



ALASKA AIRLINES  
FLIGHT ATTENDANTS ✈️

**PAY US  
OR  
CHAOS**

Association of Flight Attendants-CWA, AFL-CIO  
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ALASKA AIRLINES  
FLIGHT ATTENDANTS ✈️

**WE DEMAND  
BOARDING  
PAY  
WITHOUT  
DELAY**

Association of Flight Attendants-CWA, AFL-CIO  
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ALASKA AIRLINES  
FLIGHT ATTENDANTS ✈️

**ALASKA  
MAKES  
\$\$\$\$  
WE CAN'T  
MAKE RENT**

Association of Flight Attendants-CWA, AFL-CIO  
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**CORPORATE  
GREED  
DOESN'T  
FLY**



# Tentative Agreement 2024

Cover photo by Jessica Oropesa, SANFA

Find more information and resources at  
**[contract2022.afaalaska.org/ta](https://contract2022.afaalaska.org/ta)**



SCAN HERE





July 2, 2024

We are pleased to present a groundbreaking Tentative Agreement (TA) for your consideration. It took 20 months of hard bargaining, but our dedication paid off.

AFA Alaska is the first carrier to secure boarding pay in a legally binding contract. With boarding pay, we achieve significant pay increases that position us at the top of the industry at all steps. The Negotiating Committee heard loud and clear that schedule integrity was paramount in these negotiations. We were laser focused on scheduling protections and exponentially increased pay penalties for reassignments. Enhanced reserve provisions and double-time pay for ER will ensure that sitting reserve will greatly improve. In addition to compensation gains, we achieved improvements in Hours of Service, Scheduling, Vacation, Reserve, Hotels, Expenses, and many other sections. Our Productivity Premium Program is now at \$4,000 per year and requires no flying monthly minimum, which is a component of similar incentive programs at other carriers.

We held the line: our duty day remains at 10:30 and 4k trips did not increase in mileage.

Our fight at the bargaining table was strengthened by your solidarity actions and unrelenting pressure. Management felt the heat every day and finally heeded your message that "We will not wait!" Your mobilization actions made the threat of CHAOST™ real and added leverage that pushed the deal across the finish line. Thank you for your trust in us.

With the Hawaiian Airlines merger on the horizon, we anticipate being back at the bargaining table very soon for joint contract negotiations. This will give us yet another opportunity to fight for more improvements. Our 3-year deal cements pay raises that will carry us through the period of negotiating any joint contract.

We would like to thank you for your patience as we created helpful explanatory resources and content to assist in understanding the changes and impact of the TA provisions. Please take the time to review all provisions of the TA. We will be holding virtual roadshows starting July 16th and begin in-person meetings in each base starting the following week. We hope to see you at a roadshow where your questions will be answered.

Ultimately, the choice is yours, and a 100% voting participation will demonstrate your continued engagement. Your Negotiating Committee believes this TA positions Alaska Airlines Flight Attendants very well as we enter our merger with Hawaiian.

In solidarity,

Jeffrey Peterson  
MEC President & Negotiating  
Committee Chairperson

James Bozanich  
Negotiating Committee Member

Kiara O'Bryant  
Negotiating Committee Member

Sandra Morrow  
Negotiating Committee Member

July 2, 2024

The six voting LEC Presidents of the MEC have voted unanimously to send the Tentative Agreement out for membership ratification. Please join us in thanking our Negotiating, Communications, and Mobilization Committees for their tireless efforts throughout this process. We would also like to thank Sara Nelson, AFA International President, for her support, especially during our sessions with the National Mediation Board (NMB).

And, of course, we thank each of you for your sustained energy and acts of solidarity. From picketing and leafleting, to letter writing campaigns and calls made to members of Congress, you all contributed to putting pressure on management and creating the very real and palpable threat of CHAOS™. It is through these powerful collective efforts that we are at this point.

Each of you holds power in your vote. While the MEC has chosen to remain neutral, all of us believe this TA is worthy of your thoughtful consideration. If ratified, it will bring significant pay increases and address concerns we face daily, including:

- Maintains our 10½-hour Duty Day
- Significant pay rate increases for immediate financial relief
- First AFA carrier to achieve Boarding Pay:
  - Captures unpaid time
  - Pays above the Reserve Guarantee and MPRs
  - Accrues sick leave
  - Counts toward the productivity premium (PPP) and annual PBP bonus
- Provides Retro Pay based on the Southwest formula
  - Compounding raises back to the amendable date
  - Income tax withholding at regular payroll rates (not bonus withholding)
- Accelerated 480 accrual:
  - ¼ earned Vacation TFP credited towards vacation for the next year
  - Boarding Pay TFP credited towards insurance 480
- Additional pay for operational pain points such as Reassignments, DHD conversions, flying on ER Days, flights flown into a day off, domicile rest below 10:30, and holiday layovers without a duty period, etc.

***“We don’t move mountains in negotiations,  
we chip away at them.”***

**–Sara Nelson**

Our priorities will continue to evolve and change over time. We should acknowledge that we are in a unique position and will be back at the negotiating table in as soon as a few months, pending the acquisition of Hawaiian Airlines, or in two years with the early re-opening clause. A quick trip back to negotiations will allow us to prioritize and readdress important items that still need improvement, including Sick Leave and RIGs. The fight for a fair contract never ends.

We encourage all members to attend virtual and in-person roadshows, ask questions utilizing official AFA channels, and make an informed decision when voting.

In solidarity,

Brice McGee  
Council 15 LEC President

Paula Isla-McGill  
Council 19 LEC President

Melissa Osborne  
Council 35 LEC President

Tim Green  
Council 18 LEC President

LeiLauni Scheideman  
Council 30 LEC President

Steve Maller  
Council 39 LEC President



# Key Dates



Tuesday  
**July 16**

Roadshows Start

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Saturday  
**July 20**

Voting Credentials Mailed

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Wednesday  
**July 24**

Voting Opens at 9 AM PT

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Wednesday  
**July 31**

Roadshows End

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Wednesday  
**August 14**

Voting Closes at 12 PM PT

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Credentials will be mailed to each AFA Member.



**Important: Once you vote, you cannot change your vote!**  
Get your questions answered before voting.



# Top Highlights Of The Tentative Agreement

- **Average 32% increase** to pay scale
  - Shortened top out pay to 14 years, maintained longevity premium
- **Boarding pay** (ranging from 4.6% to 33.6% increase to pairing values)
- **21 months of Retro pay** from amendable date (December 2022 through August 2024)
- **1.5x Reassignment pay** for the entire sequence
- **Maintained 10.5 hr maximum scheduled Duty Day and 4k stage length**
- **6th week of vacation reinstated** at 25 years of service (960 eliminated)
- **Improvements to 480 TFP requirements**
- **2x pay for Extended Reserve (ER) days**
- Per Diem increase
- 401(k) match increase
- Three year duration with one year early opener
- Increased pay for:
  - A Pay
  - Deadhead Provisions & Surface Deadhead Pay
  - Over Duty, Reduced Rest, Flying into Day Off
  - ER and APSB
  - Sick Leave Cash-out
- Holiday improvements
- Premium Open Time Pay Protection

# Tentative Agreement Pay Scale

- **Every pay step receives an immediate raise of at least 18%**
- Shortened the pay scale to 14 years
- Plus 2 additional raises to the entire pay scale (see chart next page) over the length of the agreement
  - 3% on August 15, 2025
  - 3% on August 15, 2026

YEAR	ALASKA RATES TODAY	TA RATES ON DATE OF RATIFICATION	\$ INCREASE	% INCREASE
1	\$24.95	\$32.00	\$7.05	28.3%
2	\$28.30	\$34.00	\$5.70	20.1%
3	\$29.69	\$36.25	\$6.56	22.1%
4	\$32.26	\$38.50	\$6.24	19.3%
5	\$33.67	\$42.50	\$8.83	26.2%
6	\$37.94	\$48.00	\$10.06	26.5%
7	\$41.64	\$52.50	\$10.86	26.1%
8	\$42.99	\$54.25	\$11.26	26.2%
9	\$44.16	\$56.00	\$11.84	26.8%
10	\$45.82	\$58.00	\$12.18	26.6%
11	\$49.20	\$59.65	\$10.45	21.2%
12	\$52.50	\$62.25	\$9.75	18.6%
13	\$57.13	\$72.00	\$14.87	26.0%
14	\$58.20	\$74.00	\$15.80	27.1%
15	\$59.25	\$74.00	\$14.75	24.9%
16	\$60.31	\$74.00	\$13.69	22.7%



# Stepping Through The Pay Scale

It's important not to read the following wage scale straight across. You step through the scale and receive two raises each year (on your hire date anniversary and contract anniversary date: 8/15/25 - 3% and 8/15/26 - 3%) unless you have already reached year 14.

YEAR	CURRENT ALASKA RATE	DATE OF RATIFICATION	3%	3%	OVER LENGTH OF AGREEMENT	
	12/17/2021	8/15/2024	8/15/2025	8/15/2026	TOTAL \$ INCREASE	TOTAL % INCREASE
1	\$24.95	\$32.00	\$32.96	\$33.95		
2	\$28.30	\$34.00	\$35.02	\$36.07		
3	\$29.69	\$36.25	\$37.34	\$38.46		
4	\$32.26	\$38.50	\$39.66	\$40.85	\$15.90	63.7%
5	\$33.67	\$42.50	\$43.78	\$45.09	\$16.79	59.3%
6	\$37.94	\$48.00	\$49.44	\$50.92	\$21.23	71.5%
7	\$41.64	\$52.50	\$54.08	\$55.70	\$23.44	72.7%
8	\$42.99	\$54.25	\$55.88	\$57.56	\$23.89	71.0%
9	\$44.16	\$56.00	\$57.68	\$59.41	\$21.47	56.6%
10	\$45.82	\$58.00	\$59.74	\$61.53	\$19.89	47.8%
11	\$49.20	\$59.65	\$61.44	\$63.28	\$20.29	47.2%
12	\$52.50	\$62.25	\$64.12	\$66.04	\$21.88	49.5%
13	\$57.13	\$72.00	\$74.16	\$76.38	\$30.56	66.7%
14	\$58.20	\$74.00	\$76.22	\$78.51	\$29.31	59.6%
15	\$59.25	\$74.00	\$76.22	\$78.51	\$26.01	49.5%
16	\$60.31	\$74.00	\$76.22	\$78.51	\$21.38	37.4%
		\$74.00	\$76.22	\$78.51	\$20.31	34.9%
			\$76.22	\$78.51	\$19.26	32.5%
				\$78.51	\$18.20	30.2%

## For Example

Let's follow the magenta shaded path on the previous page. A Flight Attendant currently at year 9 with a hire date of December 1 currently makes \$44.16 per TFP. If the TA is ratified, it will raise that rate to **\$56.00** per TFP on August 15.

### Start Here

On their hire anniversary date (December 1, 2024), they will move to year 10 at **\$58.00**.

On August 15, 2025, the entire scale receives a 3% increase, resulting in the Flight Attendant making **\$59.74**.

On August 15, 2026, the 3% increase to the entire scale happens, bringing the pay rate to **\$63.28**.

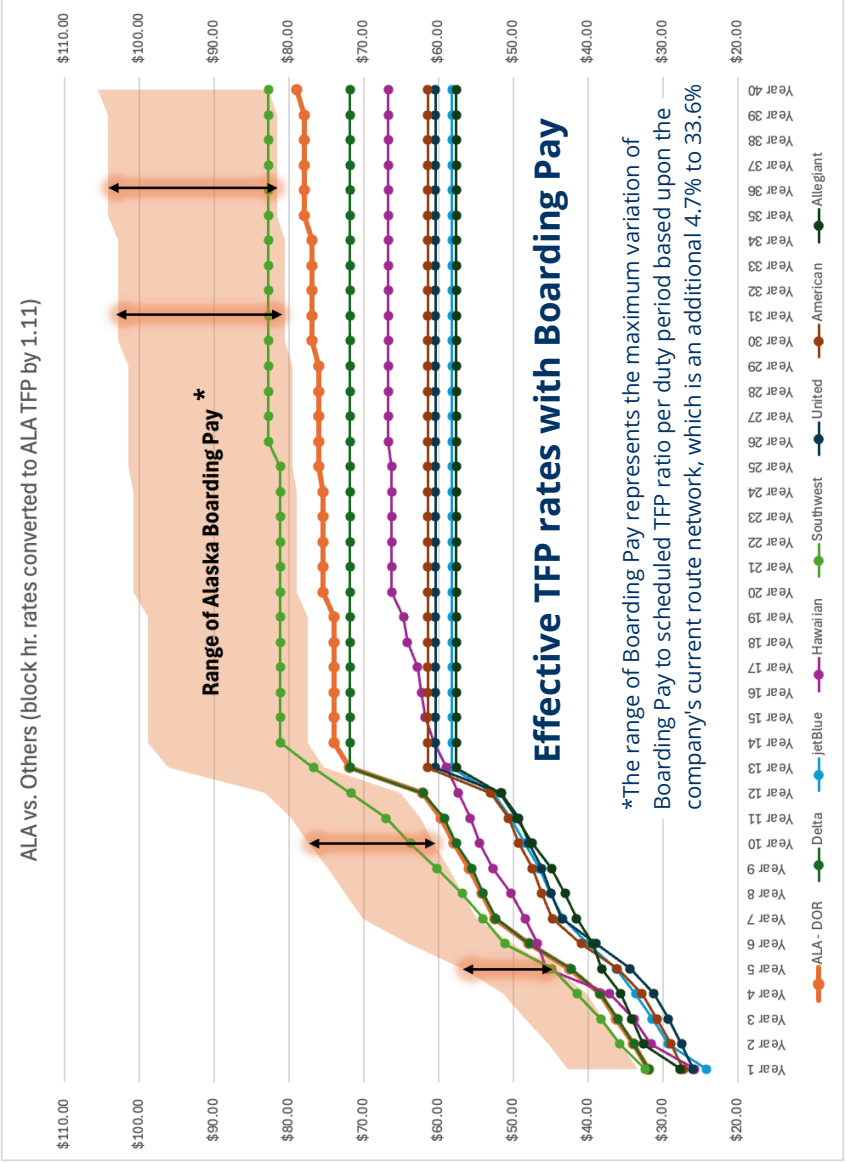
Again, on December 1, they will move to year 11, and the pay rate will increase to **\$61.44** per TFP.

Finally, on December 1, 2026, the Flight Attendant will move to year 12 and make **\$66.04**.

This results in the following increase after two years and four months:

- **\$21.88** per TFP increase
- **49.5%** increase in pay

# How Rates Compare To The Industry



# Changes To The Contract By Section

## Section 21 - Compensation

- Wage scale reduced to 14 years
- Boarding Pay
  - 0.42 TFP per departure worked
  - Increases overall pay by an average of 8% (range from 4.7% to 33.6%) (*dependent on number of flights/boardings worked*)
  - No change to 21.S. (Pre-Boarding Compensation)
  - Paid above Reserve Guarantee
  - Not included for PBS bid credit
  - Pays above Minimum Pay Rules (MPRs)
  - Applies toward Insurance 480 requirement (no other 480 requirements)
  - Sick Leave accrues
- Annual Downline Increase
  - 3% increase on DOR +1 and DOR +2
- Longevity Premium
  - \$1.00 from Year 16 incorporated into wage at Year 14. No other change to Longevity (*\$1.50 at 20 Years of Service, etc.*)
- Retro Pay
  - Retro Pay from amendable date (December 2022)

December 2022 - November 2023	3% on all paid TFP in time period
December 2023 - April 2024	6.1% on all paid TFP in time period
May - August 2024	% increase at step rate ( <i>pg. 6</i> ) on all paid TFP in time period

- Matches Southwest Retro Pay: 3% raise each anniversary date; remaining raise when Southwest Contract ratified (May)

- A Pay (*currently \$2.00*)
  - \$3.00 at date of ratification (DOR)
  - \$3.50 at DOR +1
  - \$4.00 at DOR +2
- International Pay
  - \$1.50 per TFP (*currently \$1.00*)
  - Now paid on destinations where customs is pre-cleared (*currently not included*)
- Surface DHD
  - 0.75 TFP per hour, prorated - minimum 1 TFP per surface DHD (*currently 0.5 TFP per surface DHD*)
- Block Delay
  - 1.11 TFP per hour, prorated - after the first 11 minutes (*currently 0.5 TFP per hour, prorated*)
- Holiday Layover
  - 4 TFP paid if holiday is free from duty mid-sequence (*currently no pay*)
- Holiday on Reserve
  - Holiday Premium paid on Reserve Guarantee for the holiday if not used (*currently no premium*)
- New Years
  - Holiday Premium paid for 24 hour period from 1400 New Years Eve to 1400 New Years Day (*currently 24 hour period is New Years Day*)
- Drug/Alcohol testing - \$30 per test (*currently \$15*)
- Productivity Premium Program
  - Total payout of \$4,000 (*currently \$2,500*)
  - Three PPP blocks per year
    - Any combination of four bid months
    - Company may change combination of 4 bid months prior to Aug 1st for vacation bidding
    - Pay for each PPP block is company discretion, minimum \$500 per block
  - Exceed 40 TFP over line award per PPP block
    - Boarding TFP counts (added)
    - State Bank sick leave counts (added)
    - Vacation counts (current)
    - UB/CB TFP doesn't count (removed)

## Section 4 - Status of Agreement

- Successorship/merger fund increased to \$2 million (*currently \$1 million*)

## Section 8 - Hours of Service

- Paid 2x rate for the entire TFP value of flight(s) into/above 12:30 (*currently prorated only for portion of flight above 12:30*)
- Paid 3x rate for the entire TFP value of flight(s) into/above 12:30 when duty exceeds 16:00 (*currently prorated only for portion of flight above 12:30*)
- Paid 2x rate for entire duty period when choosing to fly over 14:00 at domicile (*currently only paid over-duty pay on prorated portion above 12:30*)
- Paid 1.5x rate for entire duty period when flying over 14:00 at outstation (*currently only paid over-duty pay on prorated portion above 12:30*)
- Paid 2x rate for first duty period when flying with operationally reduced 48/7 rest (*currently 1.5x rate*)
- Paid 2x rate for first duty period when waiving double out rest (*currently 1.5x rate*)
- When departing from hardstand, 45-minute prior to report is at departure gate instead of aircraft (*currently not addressed*)
- When deplaning at hardstand, adjusted debrief period ends when bus arrives at terminal (*currently not addressed*)
- Defined positive contact for purposes of notification
- Removed ACARS, airport page, crew lounge phone, and company email as methods of contact
- B2B messaging may be used to contact Flight Attendant
  - In addition to phone number(s) on file
  - Flight must be open, must be sent prior to landing of last flight in duty period or on ground time, may not be used to Junior Assign
  - Teams messaging may be used for Reserves on APSB
- Gained same evacuation opportunities afforded to pilots (*currently not addressed*)
- Decreased minimum base-turn connection time to 1:30 (*currently 1:45*)

## Section 9 - Junior Available and Premium Open Time

- Flight Attendants retain premium rate when trading with another Flight Attendant premium sequence (whichever premium rate is lower) (*currently no premium is retained*)
- Premium OT Pay Protection (reassignments)
  - If reassignment is less TFP than original sequence:
    - If Crew Scheduling has attempted to contact the Flight Attendant 2 or more hours prior to original report: Flight Attendant will only be paid the original premium rate on flown TFP and straight time on the difference between sequences (day-for-day basis)
    - If Crew Scheduling has not attempted to contact 2 or more hours prior to original report: Flight Attendant will be paid original premium rate on the flown TFP and on the difference between sequences (day-for-day basis)
    - *Currently premium is only on flown TFP*

## Section 10 - Scheduling

- 2.5x pay for flights touching day off regardless of number of days off in month (*currently 4 TFP if released more than :15 minutes after midnight with minimum number of days off in month*)
- Lineholders have 13 days off in 31-day month (*currently 12*)
- Can waive 48/7 to 26/7 on RON during bidding (*currently not addressed*)
- Crew Scheduling may call to offer a reassignment with earlier report time, Flight Attendant is not required to accept (*currently not addressed*)
- Sequences constructed under 8.S. will first be offered to original crew prior to being placed in OT (*currently not addressed*)
- CS will annotate trip with provision of CBA under which any modification occurs (*currently not addressed*)
- Personal drop timeline increased to 2 PM (*currently 12 PM*)

- Personal drops do not count as split for Reserve (*currently count*)
- Reserve may preference to opt out of personal drop after start of RAP (*currently can not opt out*)
- Increased scheduled sit time during 4k turn to 75 minutes (*currently 70 minutes*)

## Reassignments

- 1.5x pay for entire sequence (greater of actual or scheduled on day-for-day basis) (*currently 1.5x pay only for flying greater than scheduled on a day-for-day basis*)
- CS may call to offer a reassignment with earlier report time, Flight Attendant is not required to accept (*currently not addressed*)
- Sequences constructed under 8.S. will first be offered to original crew prior to being placed in OT (*currently not addressed*)
- Exceptions for Reassignment Premium (1.5x rate only applies for affected duty period, not full sequence):
  - Diversions/tech stops/flag stops
  - "Go around" (takeoff/return to same airport)
  - Earlier retime greater than :29 minutes occurring on first day of sequence and accepted by Flight Attendant prior to scheduled report
- Exclusions for Reassignment Premium (occurring in same duty period of original sequence):
  - Overfly (landing not completed, but landing occurs in one of the next scheduled stations of duty period)
  - Return to gate
  - Flight converted to ferry flight (city pairs remain same)
  - Delays
  - Removing flights from a trip
  - Flight or trip number changes but city pairs remain the same
  - Conversions to DHD or from DHD to working
  - Earlier retime(s) of :29 minutes or less that occur after commencement of pairing and are accepted by Flight Attendant
  - 8.S. pairings



## Pre-Cancellations

- CS may provide pay protection for precancel through crew access notification (*current practice*)
- Flight Attendant ability to submit preference to waive pay protection for all precancels (*currently not addressed*)
- Flight Attendant may not waive pay and be removed from scheduling obligations if all conditions are met (minimal schedule changes):
  - All RONs remain the same
  - No individual RON is reduced by more than 4 hours
  - Total number of legs in the sequence are the same or fewer
  - No additional surface DHDs are added to sequence
  - For turns, city pairs must remain the same
- Flight retimes of original departure between 1 and 29 minutes are not a precancel
  - Flight Attendant is not required to report early
- Earlier flight retimes of original departure 30+ minutes are precancels
  - 1.5x pay for first flight if Flight Attendant chooses to fly pairing
  - Retime may not cross midnight into day off
- All retimes that reduce RON by at least 4 hours are precancel
- No additional call required if first contact regarding precancel occurs between 6-8PM (*currently 2nd call required*)
- No additional call required if Flight Attendant self-assigns alternative assignment prior to 6PM (*currently 2nd call required*)
- Pre-cancellation self-assignment (*currently not addressed*):
  - Ability to self-assign alternative assignment from Open Time
  - This provision is in addition to other precancellation provisions
  - May exceed original footprint (2 hrs earlier and later)
  - May be an out-of-domicile sequence, and will be counted toward out-of-domicile maximum
- No premium or pay protection applies if traded out of like sequence/alternative assignment (*current practice*)

## Deadheads

- All DHDs require non-bumpable seat (unless unavailable at time of booking (*currently only "scheduled" deadheads*))
- DHD returning to domicile at end of sequence must be on next available AAG departure (*currently not addressed*)
- DHDs longer than 4 hours guaranteed seat in cabin:
  - May volunteer to sit in jumpseat to get revenue passenger on (*currently not addressed*)
  - If Flight Attendant volunteers (processed in seniority order), paid 1.5x for the DHD segment
- DHDs less than 4 hours:
  - May be required to sit in jumpseat to get revenue passenger on
  - If required to sit in jumpseat, paid 1.5x for the DHD segment (*currently only "scheduled" deadheads*)
  - Offered in seniority order, assigned in reverse seniority order
- DHD seating assigned as follows (based on availability at time DHD seat is booked):
  - Non-premium aisle/window seat FWD of wing
  - Most FWD non-premium aisle/window seat in main cabin
  - Most FWD non-premium seat in main cabin
  - DHD seat upgraded to F/C, aisle/window exit row, or premium aisle/window if available within priority during boarding
- All DHDs converted to working will be paid 1.5x pay rate (*currently only "scheduled" deadheads*):
  - Senior Flight Attendant DHDing may choose conversion and receive premium
  - Otherwise, conversion assigned in reverse seniority order
  - Reserve DHD conversion credited 1.0x, 0.5x paid over guarantee
- Internet provided free of charge on IMD when deadheading (*currently not provided*)

## Section 11 - Reserve

- 2x rate for all ER conversions paid on all TFP flown/credited or APSB during converted duty period (*currently 1.5x rate for 3rd conversion only*)
- 1 TFP paid at 2x rate above guarantee if converted to ER and not used (*currently straight pay*)
- 2x rate for APSB period if assigned APSB past last flight of day on last day of block (*currently straight pay*)
- Reimbursed parking close to terminal or round-trip rideshare/taxi if not given 3 hours notice prior to report (*currently not addressed*)
- 1.5x pay for flights flown in duty period if APSB duty day exceeds 10.5hrs (*currently straight pay*)
- 2x rate for APSB when converted to ER (*currently straight pay*)
- Paid Holiday Premium above guarantee if not used on contractual holiday (*currently no premium*)
- 1.5x pay for all 4k flying, including self-assign (*currently only after denying once, self-assign not included*)
- Reserve premium paid on APSB (*APSB currently excluded*)
- Boarding paid above guarantee (*currently no boarding pay*)
- Removed ACARS and clarified methods of contact
- Reserve who self-assigns for first day of block may request to be released from contactability until their report time (*currently not addressed*):
  - Request submission between 10am and 2:30pm day prior
  - Notified of granted/denied requests by 4pm day prior
    - Approval processed in seniority order amongst Reserves of same RAP and number of available days
  - If approved, Reserve is not required to be contactable or in domicile until scheduled report
  - If approved, Reserve may not trade assignment
  - Reserve is responsible to new (later) report times as result of delay/cancellation
- AM/PM/ER Reserve with 4+ days may self-assign APSB (*currently only AM/PM, only 5+ days*)
- “Fly” preference no longer includes APSB assignment (*currently included*)
- Low Time First Assign updated to Reserve Assignment List

## Section 12 - Exchange of Sequences

- Jet bridge trades allowed as early as midnight on calendar day of departure of flight being traded (*currently within 3 hours of departure*)
  - If departure is 12:00 - 2:59 AM, able to trade within 3 hours of departure
- Update Threshold Sequence Number (TSN) (each base increases by at least 2):
  - 350 active Flight Attendants = 4 daily sequences (*currently 650*)
  - Each additional 200 active Flight Attendants (and portion thereof) = one additional daily sequence (*currently full 200*)
  - One additional daily sequence allotted to a domicile with a co-terminal(s) (*currently not addressed*)
- Able to pick up 2 out of domicile sequences per bid month, per domicile (*currently 2 total per month*)
- Able to pick up out of domicile reserve blocks (*currently not allowed*)
  - Must have a calendar day free of duty prior to and after block
  - May combine multiple contiguous blocks - would count as the same out of domicile pick up
- Out of domicile pickup or trades that are subsequently pay protected or dropped in their entirety do not count toward monthly pickup limit
- Programming changes for JCTE prioritization:
  - More robust trip view (block, TFP per leg, boarding TFP, sit time, DHD block time, etc.)
  - OT drop limit report updated to calendar view
  - Ability to advertise for trips looking to pick up from Flight Attendants

## Section 13 - Uniforms

- Added dresses and packable parka to basic uniform (*currently not included*)
- Clarified uniform return and exchange process, including maternity pieces
- Clarified company will pay for shipping on all orders/returns and taxes for orders made with allotment
- Increased Arctic boot reimbursement to \$250 (*currently \$200*)
- Clarified new uniform rollout process and allotment
- Clarified process during inventory challenges (*currently not addressed*)

## Section 14 - Vacations

- Reinstated 6th week of vacation at 25 years (no 960 requirement) (*currently Longevity PTO with 960 TFP requirement*)
- 1/4 earned vacation applies toward vacation 480 for the following year (*currently does not apply*)
- Vacation payout allowed during leave of absence (*currently not allowed*)

## Section 15 - Leaves of Absence

- Eliminated forced maternity leave timeline
- Removed requirement to have provided first aid to get contractual time off, added use of AED
- Company must disclose options of being removed from sequence after serious incident (*currently not addressed*)
- Added 2nd or 3rd trimester miscarriage and stillbirth to bereavement leave of absence (*currently not included*)
- 4 consecutive days for bereavement do not include days off (*currently includes days off*)
- Bereavement timeline increased to 90 days (*currently 30 days*)
- Updated minimum/maximum coordination to an inclusive TFP range (*currently specific minimum and maximum*)

## Section 16 - Sick Leave/On The Job Injury

- Flight Attendants accrue 1 TFP sick leave for each 10 TFP flown or credited (*current practice*), split into State Bank and CBA Bank:
  - State Bank 1 TFP for 30 TFP
  - CBA Bank 2 TFP for 30 TFP
- Increased retirement sick leave cash-out (*currently 25% of total balance*):
  - 25% for balances of 0.1 TFP to 560.9 TFP
  - 50% for balances of 561 TFP to 849.9 TFP
  - 100% for balances of 850 TFP or greater
- Increased maximum sick leave accrual to 2400 TFP (*currently 1700 TFP*)
- Up to 40 TFP carry over each year in State Bank
  - Cash out excess of State Bank 40 TFP each year (*previously only cash out sick leave at retirement*)
- Flight Attendant may use State Bank 90 days after date of hire (*currently only after probation*)
- CBA Bank may be used for illness/injury, care for family member with illness/injury, applicable provisions of Section 15, where otherwise explicitly allowed in CBA provisions
- State Bank may be used for illness/injury, care for family member with illness/injury, or multiple other reasons as allowed by state laws
- Flight Attendant will designate whether using State or CBA bank at time of sick call - may change designation prior to end of next sequence (default to CBA bank if no designation)
- Flight Attendant may use both banks to cover sequence only if designated bank insufficient to cover entire sequence
- Flight Attendant on Workers Compensation leave of absence may perform alternative duty at any time. Declining alternative duty prior to 12 months will not have negative impact on Workers' Compensation benefits (*currently not addressed*)
- State sick leave will accrue on time flown/credited for sick leave make-up reserve days (*currently doesn't accrue*)

## Section 17 - Medical Examinations

- Clarified different outcomes of medical examination, and applications of pay protection

## Section 22 - Expenses

- Per Diem Increases (*currently \$2.50*)
  - \$2.75 per diem on Date of Ratification (DOR)
  - \$2.80 on DOR +1
  - \$2.85 on DOR +2
- Reimbursed for passport photos and expedited fee (*currently not reimbursed*)

## Section 23 - Insurance Benefits

- Boarding TFP counts toward Insurance 480 (*currently no boarding TFP*)
- Updated insurance rates:
  - 18% in 2025 (no more than 15% increase from 2024)
  - 20% in 2026 (no more than 15% increase from 2025)
  - 20% in 2027 (no more than 15% increase from 2026)
- High-deductible premium will not exceed Regular PPO premium for respective coverage tiers (*currently not addressed*)
- Added same adoption assistance benefit as management (*currently \$5,000*) (*currently not addressed*)

## Section 25 - Air Safety, Health, and Security

- Flight Attendant accompanying injured crewmember is pay protected and receives per diem until returned to domicile
  - Provided accommodations, transportation, and positive space travel to domicile/commuter city as applicable
  - *Currently not addressed*
- Added provision addressing declared pandemic significantly impacting operations (*currently not addressed*)

## Section 26 - Association Security

- Added mechanism to collect dues in arrears, bringing into compliance with AFA Constitution and Bylaws

## Section 27 - General -- Association

- Clarified company meetings paid 0.75 TFP per hour or minimum of 4 TFP, except conference/video call scheduled for and actually 30 minutes or fewer, which will be paid 2 TFP
- UB/CB override 5% in lieu of per diem, 8% in lieu of boarding (*currently 5% in lieu of per diem*)

## Section 28 - Domiciles

- Moved commuter provisions to new Section 37: Commuter Policy

## Section 29 - Performance Based Pay and Retirement

- "Profit Sharing" updated to "Performance Based Pay (PBP)"
- 8% 401(k) match, increasing to 8.5% at DOR +2 (*currently 7.5%*)
- Added 401(k) "true-up" provision Flight Attendants receive full amount of matching contributions to which they are entitled at end of year (*currently not addressed*)
- Moved Retiree Travel Privileges to LOA

## Section 30 - Training

- Able to use State Bank sick leave for Recurrent (*currently not able to use sick leave*)
- \$200 nightly hotel reimbursement for training in domicile if Flight Attendant lives more than 50 line miles from the facility (*currently no reimbursement, modeled after pilot provision*)
- \$30 daily reimbursement for travel when flying to attend training in domicile (*currently no reimbursement*)
- \$150 pay for Homestudy CBT (*currently \$75*)
- Flight Attendants without training in their base may not bid for ANC training during May-August (hotel availability). Flight Attendants may trade into ANC with no hotel provided.



## Section 31 - Savings Clause

- Improved provision to include negotiation on sections rendered invalid due to operation of law

## Section 32 - Attendance Policy

- If Flight Attendant calls out sick, they designate whether using state sick leave or CBA sick leave
  - If Flight Attendant does not designate, default is CBA sick leave. They can change prior to the end of next sequence.
- Replaced requirement for reserve to check email with requirement for Flight Attendants to check B2B messaging
- Removed crew lounge telephone and airport page, added B2B messaging
- If Reserve is assessed No Show and returns CS call during same RAP, they are given option between (*currently not addressed*):
  - Released until next RAP with one-day reduction in Reserve Guarantee
  - Returned to RAL with no reduction in guarantee
- If Reserve is assessed No Show and does not return CS call during same RAP, released until next RAP with a one-day reduction in their Reserve Guarantee (*currently not addressed*)
- Clarified definition of Single Continuous Occurrence of Illness (*no change to current practice*)
- Updated to incorporate State Sick Leave and CBA Sick Leave
- State Sick Leave will not accrue points provided they have sufficient points to cover the absence (day by day)
  - Each day not sufficient State Sick Leave will accrue points and be afforded record improvement opportunities
- CBA Sick Leave will accrue points and will be afforded record improvement opportunities
- Changed to 3 Point Reduction Forms (one per 4 month trimester (*currently 4 Quarterly Point Reduction Forms*))
- Inability to Remotely Scan In - 0 points (*current practice*)
- Sick Family/Sick Child - 0 points (with some exceptions (*current practice*))

## Section 32 - Attendance Policy

- If Flight Attendant qualifies for record improvement but it hasn't been applied to their record, Company will manually process if they would be subject to discipline otherwise (*currently not addressed*)
- Verification of State Sick Leave absences
  - Company may require state sick leave absence exceeding 3 consecutive workdays. Up to 3 verification periods per year, no more than 10 days per period
  - Company must provide minimum 2 days notice of a verification period
  - Flight Attendants are required to provide verification within 10 days after first day of State Sick Leave
  - Company will reimburse all costs after insurance to obtain verification documentation
  - If Flight Attendant does not provide verification within time period, sick leave converted to Management Drop with points without pay
  - A Single Continuous Occurrence of Illness beginning in advance of the notice provided and extending into verification period is excluded from verification requirements

## Section 33 - Charters

- Premium pay protection for canceled Charter flights (*currently pay protected at straight time*)
- Ability to opt in to email notifications of charter reposting and/or awarding (*currently not addressed*)
- Ability to preference positions while bidding for charters (*currently not addressed*)
- Reserve assigned to charter may be displaced from safety position by more senior Flight Attendants at check-in (*added clarification to position bidding*)
- Ability to trade safety positions within same charter (*currently not addressed*)

## Section 34 - Hotels

- 0.75 TFP per hour, prorated, if waiting for hotel room for 60+ minutes (*currently not paid*)
- 0.75 TFP per hour, prorated, if waiting for hotel transportation for 60+ minutes (unless reimbursing own transportation per current provision) (*currently not paid*)
- \$400 reimbursement for booking a hotel if waiting for 90+ minutes (*currently not reimbursed*)
- Signed Letter of Agreement to negotiate Hotel Gainshare program where a Flight Attendant can waive a hotel room and split any savings with the Company (*currently not addressed*)
- Provision to avoid RONS at hotel during active labor dispute (*currently not addressed*)
- Updated minimum acceptable accommodations
- Incorporated ALPA improvements (i.e., short and long stay, safety, food availability, room quality, etc.)
- Improved hotel selection process and included provisions for unplanned hotel usage, ad-hoc hotel list, process for overflow/short-notice/short-term lodging, emergency lodging
- Outlines when day rooms must be booked
- Updated transportation requirements
- Updated committee participation and hotel selection process

## Section 35 - Duration

- 3 year duration with one year early opener (ability to negotiate JCBA simultaneously if HA merger approved)

## Section 36 - Jumpseat and Pass Privileges (New)

- Non-revenue boarding seniority based on company policy (either AS seniority or AAG seniority, as applicable)
- Provisions outlining jumpseat process (i.e., listing, priority, dress code)
- Provisions outlining pass privileges

## Section 37 - Commuter Policy (New)

- Air commuter protections apply if standby list isn't processed up to the commuting Flight Attendants boarding priority due to:
  - Company representative unable to process
  - Weight and balance
  - Aircraft downgrade
- Air commuters will be required to provide Other Airline (OAL) flight information to receive applicable commuter protection
- Air commuter is protected if a commuting pilot is not removed due to weight and balance, but the Flight Attendant is.
  - Pay protected for sequence or portion missed, in addition to Commuter Policy Recovery Options
- Might be late applies to air commuters (can email might be late)
- Ground commuting timeline updated to 30 minutes prior to scheduled check-in (*currently 1 hour*)

## Letters of Agreement

### LOA 1

- Removed (all provisions met)

### LOA 2

- Updated applicable dates and numbers

### LOA 3

- Updated applicable dates

### LOA 4

- Updated applicable dates (duration of contract)

### LOA 5

- Maintained provisions, updated format

### LOA 6

- Removed (out of date)

### LOA 7

- Continued as written

## **Grievance 1**

- Removed

## **Fatigue Risk Management Plan (FRMP) LOA**

- Updated and incorporated existing LOA into contract

## **Market Rate Adjustment LOA (New)**

- Parties agree to negotiate market rate adjustment language in good faith during JCBA negotiations
- If merger doesn't close, Company agrees to negotiate in good faith a market rate adjustment within one year of merger failed date

## **Management Participation in Immersion Program Onboard Aircraft LOA (New)**

- Allows Management Immersion Program to expand to Inflight
  - Currently exists for most other labor groups
  - Management can perform limited duties onboard as a peer
  - Trash/recycling, pre-departure service, meal delivery, etc.
  - Remains under direction of the "A" Flight Attendant
  - Cannot occupy jumpseat without FAA certificate
  - Cannot perform safety duties
  - Flight Attendants protected from single-source discipline

## **Instructor Scope LOA (New)**

- Ensures regulatory training will only be taught by qualified Flight Attendant Instructors for the duration of this contract

## **Flight Attendant Recurrent Training Hours LOA (New)**

- Expanded training hours to improve Flight Attendant flexibility
  - Currently 7am-5pm, would extend to 7pm
    - Example: RT class scheduled from 10am-7pm
  - 8hr daily maximum still applies
  - Pay remains the same
  - Begins in 2025 if contract is ratified
  - Minimum 50% of RT in each domicile would remain between 8am-5pm
  - Either party can suspend LOA with 2 bid months of notice

### **Changes to Paid Sick Leave Laws LOA (New)**

- Provisions for addressing future changes to paid sick leave laws and their potential impact on the CBA

### **Flight Attendant Jumpseat Occupancy LOA (New)**

- Outlines who may occupy a Flight Attendant jumpseat for the duration of the CBA
  - Qualified AS Flight Attendants
  - Authorized AS Inflight management personnel who are qualified Flight Attendants
  - OE students and Flight Attendants in requalification status accompanied by a Check Flight Attendant
  - Qualified QX Flight Attendants traveling for pleasure
  - Authorized QX Inflight supervisory employees who are qualified Flight Attendants traveling for pleasure
  - Qualified Other Airline (OAL) Flight Attendants, in the event the Company and the FAA authorize a reciprocal jumpseat agreement

### **Flight Attendant Instructor Handbook LOA (New)**

- Makes the Instructor Handbook contractual, outlines revision process

### **Moving Vacation Days while on LOA and PPP Eligibility LOA**


- Updates existing LOA with changes to Longevity PTO and PPP structure

### **Legacy Retiree Pass Privileges LOA (New)**

- Maintains current retiree privileges for anyone hired prior to, and who retires prior to, ratification date of subsequent contract
  - Age/vesting year requirement, number of passes, etc.
  - At least as favorable as pilot retirees
  - Any enhancements to company retiree pass policy will be incorporated
- Applies for life of agreement

### **Flight Attendant Onboard Breaks LOA (New)**

- Provisions for Flight Attendants to take onboard breaks in flight



# Voting FAQs



## Am I Eligible To Cast a Ballot in the TA Vote?

- Eligibility to vote will be determined prior to the ballot mailing. This TA Summary booklet and balloting instructions will be provided to all Members eligible to vote, including Members who have the opportunity to become eligible during the voting process.
- All active AFA Members in good standing (dues current, active AFA Member) are eligible to vote. Members ineligible due to non-payment of dues will be notified when attempting to vote and directed to the AFA Membership Department to become current in order to vote.
- Inactive Members (Unpaid Leaves of Absence of more than 3 months, etc.) may choose to “leave and remain active” to continue payment of dues during the leave in order to be eligible to vote. Contact the AFA Ballot Help Line at (844) 232-2228, extension 2, to complete the process to “leave and remain active.”
- New Flight Attendants who are scheduled to become a dues paying AFA Member (at least four months of flying for Alaska) before the ballot closes will be able to vote during the entire period the ballot is open.
- Flight Attendants who have been here fewer than four months are not eligible to vote. We encourage Flight Attendants in this situation to remain informed, ask questions and participate in our Union. This is about the future of *all* Alaska Flight Attendants.



## **How can I be sure that my vote is protected?**

AFA is committed to providing the most secure and effective means for our Members to vote. We do this by contracting with Votenet Solutions Inc., the leading provider of secure on-demand voting and balloting software and telephone voting for organizations including unions, membership associations, trade associations, and many others. Votenet routinely goes through highly sophisticated vulnerability and penetration assessments to ensure that malicious scripts and hackers can't interfere with your vote.

Electronic balloting is simple and effective. It can be done over the phone or online. As long as you are an active Member in good standing, your completed electronic vote will be counted.



## **How will I know that my vote has actually been cast?**

You will be issued a confirmation page/email. If you are voting over the phone, you may write down the confirmation number for your records. If you are voting online, you may print the screen containing your confirmation for your records.



## **Can anyone else see how I voted?**

No, no one has access to how you voted. Once you have cast your ballot it is sealed and cannot be viewed by anyone, including AFA.



## **Can I change my vote if I have already voted?**

No. Once you hit "submit," your vote is cast and you cannot re-vote.



Alaska

AMERICAN AIRLINES  
FLIGHT ATTENDANTS  
**READY  
TO  
STRIKE**

**TRYING  
TO GET  
PAAid.**

LET'S  
MAKE  
THIS  
LABOR

AMERICAN AIRLINES  
FLIGHT ATTENDANTS  
UNION  
CONTRACT



# 2024 TA Vote Voting Guide



## Steps to Vote by Telephone

1. Dial (888) 488-7288
2. Enter your activation code
3. Write down your username
4. Create, confirm and write down your password (4-number minimum)
5. Follow the prompts to cast your vote
6. Write down your confirmation number



## Steps to Vote by Internet

1. Go to [afacwa.org/elections](https://afacwa.org/elections) and choose "Click Here to VOTE"
2. Enter your activation code
3. Write down your username
4. Create, confirm and write down your password (8-number minimum)
5. Follow the prompts to cast your vote
6. Print your confirmation



## Important Voting Notes

- Remember, once your vote is cast, **you cannot change it**. Get all of your questions answered before you cast your vote.
- If you need a **new activation code**, you can request one at [afacwa.org/elections](https://afacwa.org/elections).
- For **technical assistance**, you can call the Ballot Help Line at (844) 232-2228, extension 2. The Ballot Help Line is open weekdays (Monday-Friday) from 9:30 AM to 5 PM ET.

For more information, visit  
[contract2022.afaalaska.org/ta](https://contract2022.afaalaska.org/ta)

