

CBA Comprehensive Summary of Changes

July 11, 2024

Alaska Airlines Master Executive Council
Association of Flight Attendants-CWA, AFL-CIO



Provision	Current CBA	Tentative Agreement
Preamble		
		Clarified "agreement" refers to Collective Bargaining Agreement ("agreement" or "CBA")
Section 1: Non-Discrimination		
1.B.		Added protected categories: Citizenship or immigration status, gender, gender identity or gender expression, pregnancy, military or veteran status, parental status, medical or genetic information
Section 2: Purpose of Agreement		
		Added "Airlines" after "Alaska"
Section 3: Scope of Agreement		
add	<i>Conditions placed on management personnel maintaining FAA Flight Attendant certificate not addressed currently</i>	<p>Management may maintain FAA certificate provided:</p> <ul style="list-style-type: none"> • They may not attend Requalification Level 3 to maintain currency • They may not perform safety-related duties as a Flight Attendant prior to occupying a permanent position within the Inflight division, including during any work action • They may have jumpseat access but will not displace a Flight Attendant cleared for the jumpseat • They count toward the 2% limit on management flyers
		Incorporated addendum
Section 4: Status of Agreement		
4.E.	<i>currently \$1 million</i>	Successorship/merger fund increased to \$2 million
add	<i>not addressed currently</i>	<ul style="list-style-type: none"> • Company will provide reasonable advance notice of proposed Successorship, Merger, or Acquisition Transaction • Company will meet to discuss impact of proposed Transaction upon Flight Attendants • Company will disclose details related to such Transaction to AFA in a timely manner

Section 5: Definitions		
		Updated definitions as applicable

Section 6: Seniority		
6.A.2.d.	<i>currently not accrued on involuntary furlough</i>	Voluntary and involuntary furlough - retain and accrue occupational seniority/system seniority while on recall list up to the maximum limit of 5 years pursuant to §18.D.2.a
6.B.2.	<i>clarified provision</i>	Clarified seniority calculation tiebreaker for new hire Flight Attendants
		Incorporated addendum

Section 7: Probation Period		
7.F.1.		Removed out of date Combi language

Section 8: Hours of Service		
8.D.1.	<i>not addressed currently</i>	When departing from hardstand, 45-minute prior to report is at departure gate instead of aircraft When deplaning at hardstand, adjusted debrief period ends when bus arrives at terminal
8.D.2.		Removed wording: "Flight Attendants are responsible for themselves."
8.D.6.	<i>incorporated existing Grievance Settlement 36-99-2-458-22</i>	Crew Scheduling may adjust Flight Attendant(s) to a later report time to maintain FARs
8.E.	<i>not addressed</i>	Add code FDTY (<i>Flight Attendant on Duty</i>) on Crew Access to document duty time without an assignment for pay implications
8.F.1.	<i>currently flight going into/above 12:30 is prorated</i>	Entire TFP value of flight into/above 12:30 paid at 2x rate
8.F.2.	<i>currently flight going into/above 12:30 is prorated if it exceeds 16:00</i>	Entire TFP value of flight into/above 12:30 paid at 3x rate if duty exceeds 16:00
8.G.1.	<i>currently only paid over-duty pay on prorated portion above 12:30</i>	Choosing to fly over 14:00 at domicile/ co-terminal paid 2x rate for entire duty period
8.G.2.	<i>currently only paid over-duty pay on prorated portion above 12:30</i>	Flying over 14:00 at outstation paid 1.5x rate for entire duty period
8.H.2.	<i>currently 1.5x rate</i>	Paid 2x rate for waiving double out rest
8.K.		Updated with FAA minimum 10 hours rest requirement
8.K.		Added process for restoring rest (adjust report, reassign, or pay protect and DHD to domicile)
8.L.2.b.	<i>currently 1.5x rate</i>	Choosing to fly without 48/7 rest paid 2x trip rate for first duty period

8.M.1.	<i>incorporated LOA 2023.03.21 48/7 operationally impacted</i>	2x pay for the first duty period if rest is between 10:30 and 10:00 and Flight Attendant flies trip unaltered
8.M.2.		Updated with FAA rest requirements and ADR 8-8-2011
8.O.		Added/updated Surface DHD times
8.Q.	<i>currently allowed as methods of contact</i>	Added when FA is obligated to respond to contact Removed ACARS, airport page, crew lounge phone, and company email as methods of contact
8.Q.	<i>not currently defined</i>	Definition of positive contact for the purposes of notification: <ul style="list-style-type: none"> • Accepted Crew Access change notification (if legally permissible) • Phone conversation between FA and Company on Company phone number, recorded line, exclusively for scheduling related matters • Conversation between on duty FA and Company Employee (except FAs/pilots) or contract station personnel, exclusively for scheduling related matters • Reserve on APSB may be contacted via Microsoft Teams for scheduling related matters involving specific APSB assignment. If reserve on APSB responds on Microsoft Teams, it will be considered positive contact
8.Q.		After the introduction of Microsoft Teams messaging for reserves on APSB, Flight Attendants may elect to take a one-time Microsoft Teams CBT for 1 TFP pay. This is not a required training.
8.Q.	<i>Currently crew lounge phone and airport page included, and company email for Reserves, B2B not included</i>	CS may contact Flight Attendant using phone number(s) on file, and B2B messaging on IMD (if a flight is open on their schedule, including DHDs). It must be directed at an individual Flight Attendant or specific Flight Attendants. B2B messaging will not be considered Positive Contact
8.Q.		B2B messaging cannot be used to Junior Assign
8.Q.		Outlines when B2B message must be sent, and when the Flight Attendant will/will not be required to make Positive Contact if instructed via B2B messaging

8.Q.	<i>incorporated MOU 01-2014</i>	Clarifies process for when a Flight Attendant answers or returns a call while on layover
8.Q.	<i>incorporated One Call LOA and FAA Letter</i>	If CS interrupts a Flight Attendant's rest more than one time, rest must be reset to allow for 10 hours uninterrupted rest
8.R.	<i>moved pay component from current 8.K. (reduced layover rest)</i>	Clarified delay timeline and methods of contact: 2.5x pay for entire sequence if departure following layover is delayed more than 1 hour and Flight Attendant is not notified within 2 hours of block in for layover
8.S.3.	<i>not addressed currently</i>	Gained same evacuation opportunities afforded to pilots
8.S.	<i>not addressed currently</i>	Sequences constructed under 8.S. will first be offered to original crew prior to being placed in OT
8.T.	<i>currently 1:45 minimum connection time</i>	Decreased minimum base-turn connection time to 1:30
		Incorporated addendum

Section 9: Junior Available and Premium Open Time		
9.E.3.	<i>currently no premium is retained when premium trips are traded</i>	Flight Attendant may trade premium sequence with another Flight Attendant premium sequence and both pairings retain whichever premium rate is lower
9.E.	<i>Incorporated LOA Premium OT 9.E. and Trading Safety Positions</i>	Flight Attendant able to trade safety position on Premium OT and retain premium pay (all scheduled flight numbers/dates identical)
9.E.4.	<i>currently paid straight pay for difference in sequences on a day-for-day basis</i> <i>currently premium is only paid on flown TFP</i>	Premium OT pay protection for same day scheduling changes/reassignment, if the reassignment is less TFP than the original sequence: <ul style="list-style-type: none"> • If CS 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 CS has not attempted to contact per above provision: Flight Attendant will be paid original premium rate on the flown TFP and on the difference between sequences (day-for-day basis)

9.E.	<i>incorporating current practice</i>	Flight Attendant may SIP or jet bridge trade a portion of their Premium OT sequence after it commences and retain the premium rate for flights flown
		Incorporated addendum

Section 10: Scheduling		
10.A.2.	<i>current practice</i>	PBS Committee has 4 AFA members
10.E.1.	<i>currently 12 days</i>	Lineholders have 13 days off in 31-day month
10.E.1.	<i>currently 4 TFP if minimum days off</i>	2.5x pay for any flights touching days off, regardless of number of days off in month
10.F.2.	<i>current practice</i>	6 TFP bid credit for RT Day 2, incorporated bid credit for UB/CB
10.I.	<i>currently not addressed</i>	FAs precluded from being awarded flying into stations where they do not meet government requirements (i.e., vaccination requirements)
10.M.2.	<i>current practice</i>	Can waive 48/7 rest to 24/7 rest at domicile during bidding
10.M.2.	<i>currently not addressed</i>	Can waive 48/7 rest to 26/7 rest on RON during bidding
10.P.	<i>current practice</i>	Clarified if buddy bidding is not awarded, line preferences are awarded at the lower seniority
10.Q.	<i>incorporated Letter of Agreement</i>	Low-Bid Option LOA 12-17-19
10.R.		Restructured/clarified, incorporated addendum
	<i>current practice</i>	CS may combine multiple trips with RON at domicile for purposes of reassignment, providing hotel and transportation
	<i>currently not addressed</i>	CS may call to offer a reassignment with earlier report time, Flight Attendant is not required to accept
	<i>currently not addressed</i>	Sequences constructed under 8.S. will first be offered to original crew prior to being placed in OT
	<i>currently premium pay only on flying more than scheduled</i>	1.5x pay for the entire sequence, greater of actual or scheduled flying (day-for-day basis) during reassignment (lineholders)
		Any change to scheduled layover city is considered Reassignment and stranding

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		<p>Exclusions for Reassignment Premium (occurring in same duty period of original sequence):</p> <ul style="list-style-type: none"> • 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
	<i>currently premium pay only on flying more than scheduled</i>	<p>Exceptions for Reassignment Premium (paid 1.5x rate only for affected duty period, not entire sequence):</p> <ul style="list-style-type: none"> • 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
	<i>currently 1.5x pay</i>	2x pay if 4+ legs more than original sequence on a day-for-day comparison
	<i>current practice</i>	Flight Attendant may trade reassignment - pay protections and pay premiums will not apply
10.S.		Restructured/clarified, incorporated addendum
	<i>current practice</i>	CS may provide pay protection for pre-cancel through crew access notification
	<i>currently not addressed</i>	Flight Attendant may submit preference to waive pay protection for all pre-cancels

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		<p>Flight Attendant may not waive pay and be removed from scheduling obligations if all conditions are met (minimal schedule changes):</p> <ul style="list-style-type: none"> • All RONs remain the same • No individual RON is reduced by more than 4 hours • The 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
	<i>current practice</i>	Flight Attendant who accepts alternate assignment will be paid for actual or scheduled flying, whichever is greater (day-for-day basis)
	<i>incorporated MOU Application of Passport Renewal Process</i>	Flight Attendant whose passport is out for renewal may be released from international flying without pay, or utilize pre-cancellation language for an alternative assignment
	<i>incorporated LOA</i>	Flight retimes of original departure between :01 and :29 minutes are not a pre-cancel FA is not required to report early
	<i>incorporated LOA</i>	Earlier flight retimes of original departure :30+ minutes are a pre-cancel If Flight Attendant chooses to fly pairing, paid 1.5 x for first flight
	<i>incorporated LOA</i>	Flight retimes with arrival of last flight of sequence by more than :30 minutes are pre-cancel <ul style="list-style-type: none"> • If Flight Attendant chooses to fly pairing, paid 1.5x for last flight • Retime may not cross midnight into day off
		All retimes that reduce RON by at least 4 hours are pre-cancel
	<i>currently second call required</i>	No additional call required if first contact regarding pre-cancel occurs between 6-8PM
	<i>currently second call required</i>	No additional call required if Flight Attendant self-assigns alternative assignment prior to 6PM

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	<i>currently not addressed</i>	Pre-cancellation self-assignment: <ul style="list-style-type: none"> • Ability to self-assign alternative assignment from Open Time • This provision is in addition to other pre-cancellation provisions • May exceed original footprint (2 hours earlier and later) • May be an out-of-domicile sequence, and will be counted toward out-of-domicile maximum
	<i>current practice</i>	No premium or pay protection applies if traded out of like sequence/alternative assignment
10.V.	<i>currently not addressed</i>	CS will annotate trip with provision of CBA under which any modification occurs
10.W.	<i>incorporated Labor Memo</i>	Labor Memo - Screenshots and Incorrect TFP in JCTE 7-28-21
10.X.2.a.	<i>currently only "scheduled" DHDs</i> <i>currently not addressed</i>	All DHDs require non-bumpable seat (unless unavailable at time of booking) DHD returning to domicile at end of sequence must be on next available AAG departure
10.X.2.	<i>currently not addressed</i>	DHDs longer than 4 hours guaranteed seat in cabin: <ul style="list-style-type: none"> • May volunteer to sit in jumpseat to get revenue passenger on • If Flight Attendant volunteers (processed in seniority order), paid 1.5x for the DHD segment
	<i>currently only "scheduled" DHDs</i>	DHDs less than 4 hours: <ul style="list-style-type: none"> • 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 • Offered in seniority order, assigned in reverse seniority order
10.X.2.d.	<i>currently not addressed</i>	DHD seating assigned as follows (based on availability at time DHD seat is booked): <ul style="list-style-type: none"> • 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

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10.X.7.	<i>currently only “scheduled” DHDs</i>	All DHDs converted to working will be paid 1.5x pay rate: <ul style="list-style-type: none"> • 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
	<i>currently not provided</i>	Internet provided free of charge on IMD when deadheading
10.X.9.	<i>incorporate settlement and LOA</i>	DHD Flight Attendant may pre-order food when available. DHD Flight Attendants may receive \$5 in lieu of complimentary meal when food is available on QX or OO flight
10.Z.3.	<i>currently 12 PM</i>	Personal drop timeline increased to 2 PM
10.Z.4.	<i>currently counts</i> <i>currently can not opt out</i>	Personal drops do not count as split for Reserve Reserve may preference to opt out of personal drop after start of RAP
10.DD.2.b.	<i>currently 70 minutes</i>	Increased scheduled sit time during 4k turn to 75 minutes
		Incorporated addendum

Section 11: Reserve		
11.C.2.		Clarified RAPs - AM ends at 1:59:59 PM, PM ends at 11:59:59 PM, ER is 12:00:00 AM to 11:59:59 PM
11.C.3.b.	<i>currently 1.5x rate for voluntary 3rd+ conversion only, 2x rate for involuntary 3rd conversion</i>	All ER conversions paid 2x rate for all TFP flown/credited or APSB during converted duty period
11.C.3.b.	<i>currently straight pay</i>	1 TFP paid 2x rate above guarantee if converted to ER and not used
11.C.3.d.	<i>currently ER pay provisions apply based on voluntary vs. involuntary conversion</i>	All ER conversions are treated the same (<i>i.e. no longer divided into voluntary/involuntary</i>)
11.C.5.	<i>currently straight pay</i>	If assigned APSB past last flight of day on last day of block, paid 2x rate for APSB period
11.D.2.	<i>currently not addressed</i>	If not given 3 hours notice prior to report, Reserve may reimburse: parking close to terminal, or round-trip rideshare/taxi
11.D.6.b.	<i>ACARs currently allowed for contact</i>	Removed ACARs and clarified methods of contact

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11.D.7.	<i>currently not addressed</i>	Reserve who self-assigns for first day of block may request to be released from contactability until their report time: <ul style="list-style-type: none"> • Request submission between 10am and 2:30pm day prior • Notified of granted/denied requests by 4pm day prior • <i>Approval processed in seniority order amongst Reserves of same RAP and number of available days</i> • 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/cancelation
11.E.1.b.	<i>currently only AM/PM, only 5+ days</i>	AM/PM/ER Reserve with 4+ days may self-assign APSB
	<i>currently cannot self-assign trip that breaks monthly guarantee</i>	Reserve may self-assign trip that breaks monthly guarantee if approved by CS
11.E.1.e.	<i>fixed conflict with Lineholder calling in well</i>	Reserve may be removed from a sequence due to aircraft downgrade or Lineholder calling in well for sequence
11.E.2.a.	<i>currently includes APSB</i>	"Fly" preference no longer includes APSB assignment
11.F.5.	<i>current practice</i>	APSB must be assigned in order of RAL within same days available and call type
11.F.9.	<i>currently straight pay</i>	If APSB duty day exceeds 10.5hrs, Reserve paid 1.5x rate for flights flown in duty period
11.F.11.	<i>currently straight pay</i>	ER Reserve paid 2x rate for APSB 11.C.3.b.
11.F.	<i>currently no list exists</i>	An electronic list of Reserves currently on APSB will be made available
11.G.	<i>currently no additional compensation</i>	Reserve is paid holiday premium on reserve guarantee if not used on contractual holiday
11.G.	<i>currently only if assigned after denying once, currently self-assign not included</i>	All 4k flying will be paid 1.5x rate, including self-assign
11.G.2.	<i>APSB currently excluded</i>	\$2.50 Reserve premium paid on APSB
11.G.7.		Boarding pays above guarantee
11.H.3.b.	<i>Incorporated SLOA</i>	SLOA: Lineholder can split block of picked-up reserve days
		Incorporated Addendum
Universal		Low Time First Assign updated to Reserve Assignment List

Section 12: Exchange of Sequences		
12.C.2.		Incorporated existing trading timelines
12.C.7.	<i>currently within 3 hours of departure</i>	Jet bridge trades allowed as early as midnight on calendar day of departure of flight being traded • If departure is 12:00-2:59AM, able to trade within 3 hours of departure
12.F.3.	<i>currently 650 total Flight Attendants</i> <i>currently only full 200 Flight Attendants counted</i> <i>currently not addressed</i>	Update Threshold Sequence Number (TSN) (each domicile increases by at least 2): • 350 active Flight Attendants = 4 daily sequences • Each additional 200 active Flight Attendants (and portion thereof) = one additional daily sequence • One additional daily sequence allotted to a domicile with a co-terminal(s)
12.F.8.		Removed references to OT trial
12.H.1.	<i>currently only 2 total</i>	Able to pick up 2 out of domicile sequences per bid month from each domicile
12.H.	<i>currently not allowed</i>	Out of domicile pick ups include reserve blocks • 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
	<i>not addressed</i>	Out of domicile pickup or trades that are subsequently Pay Protected or dropped in their entirety do not count toward monthly pickup limit
12.I.		Updated with FAA required rest
		Incorporated Addendum
	<i>Open to JCTE prioritization, subject to core work</i>	More robust trip view (block, TFP per leg, ground time, sit time, DHD block time, etc.)
		OT drop limit report updated to calendar view

Section 13: Uniforms		
13.B.2.	<i>currently not included</i>	Added dresses and packable parka as options to basic uniform
13.C.		Clarified uniform return and exchange process
13.C.		Clarified company will pay for shipping on all orders/returns and taxes for orders made with allotment
13.D.	<i>currently \$700</i>	Allotment increased to \$892 based on cost of basic uniform
13.D.1.	<i>currently \$200</i>	Increased arctic boot reimbursement to \$250

13.D.	<i>incorporated LOA</i>	Clarified new uniform rollout process and allotment
add	<i>currently not addressed</i>	Clarified process during inventory challenges
13.I.		Updated return process for maternity pieces: deducted from allotment if not returned within 30 days
		Incorporated Addendum

Section 14: Vacations

14.A.2.	<i>currently Longevity PTO with 960 TFP</i>	Reinstated 6th week of vacation at 25 years of service (<i>no 960 requirement</i>)
14.A.4.	<i>currently does not apply</i>	1/4 earned vacation applies toward Vacation 480 for the following year
14.O.	<i>currently not allowed</i>	Vacation payout allowed during leave of absence
		Incorporated addendum

Section 15: Leaves of Absence

15.C.	<i>incorporated Grievance</i>	Grievance 36-99-2-56-17 Medical Leaves under 10 days
15.D.	<i>eliminated provision</i>	Removed forced maternity leave timeline that conflicted with law (this decision is between Flight Attendant and their Doctor)
15.G.2.c.	<i>currently includes phrasing "where Flight Attendant provided first aid"</i>	Clarified Flight Attendant may be removed from sequence and 7 days (no loss in pay) if death on board occurs
15.G.3.a.4.	<i>currently not included</i>	Flight Attendant may be removed from sequence (no loss in pay) if the AED is used
15.G.3.a.4.	<i>currently not addressed</i>	Company must disclose options of being removed from sequence after serious incident
15.H.1.	<i>currently not addressed</i>	Added 2nd or 3rd trimester miscarriage and stillbirth to bereavement leave of absence
15.H.3	<i>currently includes days off</i>	4 consecutive days for bereavement do not include days off
15.H.4.	<i>currently 30 days</i>	Bereavement timeline increased to 90 days
15.M.	<i>currently specific minimum and maximum</i>	Updated minimum/maximum coordination to an inclusive TFP range, may use both Sick Banks
		Updated leave of absence form
15.M.3	<i>incorporated LOA</i>	LOA 2019-01-29
		Incorporated addendum

Section 16: Sick Leave/On the Job Injury

16.A.1.	<i>currently full accrual into CBA bank</i>	Sick leave accrual split into State Bank and CBA Bank <ul style="list-style-type: none"> • State Bank 1 TFP for 30 TFP • CBA bank 2 TFP for 30 TFP (1 TFP for 10 TFP vacation)
16.A.		Up to 40 TFP carry over each year in State Bank <ul style="list-style-type: none"> • Excess of 40 TFP may be cashed out or transferred to CBA bank
16.A.2.	<i>currently 1700 TFP</i>	Maximum sick leave accrual 2400 TFP
16.A.3.	<i>currently only after probation</i>	Flight Attendant may use State Bank 90 days after date of hire
add		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
add		State Bank may be used for illness/injury, care for family member with illness/injury, or multiple other reasons as allowed by state laws
add		Flight Attendant will designate whether using State or CBA bank at time of sick call - may change designation prior to end of next sequence
		If Flight Attendant doesn't designate, default to CBA bank
add		Flight Attendant may use both banks to cover sequence only if designated bank insufficient to cover entire sequence
16.D.		Clarified what is/isn't paid when using sick leave
	<i>currently 1.13 conversion</i>	Updated TFP conversion to 1.11
16.E.3.	<i>currently 25% of total balance</i>	Flight Attendant retirement sick leave cash-out, dependent on total balance at time of retirement: <ul style="list-style-type: none"> • 25% of total balance: 0.1 TFP to 560.9 TFP • 50% of total balance: 561 TFP to 849.9 TFP • 100% of total balance: 850 TFP or greater
16.J.1.	<i>currently not addressed</i>	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
16.N.4.	<i>currently no sick leave accrues</i>	State sick leave will accrue on time flown/credited for sick leave make-up reserve days

Section 17: Medical Examinations		
17		Clarified different outcomes of medical examination, and applications of pay protection

Section 18: Reduction in Force		
		Restructured/retitle sections
	<i>Incorporated LOA</i>	Reduction in Force 2020 LOA
		Incorporated addendum

Section 19: Grievance Procedures		
		Incorporated addendum

Section 20: Board of Adjustment		
<i>no changes</i>		

Section 21: Compensation		
		Retro Pay from amendable date (December 2022): <ul style="list-style-type: none"> • 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: The percent increase indicated at your step rate below on all paid TFP in time period
21.A.	Year 1 \$24.95	\$32.00 (28.3% increase)
	Year 2 \$28.30	\$34.00 (20.1% increase)
	Year 3 \$29.69	\$36.25 (22.1% increase)
	Year 4 \$32.26	\$38.50 (19.3% increase)
	Year 5 \$33.67	\$42.50 (26.2% increase)
	Year 6 \$37.94	\$48.00 (26.5% increase)
	Year 7 \$41.64	\$52.50 (26.1% increase)
	Year 8 \$42.99	\$54.25 (26.2% increase)
	Year 9 \$44.16	\$56.00 (26.8% increase)
	Year 10 \$45.82	\$58.00 (26.6% increase)
	Year 11 \$49.20	\$59.65 (21.2% increase)
	Year 12 \$52.50	\$62.25 (18.6% increase)
	Year 13 \$57.13	\$72.00 (26.0% increase)
	Year 14 \$58.20	\$74.00 (27.1% increase)
	Year 15 \$59.25	\$74.00 (24.9% increase)
	Year 16 \$60.31	\$74.00 (22.7% increase)
	<i>currently 16 years</i>	Wage scale reduced to 14 years

21.A.	<i>currently not paid</i>	Boarding paid .42 TFP per departure (<i>no change to 21.S. Pre-Boarding Compensation</i>) <ul style="list-style-type: none"> • Addition of boarding pay increases overall pay by an average of 8% (range from 4.7% to 33.6%) (<i>dependant on number of boardings per duty period</i>) • Boarding pays above Reserve Guarantee • Boarding is not included for bid credit, pays above Minimum Pay Rules (MPRs) • Boarding TFP applies toward Insurance 480 requirement and Productivity Premium Program • Sick leave accrues on Boarding TFP
21.A.		3% increase on DOR +1 and DOR +2
21.C.1	<i>currently \$1.00 Longevity Premium at 16 years of service</i>	\$1.00 Longevity Premium incorporated into wage scale at Year 14, no other change to Longevity Premium (<i>\$1.50 at 20 years of service, etc.</i>)
21.G.	<i>currently \$2.00</i>	"A" pay increased to \$3.00 at DOR, then \$3.50 on DOR +1 and \$4.00 on DOR +2
21.H.1.	<i>currently 24hr period is New Years Day</i>	Adjusted "New Year Holiday" to be the 24hr period from 1400 on New Years Eve to 1400 on New Years Day
21.H.	<i>currently no additional pay</i>	Paid 4 TFP for a holiday free of duty mid sequence, in addition to existing 4 TFP for EOR
21.I.	<i>currently \$1.00</i>	International Pay increased to \$1.50
21.I.	<i>currently doesn't include pre-cleared international destinations</i>	Now paid on destinations where customs is pre-cleared
21.J.	<i>currently 0.5 TFP per hour</i>	Block Delay paid 1.11 TFP per hour, prorated and rounded up, after delay exceeds eleven minutes
21.L.	<i>currently 0.5 TFP per surface DHD</i>	Surface DHD paid 0.75 TFP per hour, prorated - minimum of 1 TFP per surface DHD

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21.R.	<p style="text-align: center;"><i>currently \$2,500</i></p> <p><i>currently four single months and one 8-month block</i></p> <p><i>currently exceed by 5 TFP per single month, 40 TFP for 8-month block</i></p> <p><i>currently no boarding TFP exists</i></p> <p><i>currently no sick leave counts</i></p> <p style="text-align: center;"><i>revised</i></p>	<p>Total Productivity Premium Program (PPP) payout increased to \$4,000</p> <ul style="list-style-type: none"> • Three PPP blocks per year, any combination of four bid months • Company may change combinations of 4 bid months annually, notice prior to August 1st for vacation bidding • Pay for each PPP block is company discretion, minimum \$500 per block (provided annual total is \$4,000) • Exceed 40 TFP over line award per 4-month block to achieve PPP • Boarding counts toward 40 TFP requirement • State Bank sick leave counts toward 40 TFP requirement <p>At least 40 TFP must come from sources other than Union Business/Company Business</p>
21	<i>currently \$15 per test</i>	\$30 per drug or alcohol test

Section 22: Expenses		
22.A.	<i>currently \$2.50</i>	Increased per diem to \$2.75, then \$2.80 on DOR +1 and \$2.85 on DOR +2
22.B.		Included applicable surface DHD
22.D.	<i>currently not included</i>	Added reimbursement of passport photos and expedited fees

Section 23: Insurance Benefits		
23.A.		<p>Updated Flight Attendant insurance contribution:</p> <ul style="list-style-type: none"> • 18% contribution in 2025 • 20% contribution in 2026 • 20% contribution in 2027 • At no time will Flight Attendant contribution increase be more than 15% from year prior
23.A.3.	<i>currently not addressed</i>	High-deductible premium will not exceed Regular PPO premium for respective coverage tiers
add	<i>currently not addressed</i>	Added same adoption assistance benefit as management (currently \$5,000)
add	<i>currently not addressed</i>	Added provision to participate in “Benefits Coalition” for all labor groups, with no obligation to agree to any discussed changes

23.B.	<i>currently no boarding TFP</i>	Boarding TFP counts toward Insurance 480
23	<i>currently in Section 15</i>	Moved short term disability provisions

Section 24: General and Miscellaneous		
24.A.	<i>current practice</i>	CB is paid if missed due to Jury Duty

Section 25: Air, Safety, Health, & Security		
25.G.7.	<i>currently not addressed</i>	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
add	<i>currently not addressed</i>	Added provision addressing declared pandemic significantly impacting operations

Section 26: Association Security		
26.F.	<i>currently not addressed</i>	Added mechanism to collect dues in arrears, bringing into compliance with AFA Constitution and Bylaws

Section 27: General Association		
27.B.	<i>current practice</i>	Sideletters may be distributed electronically
27.N.	<i>current practice</i>	2 hours provided in Initial for AFA orientation
27.P.1.f.		Clarified company meetings are paid 0.75 TFP per hour or minimum of 4 TFP, except a conference/video call scheduled for and actually : 30 minutes or fewer, which will be paid 2 TFP
27.P.1.g.	<i>currently 5% in lieu of per diem</i>	UB/CB override - 5% in lieu of per diem, add 8% in lieu of boarding
27.P.1.i.		Clarified most direct route at time of travel, including surface DHD; included process for submission
add	<i>currently not addressed</i>	Flight Attendants facilitating Company-sponsored training will make no less TFP than Flight Attendants attending training (for the same number of hours)

Section 28: Domiciles		
28.F.4.	<i>removed</i>	Removed as out of date
28.G.	<i>removed</i>	Moved to new Section: Commuter Policy
28.I.		Reduced required number of computers in each domicile
		Incorporated addendum

Section 29: Performance Based Pay and Retirement		
		"Profit Sharing" updated to "Performance Based Pay (PBP)"
29.B.	currently 7.5%	Increased 401(k) match to 8% at date of ratification, increasing to 8.5% at DOR +2
add	currently not addressed	"True-up" provision - Flight Attendants receive full amount of matching contributions to which they are entitled at end of year
29.E.	removed	Moved Retiree Travel Privileges to LOA

Section 30: Training		
30.A.		Clarified travel to/from training
30.A.		Flight Attendant may use State Bank sick leave for RT
30.A.		Clarified voluntary, in person training applications
30.A.3.	currently able to bid, hotel provided	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.
30.A.5.	not possible	Removed ability for Reserve to bid for recurrent on a scheduled day off
30.A.	currently not addressed	May reimburse \$200 per hotel night for training in domicile if address more than 50 line miles from training facility
30.A.	currently not addressed	May reimburse \$30 daily transportation if flying to attend training in domicile
30.A.	incorporated current practice	Clarified applications of travel for training
30.B.		Added provisions for Homestudy CBT (i.e., including exam and instructional videos)
30.B.		Clarified pay protection if disqualified for not completing RT/RQ or FAA mandated training, as applicable
30.C.1.	currently \$75	Increased Homestudy CBT to \$150
30.C.2.	current practice	Paid 1.5x rate if attending Level III Requalification (i.e., Initial Training) outside of contractual hours
	incorporated Supplemental Training Before and/or After RT or RQ LOA 2.21.2020	Paid 1 TFP for training that exceeds contractual hours by :01 minute to :15 minutes. Paid 6 TFP for training that exceeds contractual hours by :16 or more minutes
	Incorporated LOA	Trading RT to Early or Grace Months LOA 2.8.2018

	<i>incorporated MOU</i>	CBT Time-Testing Review Process MOU 3.19.2020
30.E.	<i>currently references "instructors"</i>	Clarified Check Flight Attendant qualification for OEs
		Incorporated addendum

Section 31: Savings Clause		
		Improved provision to include negotiation on sections rendered invalid due to operation of law

Section 32: Attendance Policy		
32.A.	<i>currently not addressed</i>	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.
32.C.1.		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
32.C.1.	<i>currently not addressed</i>	If Reserve is assessed No Show and returns CS call during same RAP, they are given option between: <ul style="list-style-type: none"> • Released until next RAP with one-day reduction in Reserve Guarantee • Returned to RAL with no reduction in guarantee
32.C.1.	<i>currently not addressed</i>	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
32.C.11.	<i>current practice</i>	Clarified definition of Single Continuous Occurrence of Illness
32.C.15.		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
32.E.		Updated to incorporate State Sick Leave and CBA Sick Leave

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32.E.	<i>currently not addressed</i>	State Sick Leave will not accrue points provided they have sufficient sick leave to cover the absence (day by day) Each day not sufficient State Sick Leave will accrue points and afforded record improvement opportunities
32.E.	<i>current practice</i>	CBA Sick Leave will accrue points and will be afforded record improvement opportunities
32.E.	<i>currently practice</i>	Inability to Remotely Scan In - 0 points
32.E.	<i>currently practice</i>	Sick Family/Sick Child - 0 points (with some exceptions)
32.G.	<i>currently 4 Quarterly Point Reduction Forms</i>	Changed to 3 Point Reduction Forms (one per 4 month trimester)
32.G.	<i>currently not addressed</i>	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
32	<i>currently not addressed</i>	Verification of State Sick Leave absences <ul style="list-style-type: none"> • 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
	<i>incorporated Labor Memo</i>	Labor Memo: Section 32.C.6-7. Attendance Policies 5.5.2016
		Incorporated addendum

Section 33: Charters

33.A.3.g.	<i>currently not addressed</i>	Ability to opt in to email notifications of charter reposting and/or awarding
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33.A.3.b.	<i>currently not allowed</i>	Ability to preference positions while bidding for charters
33.A.1.e.	<i>added clarification to position bidding</i>	Reserve assigned to charter may be displaced from safety position by more senior FAs at check-in
33.A.1.e.	<i>currently not addressed</i>	Ability to trade safety positions within same charter
33.C.1.	<i>currently not addressed</i>	Premium pay protection (2x rate) for canceled charter leg(s)
		Reorganized section
		Incorporated addendum

Section 34: Hotels		
<i>add</i>	<i>current practice</i>	Included provisions for RON at domicile
34.A.	<i>currently not addressed</i>	Provision to avoid RONs at hotel during active labor dispute
	<i>currently not addressed</i>	AFA may request review of hotel prior to expiration of hotel contract if there is substantive change to property
34.A.1.	<i>currently 5</i>	Updated hotel tier to 6
34.A.2.		Incorporated ALPA improvements (i.e., short and long stay, safety, food availability, room quality, etc.)
34.A.3.	<i>currently not addressed</i>	Outlines when day rooms must be booked (including while in domicile/coterminal)
34.A.	<i>currently not addressed</i>	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
<i>add</i>	<i>currently not addressed</i>	• Paid 0.75 TFP per hour, prorated, if waiting 60+ minutes for hotel room
<i>add</i>	<i>currently not addressed</i>	• Reimbursed up to \$400 for booking own room, if waiting 90+ minutes for hotel room
<i>add</i>	<i>currently not addressed</i>	• Paid 0.75 TFP per hour, prorated, if waiting 60+ minutes for hotel transportation (unless reimbursing own transportation, per current provision)
34.B.		Updated transportation requirements
34.5.		Updated committee participation and hotel selection process

Duration		
	<i>currently 4 year duration</i>	3 year duration with one year early opener

New Section: Jumpseat and Pass Privileges (new)		
	<i>currently AS seniority</i>	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

New Section: Commuter Policy (new)		
		Registered Air Commuter protections apply if standby list isn't processed up to the commuting Flight Attendant's boarding priority due to: <ul style="list-style-type: none"> • Company representative unable to process • Weight and balance • Aircraft downgrade
		Registered Air Commuters will be required to provide Other Airline (OAL) flight information to receive applicable commuter protection
		Registered Air Commuter is protected if a commuting pilot is not removed due to weight and balance, but the Flight Attendant is. <ul style="list-style-type: none"> • Pay protected for sequence or portion of sequence missed, in addition to Commuter Policy Recovery Options
		Might be late applies to Registered Air Commuters (can email might be late)
		Defined "reasonable effort" to arrive at scheduled check-in during Severe Weather Ground Commuting Operations
	<i>currently 1 hour</i>	Ground commuting timeline updated so that Flight Attendant must call as soon as possible, but no later than :30 minutes prior to scheduled check-in
		Incorporated 28.G. Commuter Policy
	<i>incorporated LOA</i>	Other Airline Commuting LOA 4.7.2020
	<i>incorporated LOA</i>	Ground Commuting during Significant Weather Events LOA 5.20.2020

LOA 1: Boeing Purchase Order		
		<i>Removed (all provisions met)</i>

LOA 2: AAG Letter		
		Updated applicable dates and numbers

LOA 3: Job Protection		
		Updated applicable dates

LOA 4: Retiree Health Insurance		
		Updated applicable dates (duration of contract)

LOA 5: Sick Family/Sick Child		
		Maintained provisions, updated format

LOA 6: Supplemental Reduction in Force Protection		
		Removed (out of date)

LOA 7: Virgin America “Red-circled” Pay Rates		
		Continued as written

Grievance 1		
		Removed

LOA: Commitment to Negotiate Hotel Gain-Share Program (new)		
		Timeline for discussing/implementing ability to waive a hotel room and split any savings between Flight Attendant and Company

LOA: Fatigue Risk Management Plan (FRMP) (new)		
		Updated and incorporated existing LOA into contract

LOA: Management Participation in Immersion Program Onboard Aircraft (new)		
		<p>Allows Management Immersion Program to expand to Inflight</p> <ul style="list-style-type: none"> • 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 • AFA may terminate LOA if dispute over single-source discipline arises

LOA: Flight Attendant Instructor Scope (new)

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

LOA: Flight Attendant Recurrent Training Hours (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

LOA: Changes to Paid Sick Leave Laws (new)

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

LOA: Flight Attendant Jumpseat Occupancy (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

LOA: Flight Attendant Instructor Handbook (new)

Makes the Instructor Handbook contractual, outlines revision process

LOA: Moving Vacation Days while on LOA and PPP Eligibility

		Updates existing LOA with changes to Longevity PTO and PPP structure
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LOA: Legacy Retiree Pass Privileges (new)

		Maintains current retiree privileges for anyone hired prior to, and who retires prior to, ratification date of subsequent contract
		<ul style="list-style-type: none">• 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

LOA: Market Rate Adjustment Negotiation (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

LOA: Flight Attendant Onboard Breaks (new)

		Provisions for Flight Attendants to take onboard breaks in flight
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