Register for Safety Risk Assessment (SRAs)
- Access to all safety related data and reports produced by The Company which impact FAs (Tableau dashboards, Safety event investigation reports, etc.)
- Company sponsorship of Air, Safety, Health and Security Committee (ASHSC) and Events Review Committee (ERC) member participation in INFO Share
- Confirm inclusion in /coordination with industry safety groups
- Addition of pay component for FA who stays behind in the event a FA becomes ill.
- Dedicated sleeping area in domicile crew break rooms; if not, no discipline for FAs sleeping in public/terminal.

Section 26 - Association Security

- Bring in compliance with AFA’s Constitution and Bylaws

Section 27 - General – Association

- FAs furloughed from another AFA carrier given guaranteed interview at Company
- The Company and AFA may mutually agree to distribute SLOAs supplemental to the CBA in digital form (currently must be printed and available at base)
- Update CB pay and current provisions and protections

Section 28 - Domiciles

- Revisit LAX co-term travel times (surface DH times)
 - ONT-BUR 1:30, ONT-LGB 1:45, ONT-SNA 1:20, LAX-SAN 3:30
 - Increase surface DH pay between co-terminals
 - Discuss definition of “immediate” calls to CS and/or “end surface DH” button on B2B
 - Input a placeholder time (Google Maps) for ad hoc surface DHs with the same calculation from above.
- Eliminate monthly cap on co-term pay

COMMUTER POLICY: New standalone section with significant improvements

Section 29 - Profit Sharing and Retirement

- Increase company % for 401k match and provide for annual “true-up”

Section 30 - Training

- Discuss upcoming summer slots for recurrent training and the ability to change base month for training
 - If FA is awarded a base month later than current qualification period (i.e., later than current grace month), FA will attend RT in order to stay qualified in addition to attending RT in their new base month.
 - If FA is awarded a base month earlier than current qualification period, they will attend RT in new month and qualification period will be adjusted accordingly
- Ability to bid for new base month
- FA pay protected if training is canceled post bid award
- Full credit for PBS purposes for all regulatory training + travel with option to waive credit
- No FA will have current base month changed involuntarily
- Memorialize and incorporate training trading in and out of domicile (cutoff time for trading training, trading rules, etc.)
- Incorporate bidding for non-regulatory required training provisions (i.e., Care Retreat, Flight Path, etc.)
- Maximum distance from domicile airport to training facility and related duty/pay
 - Co-terminal pay for FAs attending RT at a base with co-terminals
 - Memorialize how duty day is calculated when traveling to/from training (i.e., hotel provided and additional night if duty day projected > 14 hrs)
- Training travel pay is paid the lesser of 1) the non-stop direct flight; or 2) the most efficient connecting flight operating during that bid month
- PBS credit for travel before/after training
- Clarify if a FA calls in sick, will be paid for non-regulatory training event
- Eliminate requirement to remain current while on a LOA
- Homestudy will be paid based on 5 hrs
- All non-RT trainings will be paid no less than RT
- Clarify RT trading rules
- Company will share CBT content with AFA and consider input
- If any training exceeds the scheduled time by 1 minute, FA receives 1 TFP. If it exceeds schedule time by 15 or more minutes, FA receives 6 TFP
- Company will assist FAs to reschedule RT/RQ if training is canceled (i.e., pay protect for any dropped scheduling obligations, reimburse hotel costs for commuters, etc.)

Instructor provisions: The Instructor Resource Guide will be contractual and only changed by mutual agreement. Change and improve provisions in the Resource Guide

Section 31 - Savings Clause

Section 32 – Attendance Policy

- Apply record improvement for previous quarter/year if discipline is pending
- Compensation for required counseling pursuant to §32
- No show
 - Capped at one per calendar day
 - No counseling unless already at 5 points
 - No show recovery points reduced
- “Reported unexcused absence” when FA calls in with at least 3 hrs notice = 2 points (currently 3 points)
- Unavailable for Contact reduced to 1 point
- Attendance Points roll off at 12 months vs 18 months
- Short sick call assessed .5 point per day plus 1 point penalty (max of 2 ½)
- We Care Pass (formerly “Stuff Happens Pass” SHP)
- Quarterly point reduction for any occurrence - not just SL
- 14 days from last day of sequence instead of 10 for single continuous occurrence
- Memorialize current cap on bank points - 13 points

Section 33 - Charters

- Address charter re-awards
- Charters (including non-standard city pairs) should have TFP calculated prior to posting
- Address charter cancellation pay protection
- All legs in charter are paid 2.0x- not just “live” legs
- Charter bids by position with an option to preference “all or nothing”

Section 34 - Hotels

- Address RONs at domicile
- FA gets reimbursed for a portion of the room rate if they notify company they will not be using their hotel room for overnight or 4hr+ base sits
- No requirement to stay at hotels where staff is engaged in a strike or labor dispute
- Penalty for crews waiting excess time for hotel rooms or transportation at .75 TFP/hour from hotel arrival, prorated after 60 minutes
- Short and long layover hotel language (address resort locations vs downtown where applicable)
- Require quarterly Hotel Committee meetings with management
- Hotel self-help language: After a certain amount of time waiting, FA may secure their own hotel room elsewhere and The Company must reimburse
- Provisions when no hot/running water or electricity at hotel
- FAs receive hotel rooms during 4hr+ sits at all stations
- Require hotel rooms be booked for 4hr+ hour sit at time pairing is built, prior to departure of flight preceding sit, or as soon as sit is projected 4hr+

- Pay penalty when FA is given a room that violates contract provisions (include no connecting/vestibule rooms)
- Food/restaurants within ¼ mile
- Pay penalty if hotel provided in irregular operations does not meet minimum contract standards
- Advance notification if FAs moved to an all-inclusive hotel; reimbursement if no notice
- IROP hotel list for every city readily available and posted on inflight webpage updated monthly
- Transportation and pick-up details posted in JCTE
- FAs attending training more than 30 miles from their home will be offered a hotel the night before and every night of the training

Section 35 - Duration

Other

- Insert active Sideletters, MOUs, etc
- Improve pass policy provisions
- JCTE Known Issues List

Typos/Citation Errors/Misc Formatting: Scrivener's Error Letter

Global: Incorporate/eliminate addendum as much as possible

AFA reserves the right to add/change/delete any items