

Provision	Current CBA	Tentative Agreement
<b>Preamble</b>		
		Clarified "agreement" refers to Collective Bargaining Agreement ("agreement" or "CBA")
<b>Section 1: Non-Discrimination</b>		
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
<b>Section 2: Purpose of Agreement</b>		
		Added "Airlines" after "Alaska"
<b>Section 3: Scope of Agreement</b>		
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"> <li>• They may not attend Requalification Level 3 to maintain currency</li> <li>• 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</li> <li>• They may have jumpseat access but will not displace a Flight Attendant cleared for the jumpseat</li> <li>• They count toward the 2% limit on management flyers</li> </ul>
		Incorporated addendum
<b>Section 4: Status of Agreement</b>		
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"> <li>• Company will provide reasonable advance notice of proposed Successorship, Merger, or Acquisition Transaction</li> <li>• Company will meet to discuss impact of proposed Transaction upon Flight Attendants</li> <li>• Company will disclose details related to such Transaction to AFA in a timely manner</li> </ul>

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		Removed out of date Combi language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

<b>8.M.1.</b>	<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
<b>8.M.2.</b>		Updated with FAA rest requirements and ADR 8-8-2011
<b>8.O.</b>		Added/updated Surface DHD times
<b>8.Q.</b>	<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
<b>8.Q.</b>	<i>not currently defined</i>	Definition of positive contact for the purposes of notification:  <ul style="list-style-type: none"> <li>• Accepted Crew Access change notification (if legally permissible)</li> <li>• Phone conversation between FA and Company on Company phone number, recorded line, exclusively for scheduling related matters</li> <li>• Conversation between on duty FA and Company Employee (except FAs/pilots) or contract station personnel, exclusively for scheduling related matters</li> <li>• 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</li> </ul>
<b>8.Q.</b>		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.
<b>8.Q.</b>	<i>Currently Reserve Flight Attendant required to check company email</i>	Flight Attendants are required to make positive contact within 15 minutes after completion of debrief period and prior to leaving secure area if instructed by CS via B2B (sent prior to landing) or in-person by a company employee (Flight Attendants and pilots excluded) or contract station personnel
<b>8.Q.</b>	<i>Currently crew lounge phone and airport page included, B2B not included</i>	During ground time, CS may contact Flight Attendant using phone number(s) on file and B2B messaging on IMD (if a flight is open)
<b>8.Q.</b>		B2B messaging cannot be used to Junior Assign

<b>8.Q.</b>	<i>incorporated MOU 01-2014</i>	Clarifies process for when a Flight Attendant answers or returns a call while on layover
<b>8.Q.</b>	<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
<b>8.R.</b>	<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
<b>8.S.3.</b>	<i>not addressed currently</i>	Gained same evacuation opportunities afforded to pilots
<b>8.T.</b>	<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

<b>9.D.</b>	<i>incorporated provision from 10.R.</i>	Flight Attendants may not be JA'd following reassignment (unless they fly less than original schedule)
<b>9.E.3.</b>	<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
<b>9.E.</b>	<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)
<b>9.E.4.</b>	<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"> <li>• 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)</li> <li>• 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)</li> </ul>

<b>9.E.</b>	<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

<b>Section 10: Scheduling</b>		
<b>10.A.2.</b>	<i>current practice</i>	PBS Committee has 4 AFA members
<b>10.E.1.</b>	<i>currently 12 days</i>	Lineholders have 13 days off in 31-day month
<b>10.E.1.</b>	<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
<b>10.F.2.</b>	<i>current practice</i>	6 TFP bid credit for RT Day 2, incorporated bid credit for UB/CB
<b>10.I.</b>	<i>currently not addressed</i>	FAs precluded from being awarded flying into stations where they do not meet government requirements (i.e., vaccination requirements)
<b>10.M.2.</b>	<i>current practice</i>	Can waive 48/7 to 24/7 at domicile during bidding
<b>10.M.2.</b>	<i>currently not addressed</i>	Can waive 48/7 to 26/7 on RON during bidding
<b>10.P.</b>	<i>current practice</i>	Ability to buddy bid with multiple Flight Attendants (at lowest Flight Attendant seniority)
<b>10.Q.</b>	<i>incorporated Letter of Agreement</i>	Low-Bid Option LOA 12-17-19
<b>10.R.</b>		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
		Exclusions for Reassignment Premium (occurring in same duty period of original sequence): <ul style="list-style-type: none"> <li>• Overfly (landing not completed, but landing occurs in one of the next scheduled stations of duty period)</li> <li>• Return to gate</li> </ul>

		<ul style="list-style-type: none"> <li>• Flight converted to ferry flight (city pairs remain same)</li> <li>• Delays</li> <li>• Removing flights from a trip</li> <li>• Flight or trip number changes but city pairs remain the same</li> <li>• Conversions to DHD or from DHD to working</li> <li>• Earlier retime(s) of :29 minutes or less that occur after commencement of pairing and are accepted by Flight Attendant</li> <li>• 8.S. pairings</li> </ul>
	<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"> <li>• Diversions/Tech stops/Flag stops</li> <li>• “Go around” (takeoff/return to same airport)</li> <li>• Earlier retime greater than :29 minutes occurring on first day of sequence and accepted by Flight Attendant prior to scheduled report</li> </ul>
	<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
<b>10.S.</b>		Restructured/clarified, incorporated addendum
	<i>current practice</i>	CS may provide pay protection for precancel through crew access notification
	<i>currently not addressed</i>	Flight Attendant may submit preference to waive pay protection for all precancels
		<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"> <li>• All RONs remain the same</li> <li>• No individual RON is reduced by more than 4 hours</li> <li>• The total number of legs in the sequence are the same or fewer</li> <li>• No additional surface DHDs are added to sequence</li> <li>• For turns, city pairs must remain the same</li> </ul>
	<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 1 and 29 minutes are not a precancel FA is not required to report early
	<i>incorporated LOA</i>	Earlier flight retimes of original departure 30+ minutes are precancels 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 precancel  <ul style="list-style-type: none"> <li>• If Flight Attendant chooses to fly pairing, paid 1.5x for last flight</li> <li>• Retime may not cross midnight into day off</li> </ul>
		All retimes that reduce RON by at least 4 hours are precancel
	<i>currently second call required</i>	No additional call required if first contact regarding precancel occurs between 6-8PM
	<i>currently second call required</i>	No additional call required if Flight Attendant self-assigns alternative assignment prior to 6PM
	<i>currently not addressed</i>	Pre-cancellation self-assignment: <ul style="list-style-type: none"> <li>• Ability to self-assign alternative assignment from Open Time</li> <li>• This provision is in addition to other precancellation provisions</li> <li>• May exceed original footprint (2 hrs earlier and later)</li> <li>• May be an out-of-domicile sequence, and will be counted toward out-of-domicile maximum</li> </ul>
	<i>current practice</i>	No premium or pay protection applies if traded out of like sequence/alternative assignment
<b>10.V.</b>	<i>currently not addressed</i>	CS will annotate trip with provision of CBA under which any modification occurs
<b>10.W.</b>	<i>incorporated Labor Memo</i>	Labor Memo - Screenshots and Incorrect TFP in JCTE 7-28-21
<b>10.X.2.a.</b>	<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
<b>10.X.2.</b>		DHDs longer than 4 hours guaranteed seat in cabin:

	<i>currently not addressed</i>	<ul style="list-style-type: none"> <li>• May volunteer to sit in jumpseat to get revenue passenger on</li> <li>• If Flight Attendant volunteers (processed in seniority order), paid 1.5x for the DHD segment</li> </ul>
	<i>currently only "scheduled" DHDs</i>	<p>DHDs less than 4 hours:</p> <ul style="list-style-type: none"> <li>• May be required to sit in jumpseat to get revenue passenger on</li> <li>• If required to sit in jumpseat, paid 1.5x for the DHD segment</li> <li>• Offered in seniority order, assigned in reverse seniority order</li> </ul>
<b>10.X.2.d.</b>	<i>currently not addressed</i>	<p>DHD seating assigned as follows (based on availability at time DHD seat is booked):</p> <ul style="list-style-type: none"> <li>• Non-premium aisle/window seat FWD of wing</li> <li>• Most FWD non-premium aisle/window seat in main cabin</li> <li>• Most FWD non-premium seat in main cabin</li> <li>• DHD seat upgraded to F/C, aisle/window exit row, or premium aisle/window if available within priority during boarding</li> </ul>
<b>10.X.7.</b>	<i>currently only "scheduled" DHDs</i>	<p>All DHDs converted to working will be paid 1.5x pay rate:</p> <ul style="list-style-type: none"> <li>• Senior Flight Attendant DHDing may choose conversion and receive premium</li> <li>• Otherwise, conversion assigned in reverse seniority order</li> <li>• Reserve DHD conversion credited 1.0x, 0.5x paid over guarantee</li> </ul>
	<i>currently not provided</i>	Internet provided free of charge on IMD when deadheading
<b>10.X.9.</b>	<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
<b>10.Z.3.</b>	<i>currently 12 PM</i>	Personal drop timeline increased to 2 PM
<b>10.Z.4.</b>	<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
<b>10.DD.2.b.</b>	<i>currently 70 minutes</i>	Increased scheduled sit time during 4k turn to 75 minutes
		Incorporated addendum

## Section 11: Reserve



<b>11.C.2.</b>		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
<b>11.C.3.b.</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
<b>11.C.3.b.</b>	<i>currently straight pay</i>	1 TFP paid 2x rate above guarantee if converted to ER and not used
<b>11.C.3.d.</b>	<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> )
<b>11.C.5.</b>	<i>currently straight pay</i>	If assigned APSB past last flight of day on last day of block, paid 2x rate for APSB period
<b>11.D.2.</b>	<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
<b>11.D.6.b.</b>	<i>ACARs currently allowed for contact</i>	Removed ACARs and clarified methods of contact
<b>11.D.7.</b>	<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"> <li>• Request submission between 10am and 2:30pm day prior</li> <li>• Notified of granted/denied requests by 4pm day prior</li> <li>• <i>Approval processed in seniority order amongst Reserves of same RAP and number of available days</i></li> <li>• If approved, Reserve is not required to be contactable or in domicile until scheduled report</li> <li>• If approved, Reserve may not trade assignment</li> <li>• Reserve is responsible to new (later) report times as result of delay/cancelation</li> </ul>
<b>11.E.1.b.</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
<b>11.E.1.e.</b>	<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
<b>11.E.2.a.</b>	<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

<b>Section 12: Exchange of Sequences</b>		
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 base 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, per 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
<b>12.I.</b>		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
		Ability to advertise for trips looking to pick up from Flight Attendants

### Section 13: Uniforms

<b>13.B.2.</b>	<i>currently not included</i>	Added dresses and packable parka as options to basic uniform
<b>13.C.</b>		Clarified uniform return and exchange process
<b>13.C.</b>		Clarified company will pay for shipping on all orders/returns and taxes for orders made with allotment
<b>13.D.</b>	<i>currently \$700</i>	Allotment increased to \$892 based on cost of basic uniform
<b>13.D.1.</b>	<i>currently \$200</i>	Increased arctic boot reimbursement to \$250
<b>13.D.</b>	<i>incorporated LOA</i>	Clarified new uniform rollout process and allotment
<b>add</b>	<i>currently not addressed</i>	Clarified process during inventory challenges
<b>13.I.</b>		Updated return process for maternity pieces: deducted from allotment if not returned within 30 days
		Incorporated Addendum

### Section 14: Vacations

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

### Section 15: Leaves of Absence

<b>15.C.</b>	<i>incorporated Grievance</i>	Grievance 36-99-2-56-17 Medical Leaves under 10 days
<b>15.D.</b>	<i>eliminated provision</i>	Eliminated forced maternity leave timeline

<b>15.G.2.c.</b>	<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
<b>15.G.3.a.4.</b>	<i>currently not included</i>	Flight Attendant may be removed from sequence (no loss in pay) if the AED is used
<b>15.G.3.a.4.</b>	<i>currently not addressed</i>	Company must disclose options of being removed from sequence after serious incident
<b>15.H.1.</b>	<i>currently not addressed</i>	Added 2nd or 3rd trimester miscarriage and stillbirth to bereavement leave of absence
<b>15.H.3</b>	<i>currently includes days off</i>	4 consecutive days for bereavement do not include days off
<b>15.H.4.</b>	<i>currently 30 days</i>	Bereavement timeline increased to 90 days
<b>15.M.</b>	<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
<b>15.M.3</b>	<i>incorporated LOA</i>	LOA 2019-01-29
		Incorporated addendum

<b>Section 16: Sick Leave/On the Job Injury</b>		
<b>16.A.1.</b>	<i>currently full accrual into CBA bank</i>	Sick leave accrual split into State Bank and CBA Bank <ul style="list-style-type: none"> <li>• State Bank 1 TFP for 30 TFP</li> <li>• CBA bank 2 TFP for 30 TFP (1 TFP for 10 TFP vacation)</li> </ul>
<b>16.A.</b>		Up to 40 TFP carry over each year in State Bank <ul style="list-style-type: none"> <li>• Excess of 40 TFP may be cashed out or transferred to CBA bank</li> </ul>
<b>16.A.2.</b>	<i>currently 1700 TFP</i>	Maximum sick leave accrual 2400 TFP
<b>16.A.3.</b>	<i>currently only after probation</i>	Flight Attendant may use State Bank 90 days after date of hire
<b>add</b>		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
<b>add</b>		State Bank may be used for illness/injury, care for family member with illness/injury, or multiple other reasons as allowed by state laws
<b>add</b>		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

<b>add</b>		Flight Attendant may use both banks to cover sequence only if designated bank insufficient to cover entire sequence
<b>16.D.</b>		Clarified what is/isn't paid when using sick leave
	<i>currently 1.13 conversion</i>	Updated TFP conversion to 1.11
<b>16.E.3.</b>	<i>currently 25% of total balance</i>	Flight Attendant retirement sick leave cash-out: <ul style="list-style-type: none"> <li>• 25% for balances of 0.1 TFP to 560.9 TFP</li> <li>• 50% for balances of 561 TFP to 849.9 TFP</li> <li>• 100% for balances of 850 TFP or greater</li> </ul>
<b>16.J.1.</b>	<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
<b>16.N.4.</b>	<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

<b>17</b>		Clarified different outcomes of medical examination, and applications of pay protection
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### 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
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### Section 20: Board of Adjustment

**no changes**

### Section 21: Compensation

		Retro Pay from amendable date (December 2022): <ul style="list-style-type: none"> <li>• December 2022 - November 2023: 3% on all paid TFP in time period</li> <li>• December 2023 - April 2024: 6.1% on all paid TFP in time period</li> <li>• May - August 2024: The percent increase indicated at your step rate below on all paid TFP in time period</li> </ul>
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<b>21.A.</b>	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)
<b>21.A.</b>	<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"> <li>• Addition of boarding pay increases overall pay by an average of 8% (range from 4.7% to 33.6%) (<i>dependant on number of flights/boardings worked</i>)</li> <li>• Boarding pays above Reserve Guarantee</li> <li>• Boarding is not included for bid credit, pays above MPRs</li> <li>• Boarding TFP applies toward Insurance 480 requirement but no other 480 requirements</li> <li>• Sick leave accrues on Boarding TFP</li> </ul>
<b>21.A.</b>		3% increase on DOR +1 and DOR +2
<b>21.C.1</b>	<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> )
<b>21.G.</b>	<i>currently \$2.00</i>	"A" pay increased to \$3.00, then \$3.50 on DOR +1 and \$4.00 on DOR +2
<b>21.H.1.</b>	<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
<b>21.H.</b>	<i>currently no additional pay</i>	Paid 4 TFP for a holiday free of duty mid sequence
<b>21.I.</b>	<i>currently \$1.00</i>	International Pay increased to \$1.50
<b>21.I.</b>	<i>currently doesn't include pre-cleared international destinations</i>	Now paid on destinations where customs is pre-cleared

<b>21.J.</b>	<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
<b>21.L.</b>	<i>currently 0.5 TFP per surface DHD</i>	Surface DHD paid .75 TFP per hour, prorated - minimum of 1 TFP per surface DHD
<b>21.R.</b>	<i>currently \$2,500</i>  <i>currently four single months and one 8-month block</i>  <i>currently exceed by 5 TFP per single month, 40 TFP for 8-month block</i>  <i>currently no boarding TFP exists</i>  <i>currently no sick leave counts, UB/CB counts</i>	Total Productivity Premium Program (PPP) payout increased to \$4,000  <ul style="list-style-type: none"> <li>• Three PPP blocks per year: any combination of four bid months</li> <li>• Company may change combinations of 4 bid months annually, notice prior to August 1st</li> <li>• Pay for each PPP block is company discretion, minimum \$500 per block</li> <li>• Exceed 40 TFP over assigned line per 4-month block to achieve PPP</li> <li>• Boarding counts toward 40 TFP requirement</li> <li>• State Bank sick leave counts toward 40 TFP requirement, UB/CB does not count</li> </ul>
<b>21</b>	<i>currently \$15 per test</i>	\$30 per drug or alcohol test

### Section 22: Expenses

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

### Section 23: Insurance Benefits

<b>23.A.</b>		Updated insurance rates: <ul style="list-style-type: none"> <li>• 18% in 2025 (no more than 15% increase from 2024)</li> <li>• 20% in 2026 (no more than 15% increase from 2025)</li> <li>• 20% in 2027 (no more than 15% increase from 2025)</li> </ul>
<b>23.A.3.</b>	<i>currently not addressed</i>	High-deductible premium will not exceed Regular PPO premium for respective coverage tiers
<b>add</b>	<i>currently not addressed</i>	Added same adoption assistance benefit as management (currently \$5,000)
<b>add</b>	<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
<b>23.B.</b>	<i>currently no boarding TFP</i>	Boarding TFP counts toward Insurance 480

<b>23</b>	<i>currently in Section 15</i>	Moved short term disability provisions
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#### Section 24: General and Miscellaneous

<b>24.A.</b>	<i>current practice</i>	CB paid if missed due to Jury Duty
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#### Section 25: Air, Safety, Health, & Security

<b>25.G.7.</b>	<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
<b>add</b>	<i>currently not addressed</i>	Added provision addressing declared pandemic significantly impacting operations

#### Section 26: Association Security

<b>26.F.</b>	<i>currently not addressed</i>	Added mechanism to collect dues in arrears, bringing into compliance with AFA Constitution and Bylaws
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#### Section 27: General Association

<b>27.B.</b>	<i>current practice</i>	Sideletters may be distributed electronically
<b>27.N.</b>	<i>current practice</i>	2 hours provided in Initial for AFA orientation
<b>27.P.1.f.</b>		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
<b>27.P.1.g.</b>	<i>currently 5% in lieu of per diem</i>	UB/CB override - 5% in lieu of per diem, add 8% in lieu of boarding
<b>27.P.1.i.</b>		Clarified most direct route at time of travel, including surface DHD; included process for submission
<b>add</b>	<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

<b>28.F.4.</b>	<i>removed</i>	Removed as out of date
<b>28.G.</b>	<i>removed</i>	Moved to new Section 37: Commuter Policy
<b>28.I.</b>		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%, add 0.5% 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 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
<b>30.E.</b>	<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
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### Section 32: Attendance Policy

<b>32.A.</b>	<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.
<b>32.C.1.</b>		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
<b>32.C.1.</b>	<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"> <li>• Released until next RAP with one-day reduction in Reserve Guarantee</li> <li>• Returned to RAL with no reduction in guarantee</li> </ul>
<b>32.C.1.</b>	<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
<b>32.C.11.</b>	<i>current practice</i>	Clarified definition of Single Continuous Occurrence of Illness
<b>32.C.15.</b>		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
<b>32.E.</b>		Updated to incorporate State Sick Leave and CBA Sick Leave
<b>32.E.</b>	<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
<b>32.E.</b>	<i>current practice</i>	CBA Sick Leave will accrue points and will be afforded record improvement opportunities
<b>32.E.</b>	<i>currently practice</i>	Inability to Remotely Scan In - 0 points
<b>32.E.</b>	<i>currently practice</i>	Sick Family/Sick Child - 0 points (with some exceptions)
<b>32.G.</b>	<i>currently 4 Quarterly Point Reduction Forms</i>	Changed to 3 Point Reduction Forms (one per 4 month trimester)
<b>32.G.</b>	<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
<b>32</b>	<i>currently not addressed</i>	<p>Verification of State Sick Leave absences</p> <ul style="list-style-type: none"> <li>• Company may require state sick leave absence exceeding 3 consecutive workdays</li> <li>• Up to 3 verification periods per year, no more than 10 days per period</li> <li>• Company must provide minimum 2 days notice of a verification period</li> <li>• Flight Attendants are required to provide verification within 10 days after first day of State Sick Leave</li> <li>• Company will reimburse all costs after insurance to obtain verification documentation</li> <li>• If Flight Attendant does not provide verification within time period, sick leave converted to Management Drop with points without pay</li> <li>• A Single Continuous Occurrence of Illness beginning in advance of the notice provided and extending into verification period is excluded from verification requirements</li> </ul>
	<i>incorporated Labor Memo</i>	Labor Memo: Section 32.C.6-7. Attendance Policies 5.5.2016
		Incorporated addendum

### Section 33: Charters

<b>33.A.3.g.</b>	<i>currently not addressed</i>	Ability to opt in to email notifications of charter reposting and/or awarding
<b>33.A.3.b.</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

<b>add</b>	<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
<b>add</b>	<i>currently not addressed</i>	• Paid 0.75 TFP per hour, prorated, if waiting 60+ minutes for hotel room
<b>add</b>	<i>currently not addressed</i>	• Reimbursed up to \$400 for booking own room, if waiting 90+ minutes for hotel room
<b>add</b>	<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

### Section 35: Duration

	<i>currently 4 year duration</i>	3 year duration with one year early opener (ability to negotiate JCBA simultaneously if HA merger approved)
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Section 36: 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

Section 37: Commuter Policy (new)		
		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"> <li>• Company representative unable to process</li> <li>• Weight and balance</li> <li>• Aircraft downgrade</li> </ul>
		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 <ul style="list-style-type: none"> <li>• Pay protected for sequence or portion of sequence missed, in addition to Commuter Policy Recovery Options</li> </ul>
		Might be late applies to 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		
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		Updated applicable dates
<b>LOA 4: Retiree Health Insurance</b>		
		Updated applicable dates (duration of contract)
<b>LOA 5: Sick Family/Sick Child</b>		
		Maintained provisions, updated format
<b>LOA 6: Supplemental Reduction in Force Protection</b>		
		Removed (out of date)
<b>LOA 7: Virgin America "Red-circled" Pay Rates</b>		
		Continued as written
<b>Grievance 1</b>		
		Removed
<b>LOA: Commitment to Negotiate Hotel Gain-Share Program (new)</b>		
		Timeline for discussing/implementing ability to waive a hotel room and split any savings between Flight Attendant and Company
<b>LOA: Fatigue Risk Management Plan (FRMP) (new)</b>		
		Updated and incorporated existing LOA into contract
<b>LOA: Management Participation in Immersion Program Onboard Aircraft (new)</b>		
		<p>Allows Management Immersion Program to expand to Inflight</p> <ul style="list-style-type: none"> <li>• Currently exists for most other labor groups</li> <li>• Management can perform limited duties onboard as a peer</li> <li>• Trash/recycling, pre-departure service, meal delivery, etc.</li> <li>• Remains under direction of the "A" Flight Attendant</li> <li>• Cannot occupy jumpseat without FAA certificate</li> <li>• Cannot perform safety duties</li> <li>• Flight Attendants protected from single-source discipline</li> </ul>
<b>LOA: Flight Attendant Instructor Scope (new)</b>		

		Ensures regulatory training will only be taught by qualified Flight Attendant Instructors for the duration of this contract
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#### LOA: Flight Attendant Recurrent Training Hours (new)

		<p>Expanded training hours to improve Flight Attendant flexibility</p> <ul style="list-style-type: none"> <li>• Currently 7am-5pm, would extend to 7pm</li> <li>• <i>Example: RT class scheduled from 10am-7pm</i></li> <li>• 8hr daily maximum still applies</li> <li>• Pay remains the same</li> <li>• Begins in 2025 if contract is ratified</li> <li>• Minimum 50% of RT in each domicile would remain between 8am-5pm</li> <li>• Either party can suspend LOA with 2 bid months of notice</li> </ul>
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#### 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
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#### LOA: Flight Attendant Jumpseat Occupancy (new)

		<p>Outlines who may occupy a Flight Attendant jumpseat for the duration of the CBA</p> <ul style="list-style-type: none"> <li>• Qualified AS Flight Attendants</li> <li>• Authorized AS Inflight management personnel who are qualified Flight Attendants</li> <li>• OE students and Flight Attendants in requalification status accompanied by a Check Flight Attendant</li> <li>• Qualified QX Flight Attendants traveling for pleasure</li> <li>• Authorized QX Inflight supervisory employees who are qualified Flight Attendants traveling for pleasure</li> <li>• Qualified Other Airline (OAL) Flight Attendants, in the event the Company and the FAA authorize a reciprocal jumpseat agreement</li> </ul>
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#### LOA: Flight Attendant Instructor Handbook (new)

		Makes the Instructor Handbook contractual, outlines revision process
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**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
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- 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
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**LOA: Market Rate Adjustment Negotiation (new)**

		Parties agree to negotiate market rate adjustment language in good faith during JCBA negotiations
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		If merger doesn't close, Company agrees to come back to table within 1 year of merger fail date
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**LOA: Flight Attendant Onboard Breaks (new)**

		Provisions for Flight Attendants to take onboard breaks in flight
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