

1 **Alaska Airlines Openers – AFA Section 6 Contract Negotiations September 13, 2022**

2 **Section 1:**

3 The company proposes no changes to this section.

4 **Section 2:**

5 The company proposes no changes to this section.

6 **Section 3:**

7 1 Add ability for management to stay FA and jumpseat qualified outside of Inflight (i.e., Cabin
8 Safety Manager, Inflight Experience roles in Marketing)

9 2 Add ability for management outside of Inflight to perform limited non-safety FA duties such as
10 jumping on the beverage cart or picking up garbage

11 3 Add ability to break up trips for management to fly in irregular Ops - leader able to fly a broken
12 sequence out of a non-domicile to avoid cancellation

13 **Section 4:**

14 The company proposes no changes to this section.

15 **Section 5:**

16 1 Increase Long Stage Length Duty Period "4k" definition from 4,000 statute miles

17 2 Change "Worked TFP" definition to exclude settlement pay unless settlement specifically is
18 agreed to by both parties to be paid as "Worked TFP"

19 3 Add unprecedented SL levels to the definition of irregular ops

20 **Section 6:**

21 1 Add language that allows for temp upgrades into management roles across the Company (not
22 just within Inflight) without having to transfer SL and vacation balances

23 2 Allow same seniority provisions for transfer to any management role across the Company (not
24 just within Inflight)

25 **Section 7:**

26 1 Address Job Familiarization flights

27 2 Allow Scheduling the option to assign reserves out of order if a pairing is staffed completely by
28 FAs on probation

29 3 Increase the min reserve days on probation

30 4 Increase number of trips a FA can pick up after domicile orientation and before their first bid
31 month and/or add opt-in language similar to that in the opt-in LOA from 2022

32 **Section 8:**

- 33 1 Address trading timeline
- 34 2 Address 14-hour duty provisions
- 35 3 Incorporate fatigue as appropriate in this section and other relevant CBA sections
- 36 4 Increase report to gate time
- 37 5 Increase the debrief time and/or don't allow reserve to release on their last day of the block for
38 the purposes of having pre-boards to mitigate delays
- 39 6 Increase duty day
- 40 7 Address double out rest
- 41 8 Address FA notification process in this section and all other relevant CBA sections
- 42 9 Address the night rule
- 43 **Section 9:**
- 44 1 Address the pool of FAs eligible for JA
- 45 2 Explore voluntary JA options to avoid mandatory JA
- 46 3 Address premium pick up pay on top of FPP and FWP
- 47 4 Explore designating certain trips as JA trips in JCTE that come with extra benefits/rules attached
- 48 5 Discuss option for FA to not opt off if JA assignment will cause them to go below 12 min days off
49 or not provide 48/7
- 50 6 Address JA notification process
- 51 7 Address not allowing JA on 4k pairings
- 52 8 Address Premium Open Time, including trading and trips not being able to be revoked once
53 posted at a premium
- 54 9 Address JAing between domiciles
- 55 **Section 10:**
- 56 1 Incorporate the new pre-cancellation SLOA and address further pre-cancellation items
- 57 2 Address Flight Attendants only being able to accept an assignment under 10.T once per bid
58 month
- 59 3 Explore no show trip recovery options/process for lineholders (or reserves picking up on a day
60 off)
- 61 4 Improve several aspects of Long Stage Length Duty Period ("4k") language
- 62 5 Adjust the time line windows of reserve self-assign, reserve assign, and precancellation

- 63 6 Address reassignments
- 64 7 Address min crew
- 65 8 Address DH meals
- 66 9 Address FAs not being qualified to bid for flying where they do not meet the applicable
67 governments requirements for entrance
- 68 10 Address supported platforms, such as Android, for electronic software
- 69 **Section 11:**
- 70 1 Clarify and address Domicile Rest language
- 71 2 Address Reserve Compensatory (Double-Out) Rest
- 72 3 Address language regarding converting a reserve to ER
- 73 4 Address language regarding releasing a reserve from the remainder of her/his reserve obligation
74 on the last day of a block
- 75 5 Address method, process and requirements of contact for reserves
- 76 6 Remove windsaloft – no estimated time
- 77 7 Address reserve self-assignment language, including trades
- 78 8 Address AM/PM APSB hours
- 79 9 Address LTFA with regard to charters and flying into a day off
- 80 **Section 12:**
- 81 1 Increase lineholder and reserve trading windows
- 82 2 Further limit TFP amount that is allowed to be dropped
- 83 3 Address requirements and support of real-time electronic system for processing trades
- 84 4 Discuss trade jail concept
- 85 5 Address language around crew scheduling access to FA sequences posted to bulletin board
- 86 **Section 13:**
- 87 1 Clarification, language simplification and alignment to current practices
- 88 2 Add language around maternity pieces not returned within 30-day window
- 89 3 Decrease uniform return window and align with other frontline work groups
- 90 4 Update cycle information when a new uniform is scheduled to come onboard
- 91 5 Incorporate language that allows the Company to put in place inventory risk mitigation actions

92 6 Address 480TFP threshold for uniform qualification

93 **Section 14:**

94 1 Align Sections 14, 15, and 32, and other applicable sections of the CBA around WA Paid Sick in a
95 way that does not unduly increase cost or limit our ability to provide a consistent operation

96 2 Address 240/480TFP thresholds for vacation qualification and what counts

97 3 Address 960TFP threshold for longevity PTO and what counts

98 4 Increase the calendar days for requests for Early Vacation/Longevity PTO pay

99 **Section 15:**

100 1 Increase the 480 TFP threshold in order to maintain active rate health care coverage

101 2 Address the ability to non-revenue travel while on leave of absence

102 3 Address the ability for an FA to remain on a WC leave for several years - even longer than a non-
103 WC leave would permit

104 4 Explore the exhaustion of sick leave before supplementing with vacation

105 5 Limit number of times a FA can turn in a full-duty release so they can bid and then subsequently
106 extend their leave

107 6 Eliminate the credit of 1.333 TFP/day for FA's when on an unpaid leave of absence

108 7 Increase TFP coordination to continue health care benefits

109 8 Align Sections 14, 15, and 32, and other applicable sections of the CBA around WA Paid Sick in a
110 way that does not unduly increase cost or limit our ability to provide a consistent operation
111

112 **Section 16:**

113 1 Address the Company's inability to require alternate duty during the first 12 months of a WC
114 leave

115 2 Address use of travel privileges while employee is on WC leave, so it aligns with other groups

116 3 Adjust SL cash out provision

117 4 Adjust SL accrual while on LOA

118 **Section 17:**

119 1 Address FFD process including pay protection provisions

120 **Section 18:**

121 1 Allow for greater predictability in future scheduling models by awarding ELOA and voluntary
122 furlough in domicile seniority order versus system seniority order and returning FAs using the
123 same methodology

124 **Section 19:**

- 125 1 Increase investigation timeline
- 126 2 Address 4TFP min for conducting investigation on day off
- 127 3 Address insurance benefits in grievance process
- 128 4 Address disciplinary grievance procedures for probationary FAs

129 **Section 20:**

- 130 1 Reduce the board person count and the number of arbitrations
- 131

132 **Section 21:**

- 133 1 Increase step rates of pay as appropriate
- 134 2 Address MPRs
- 135 3 Align around a conversion rate from TFP to hours that would reduce PAGA risk that we have
- 136 with our current language and conversion references
- 137 4 Simplify the language when possible
- 138 5 Remove or replace PPP
- 139 6 Address sit pay provision

140 **Section 22:**

- 141 1 Update buy on board discount and consumption after service provision to reflect current and
- 142 projected on board process
- 143 2 Address passport renewal process for reimbursement

144 **Section 23:**

- 145 1 Increase 480 threshold and address what counts towards meeting the threshold
- 146 2 Commitment language to future benefits coalition

147 **Section 24:**

- 148 1 Incorporate IMD SLOA
- 149 2 Increase personal file timeline

150 **Section 25:**

- 151 1 Narrow the scope of safety meetings related to C.1

152 **Section 26:**

153 1 Address reimbursement for not immediately reinstating AFA dues payments after returning to
154 active status

155 **Section 27:**

156 1 Address Company Business flight pay loss provisions

157 2 Clarify special projects language

158 **Section 28:**

159 1 Reduce computer/printer requirements for each domicile due to IMDs now provided

160 2 Add ability to add co-terms with standard language

161 3 Address existing LAX co-terminal pay

162 4 Address requirement to construct min lines out of co-terms

163 5 Address out of domicile trades

164 6 Address timeframe before/after work where commuter boarding priority can be used

165 **Section 29:**

166 1 Address Accelerated Vesting language

167 **Section 30:**

168 1 Incorporate a standard process for future training other than RT/RQ; including an associated
169 trading window

170 2 Expand hours of training currently limited in A.2 and address training duty and rest
171 requirements

172 3 Add provision that if training isn't provided in your domicile, you attend training in the location
173 with most number of training classes

174 4 Address deadheading to training language in Addendum

175 5 Address CBT provisions

176 **Section 31:**

177 1 Add reopener language similar to ALPA's severability language

178 **Section 32:**

179 1 Address FA response requirement to management

180 2 Adjust existing CBA language due to interaction with applicable state leave laws.

181 3 Reduce number of days in a Single Continuous Occurrence of Illness and Management Drop

182 4 Address inability to remotely scan in language

183 5 Clarify how LOA approval timelines work with disciplinary notice requirement and increase the
184 disciplinary notice timeline

185 6 Address record improvement while on LOA

186 7 Align Sections 14, 15, and 32, and other applicable sections of the CBA around WA Paid Sick in a
187 way that does not unduly increase cost or limit our ability to provide a consistent operation

188 8 Address the 480TFP threshold and what counts towards it

189 **Section 33:**

190 1 Address duty day and pay for charters

191 2 Add language to require additional training for those that fly charters

192 **Section 34:**

193 1 Add flexibility to use a non-qualifying hotel for ad hoc usage when there are no other options

194 2 Avoid disqualifying hotels that are not rated in the Travel Weekly but known brands

195 3 Add ability to use hotels that are incorrectly rated if they are a brand that normally meets
196 contractual minimums (i.e. Marriott Anchorage - TW 4)

197 4 Allow use of hotels from the Unite Here boycott list as long as there is no active protests on the
198 property - primarily for ad hoc usage

199 5 Allow usage of ad hoc hotels without the general expectation that it is necessary to site the
200 hotel

201 6 Establish a mutual understanding of what is considered a site visit

202

203 **Section 35:**

204 1 5–6-year agreement.

205 **Address all LOAs and Grievance 1**

206

207 **The company reserves the right to add, subtract and amend any items on this list throughout the**
208 **bargaining process.**