



2024-2027

Tentative Agreement

**Association of
Flight Attendants-CWA**



AFL-CIO

Draft:

This TA language has undergone rigorous review by AFA and management and is considered mutually agreed. However, as with any negotiated document, it is subject to final review per the Scrivener's Letter.



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**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

SCRIVENER'S LETTER

10 THIS AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended,
11 by and between ALASKA AIRLINES, INC. (hereinafter referred to as the "Company") and the flight attendants in the
12 service of the Company, as represented by the ASSOCIATION OF FLIGHT ATTENDANTS- CWA, AFL-CIO (hereinafter
13 referred to as the "Union").

14 WHEREAS in September 2022, the parties entered into negotiations for a successor collective bargaining agreement;
15 and

16 WHEREAS that process resulted in an agreement on June 21, 2024, which put before the Alaska Airlines Flight
17 Attendants for consideration and ratification;

18 NOW THEREFORE the parties agree as follows:

- 19 A. Any and all provisions of the Basic Agreement, Sideletters and any attendant Settlements not specifically
20 altered or integrated into the agreement in the negotiations remain in full force and effect, except those
21 provisions with a specified ending date/period.
- 22 B. The parties have put forth their best efforts to identify all the sections of the agreement that required
23 modification due to the changes agreed upon. Likewise, best efforts have also been made to ensure the
24 provisions agreed upon are free of typographical or other errors.
- 25 C. Should any changes agreed upon be found to be in conflict with other provisions of the Agreement or should
26 typographical or other errors be found during or after the ratification of the new Agreement, the parties agree
27 that they will meet to resolve such conflicts and/ or correct such errors.
28
- 29 D. If the efforts under paragraph C. above are unsuccessful in resolving the issue(s) that have arisen, then,
30 and only then, will the parties seek other remedies as may be available to correct the conflict(s). Any
31 contractual or statutory time limits which may be applicable will be considered to be held in abeyance during
32 the time period when such efforts of resolution under Paragraph C. are undertaken and have been exhausted.

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PREAMBLE

This Collective Bargaining Agreement (hereinafter known as the "Agreement" or "CBA") ~~AGREEMENT~~ is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between Alaska Airlines, Inc. (hereinafter known as the "Company") and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-Communications Workers of America, AFL-CIO (hereinafter known as the "Association").

The Association of Flight Attendants has been certified by the National Mediation Board in Case No. R-7478, to represent the Flight Attendants in the service of the Company and on their behalf negotiate and conclude an Agreement with the Company as to the rates of pay, rules, and working conditions covering the Flight Attendants in the employ of the Company in accordance with the provisions of the Railway Labor Act, as amended.



1 A. MEMBERSHIP NON-DISCRIMINATION BASED ON ASSOCIATION MEMBERSHIP

2 No employee covered by this Agreement will be interfered with, restrained, coerced, or
3 discriminated against by the Company or the Association because of membership in the
4 Association. All employees will be free to engage in lawful Association activities or to refrain
5 from such activities.

6 B. NON-DISCRIMINATION POLICY

7 Neither the Company nor the Association will discriminate in any way against any employee
8 based on that employee's inclusion in any classification protected from discriminatory
9 treatment by Company Policy and State or Federal Law, including but not limited to ~~sex,~~
10 race, color, religion, sexual orientation, ancestry or national origin, citizenship or age, ~~marital~~
11 immigration status, religion or creed, presence of any sensory, mental or physical age,
12 disability, disabled veterans' ~~sex or gender, pregnancy, sexual orientation, gender identity~~
13 or gender expression, military or veteran status, Vietnam Era veteran's marital or parental
14 status and ancestry, or medical or genetic information.



1 The purpose of this Agreement is, in the mutual interest of the Company and employees, to
2 provide for the operation of the services of the Company under methods that will further, to the
3 fullest extent possible, the comfort and well-being of Alaska [Airlines](#) passengers, the efficiency of
4 operation and the continuation of employment under conditions of reasonable hours, proper
5 compensation and reasonable working conditions. It is recognized to be the duty of the Company,
6 the employees, and the Association to cooperate fully for the attainment of these purposes.



1 A. RECOGNITION

2 In accordance with certification R-7478 made by the National Mediation Board (NMB), the
3 Company hereby recognizes the Association as the exclusive authorized representative of the
4 Flight Attendants in the service of the Company for purposes of the Railway Labor Act, as
5 amended.

6 B. RECOGNITION OF MANAGERIAL RIGHTS

7 Employees covered by this Agreement will be governed by all Company rules, regulations and
8 orders previously or hereafter issued by proper authorities of the Company that are not in
9 conflict with the terms and conditions of this Agreement and that have been made available
10 to the affected employees prior to becoming effective.

11 C. MANAGERIAL RIGHTS RETAINED BY THE COMPANY

12 The right to manage and direct the working forces, subject to the provisions of this
13 Agreement, is vested in and retained by the Company.

14 D. SCOPE

15 The Company will not engage in any 14 CFR Part 121 operations unless all flying is performed
16 exclusively by the Flight Attendants whose names appear on the Alaska Airlines Flight
17 Attendant System Seniority List in accordance with the then effective Agreement with the
18 Association, (except as noted in D.1. and D.2., below) or to the extent that such requirement
19 has been or is waived by another agreement between the parties.

20 1. Inflight management holding an FAA Flight Attendant certificate may perform Flight
21 Attendant duties in the following manner for the purposes of remaining current and to
22 assist with job and crew familiarization.

23 a. During a check-ride or an IOE, the manager(s) will not count toward the FAA required
24 minimum crew;

25 b. May pre-board flights when the CFR required number of Flight Attendants is not
26 available;

27 c. Inflight management may work as a Flight Attendant on a sequence under the
28 following provisions:

29 1. The Inflight management employee may work a scheduled sequence only in an
30 open position as the "D" Flight Attendant on a three (3) person minimum crew ~~(or~~
31 ~~the "E" Flight Attendant on a Combi aircraft [34M])~~ or an "E" Flight Attendant on
32 a four (4) person minimum crew.

33 2. S/heThey will be considered a working member of the crew and must follow all
34 requirements in the Flight Attendant Manual (FAM) and all limitations in the
35 applicable Sections of the CBA (e.g. duty and rest provisions). S/heThey will be
36 considered a "crewmember" for the purpose of this provision. Her/hisTheir

- 37 effective seniority will be considered to be the most junior Flight Attendant on that
38 flight.
- 39 3. The Inflight management employee must work an entire sequence or a portion of
40 a sequence broken at a SIP. The sequence must be legally constructed out of a
41 Flight Attendant domicile.
- 42 4. When the Inflight management employee is working as minimum crew, they may
43 swap service or safety positions with a Flight Attendant. However, when the
44 Inflight management employee is working as an extra crewmember, they may
45 swap service positions only. If a safety position is swapped, Crew Scheduling must
46 be notified, and the swap must be for the entire sequence.
- 47 5. No single-source discipline may result from the Inflight management employee's
48 presence on the sequence. Safety issues will be eligible for submission under the
49 Aviation Safety Action Program (ASAP). If either party does not participate in the
50 ASAP program, the Company and the Association will meet and agree to an
51 equivalent alternative process.
- 52 d. The Company will provide to the Association a list of sequence(s) flown by Inflight
53 management holding an FAA Flight Attendant certification prior to the commencement
54 of each trip if the Inflight management assignment is known in advance. If the
55 assignment is not made in advance (e.g., to avoid a cancellation), then notification
56 will be by the following calendar day.
- 57 2. Inflight Mmanagement, holding a FAA Flight Attendant certificate, flying to avoid a
58 cancellation:
- 59 a. An Inflight management employee may work a flight as a member of the minimum
60 crew to avoid a cancellation.
- 61 b. Provisions c.2., ~~c.3.~~ and c.4., above, will apply.
- 62 3. List of ~~M~~management ~~fliers~~ holding a FAA Flight Attendant certificate:
- 63 a. ~~Upon request, t~~The Company will provide the Association with a current list of all FAA
64 Flight Attendant ~~certificated~~ certified management (including those outside of the
65 Inflight division) qualifying for flying under this provision updated as that and will
66 update the list and notify the Association with any roster changes. ~~The Company will~~
67 ~~provide to the Association a list of trip(s) flown prior to the commencement of each~~
68 ~~trip if the Inflight management assignment is known in advance or, if the assignment~~
69 ~~is not made in advance (e.g. to avoid a cancellation), then by the following calendar~~
70 ~~day.~~
- 71 b. ~~Such list will be provided monthly to the Association and upon request, updated as~~
72 ~~that roster changes.~~The pool of ~~Inflight managers~~ management personnel holding a

73 FAA Flight Attendant certificate ~~who may perform the duties listed~~ will not exceed a
74 number equal to two percent (2%) of the Flight Attendant System Seniority List.

- 75 c. Management personnel holding a FAA Flight Attendant certificate may maintain their
76 respective FAA Flight Attendant certificate regardless of role in the Company pursuant
77 to the following terms and conditions:

78 1. Management personnel under this provision may not attend Requalification Level
79 III (i.e., attend Flight Attendant Initial Training) to maintain their currency.

80 2. Under no circumstances will these individuals be permitted to perform safety-
81 related duties as a Flight Attendant prior to occupying a permanent position within
82 the Inflight division, including during any work action that may be taken by the
83 Association.

84 3. These individuals may have jumpseat and crew badge access, but in no event will
85 they displace a Flight Attendant listed or cleared for the jumpseat.

86
87 E. NON-REVENUE GENERATING (14 CFR PART 91) FLIGHTS

88 If a flight is operated with passengers on board under the provisions of 14 CFR Part 91 (not
89 revenue-generating), the Association will be notified. Flight Attendants may volunteer to staff
90 the flight without compensation. Volunteer opportunities will be posted in a manner similar
91 to charter postings. Awarding will be by Occupational Seniority. If there are inadequate
92 volunteer(s), Crew Scheduling may assign reserve Flight Attendants.

93 F. CARD CHECK

94 Should the Company and/or Alaska Air Group (AAG) establish any new airline or acquire an
95 interest in any carrier and maintain it as a separate carrier, the Association will be certified by
96 the NMB as the exclusive bargaining representative under the Railway Labor Act, as amended,
97 of the Flight Attendants of such airline upon a showing, without an election and pursuant to
98 the procedures of the NMB, that a majority of the Flight Attendants of such airline has
99 authorized the Association to be their exclusive bargaining representative. The Company, its
100 parent and the employer of such Flight Attendants will remain neutral throughout the
101 authorization process.

102 G. FOREIGN DOMICILES

103 The Company will not establish a foreign domicile without the consent of the Association.
104 Only Flight Attendants on the Alaska Airlines System Seniority List may be assigned to such a
105 domicile, and this Agreement will apply to such Flight Attendants.

106 H. INFORMATION SHARING

- 107 1. Subject to necessary confidentiality agreement(s) the Company agrees to regularly share
108 and discuss business and operational data for the purpose of educating and developing a
109 strong partnership with AFA.

- 110 2. The Company agrees to honor requests by the MEC President to allow the President or
111 ~~her/his~~their designee reasonable opportunity to review any code share, capacity purchase,
112 joint venture or other agreement that provides for the sharing of passengers or revenue
113 between the Company and another air carrier, subject to appropriate non-disclosure
114 agreements.

115 I. SCOPE OF AGREEMENT REMEDIES

116 Any dispute concerning alleged violation(s) of this Section will be handled in accordance with
117 Section 4.D. [Status of Agreement Remedies], unless otherwise prohibited by law.

118 **ADDENDUM**

- 119 ~~1. May an Inflight management employee holding a FAA Flight Attendant certificate~~
120 ~~function as minimum crew in order to pre-board a flight?~~

121 Yes.

- 122 ~~2. May an Inflight management employee holding a FAA Flight Attendant certificate~~
123 ~~function as part of the FAA required minimum crew in order to prevent a~~
124 ~~cancellation?~~

125 Yes.

- 126 ~~3. May a Flight Attendant, upon mutual agreement, swap positions with an Inflight~~
127 ~~management employee who is working as a compliment to the minimum crew?~~

128 Yes, when the Inflight management employee is working as minimum crew, they may swap
129 service or safety positions. However, when the Inflight management employee is working as
130 an extra crewmember, they may swap service positions only. If a safety position is swapped
131 Crew Scheduling must be notified and the swap must be for the entire sequence.

1 A. ACCEPTANCE OF AGREEMENT

2 It is expressly understood and agreed that when this Agreement is accepted by the Parties
3 and signed by their authorized representatives, it will supersede any and all agreements
4 existing or previously executed between the Company and any Association or individual
5 affecting the employees covered hereunder.

6 B. SUCCESSORSHIP

7 This Agreement will be binding upon any successor, assign, assignee, transferee,
8 administrator, executor and/or trustee (a "Successor") of the Company resulting from any
9 transaction that involves transfer (in a single-step transaction or in multi-step transactions) to
10 such Successor of ownership and/or control of all or substantially all of the equity securities
11 and/or assets of the Company. The Company will provide notice of the obligations contained
12 within this provision to any successor.

13 C. LABOR PROTECTIVE PROVISIONS

14 1. The following provisions apply in the case of a successorship transaction, as described in
15 4.B., above, in which the Successor is an air carrier or any corporate affiliate of an air
16 carrier. The Flight Attendant groups shall be merged in accordance with the following:

17 a. The integration of the seniority lists of the respective Flight Attendant groups shall be
18 governed by the Association Merger policy if both pre-transaction Flight Attendant
19 groups are represented by the Association. If the other pre-transaction Flight
20 Attendant group is not represented by the Association, then the lists will be merged
21 according to the Flight Attendants' dates of hire at their respective carrier or
22 predecessor carrier (in the event of a previous merger). The Successor shall accept
23 the integrated seniority list.

24 b. The respective Flight Attendant collective bargaining agreements shall be merged into
25 one (1) agreement as the result of negotiations among the Flight Attendant groups
26 and the Successor; provided, however, that there will be no system-wide realignment
27 of Flight Attendant positions or system re-bid as a result of the merger of the seniority
28 lists or collective bargaining agreements resulting in Flight Attendants on the Alaska
29 Airlines System Seniority List being involuntarily displaced or "bumped" out of her/his
30 domicile by pre-transaction employees of the Successor. This provision does not
31 prevent the closing of a domicile, reduction of the number of Flight Attendants in a
32 domicile, reduction of flying by the Successor, or any other such actions that may
33 result in a furlough or a lay-off of any Flight Attendants on the merged seniority list of
34 the Successor.

35 c. The aircraft (including all orders and options to purchase aircraft) and operations of
36 each pre-transaction airline shall remain separated until such time as both the Flight

37 Attendant System Seniority Lists are integrated and the Flight Attendant collective
38 bargaining agreements are combined in accordance with C.1.a. and C.1.b., above.

39 d. If there is no collective bargaining representative for the Flight Attendants at the
40 Successor carrier, the Successor must, to the extent that it continues to fly routes
41 operated by the Company at or above pre-acquisition levels, offer employment to the
42 Flight Attendants covered by this Collective Bargaining Agreement. Such offer of
43 employment must be made prior to the integration of the aircraft and operations of
44 the pre-transaction airlines. Nothing in this provision, however, restricts the Successor
45 from determining to reduce or alter pre-transaction routes or levels of service and
46 close or otherwise reduce operations in any Flight Attendant domicile. In such
47 instances, the Successor shall determine the number of pre-transaction Alaska Airlines
48 Flight Attendants that are required to provide the post-transaction service and shall
49 make employment offers to these Flight Attendants in Alaska Airlines seniority order.
50 Further, nothing in this Section shall restrict, or otherwise govern, the employment
51 relationship once offers of employment have been made and accepted or the Collective
52 Bargaining Agreement no longer applies, whichever is later.

53 e. Neither the Company nor any Successor shall negotiate any change, modification or
54 cancellation of any term or provision contained in Section 4.C.. Moreover, this provision
55 will survive the merger/acquisition of Alaska Airlines until such time as the seniority
56 lists have been integrated and the collective bargaining agreements merged into one.

57 f. Pending the merger of the pre-acquisition carriers and the Flight Attendant collective
58 bargaining agreements and seniority lists, the Successor shall not decrease the
59 Company's pre-acquisition annualized block hours, pre-acquisition annualized
60 available seat miles or pre-acquisition number of aircraft.

61 2. In the event of a transaction in which the Successor is not an air carrier or any corporate
62 affiliate of an air carrier, the Successor shall, in addition to assuming all obligations under
63 the Agreement, provide the Flight Attendant with the Allegheny-Mohawk Labor Protective
64 Provisions.

65 **D. STATUS OF AGREEMENT REMEDIES**

66 Any and all disputes concerning alleged violation(s) of this Section will be resolved by final
67 and binding arbitration. The Company specifically agrees to arbitrate any grievance filed by
68 the Association alleging violation of this Section on an expedited basis directly before the
69 System Board of Adjustment sitting with a neutral member, as the arbitration forum. The
70 dispute will be heard expeditiously no later than thirty (30) days following the submission to
71 the System Board and decided expeditiously no later than sixty (60) days after submission,⁷
72 unless the pParties agree otherwise in writing. The pParties agree to abide by any arbitration
73 award that is issued.



75 E. NOTIFICATION AND INFORMATION SHARING

76 In the event of a proposed Successorship Transaction, Merger Transaction, Acquisition
77 Transaction, or Asset Sale/Fragmentation Transaction, the Company will:

78 1. Provide the Association with reasonable advance notice of the proposed Successorship
79 Transaction or Merger Transaction, Acquisition Transaction, or Asset Sale/Fragmentation
80 Transaction.

81 2. Meet to discuss the impact of the proposed transaction upon the Flight Attendants.

82 3. Disclose the details of any material agreements related to such transaction, in a timely
83 manner to allow the Association to prepare for those discussions, provided that no
84 financial or other confidential business information needs to be disclosed unless suitable
85 arrangements for confidentiality are established.

86 F. SUCCESSORSHIP OR MERGER TRANSACTION FUND

87 In the event of a successorship transaction as described in 4.B., above, the Company will
88 reimburse the Association up to ~~one~~two million dollars (~~\$1~~2,000,000.00) of legal, consulting,
89 and Union Business expenses caused by the transaction and incurred by the Association up
90 to the time of implementation of a single Flight Attendant collective bargaining agreement,
91 final integration of the Flight Attendant seniority lists, or until the resolution of any subsequent
92 dispute, whichever occurs last.



Draft Pending

1 A. SENIORITY APPLICATIONS

2 1. Company Seniority

- 3 a. Hired prior to Date of Ratification: Seniority that accrues from the date an employee
4 is placed on the Company payroll, which will be retroactive to include credit for time
5 spent in Initial Training as provided for in the Integration Seniority List (ISL) certified
6 by the Seniority Merger Integration Committee (SMIC) unless the employee's
7 Company date of hire is prior to Initial Training due to an internal transfer.
- 8 b. Hired after Date of Ratification: Seniority that accrues from the date an employee is
9 placed on the Company payroll, which will be retroactive to the first day of Initial
10 Training unless the employee's Company date of hire is prior to Initial Training due to
11 an internal transfer.
- 12 c. Company Seniority will continue to accrue during the term of employment.
- 13 d. Company Seniority will determine vacation accrual and all Company benefits.

14 2. Occupational Seniority/System Seniority

- 15 a. Hired as a Flight Attendant prior to Date of Ratification: Seniority that accrues from
16 the date an employee is placed on the Company payroll as a Flight Attendant, which
17 will be retroactive to include credit for time spent in Initial Training as provided for in
18 the Integration Seniority List (ISL) certified by the Seniority Merger Integration
19 Committee (SMIC).
- 20 b. Hired as a Flight Attendant after Date of Ratification: Seniority that accrues from the
21 date an employee is placed on the Company payroll as a Flight Attendant, which will
22 be retroactive to the first day of Initial Training.
- 23 c. Occupational Seniority/System Seniority will be used for all vacation selection,
24 eligibility for Longevity Paid Time Off, leaves of absence other than medical leaves,
25 emergency leaves, and additional personal leaves as defined in [Section 15 \[Leaves of](#)
26 [Absence\]](#), reduction in force, return to active status after release due to reduction in
27 force and bidding rights for line of time, reserve, extra sections, charter, Long Stage
28 Length Duty Period ("4k"), [vacancy bids](#), and other applications as provided for
29 elsewhere in this Agreement.
- 30 d. [Occupational Seniority/System Seniority Accrual Limits:](#)
- 31 1. [All leave of absence \(medical, staffing adjustment, parental, maternity, military,](#)
32 [etc.\) retain and accrue for the duration of the approved leave.](#)
- 33 2. [Voluntary and involuntary furlough retain and accrue occupational](#)
34 [seniority/system seniority while on recall list up to the maximum limit of five \(5\)](#)
35 [years pursuant to Section 18.D.2.a. \[Recall from Furlough and Bypass\].](#)

36 B. CALCULATION FOR DETERMINING SENIORITY

- 37 1. Hired as a Flight Attendant prior to [the Date of Ratification of the Joint Collective](#)

38 [Bargaining Agreement \(February 9, 2018\)](#): If more than one (1) Flight Attendant has the
39 same Occupational Seniority date, then seniority will be determined by the order provided
40 for in the Integration Seniority List (ISL) certified by the Seniority Merger Integration
41 Committee (SMIC). Under no circumstances will relative seniority be changed by the SMIC
42 in the ISL pursuant to the AFA-CWA Constitution & Bylaws in effect.

- 43 2. Hired as a Flight Attendant on or after [the Date of Ratification of the Joint Collective](#)
44 [Bargaining Agreement \(February 9, 2018\)](#): If more than one (1) Flight Attendant has the
45 same Occupational Seniority date, then seniority will be determined by adding the last
46 ~~four (4)~~ six (6) digits of the individual's PeopleSoft number to the last ~~four (4)~~ six (6) digits
47 of the individual's Social Security number; the last three (3) digits of the sum will be
48 compared, with the lower number being more senior. If the last three (3) digits of the
49 sum are the same, then the last four (4) digits of the sum will be used as a tie-breaker
50 using the same convention. [If the last four \(4\) digits of the sum are the same, then the](#)
51 [last five \(5\) digits of the sum will be used as a tiebreaker using the same convention. If](#)
52 [the last five \(5\) digits of the sum are the same, then the last six \(6\) digits of the sum will](#)
53 [be used as a tiebreaker using the same convention.](#) This provision will be implemented
54 with the first Initial Training class following [the Date of Ratification of the Joint Collective](#)
55 [Bargaining Agreement \(February 9, 2018\)](#).

56 C. SENIORITY LIST

57 The Company will provide a copy of the permanent Flight Attendant System Seniority List,
58 revised no more than once each month, in a place mutually acceptable to the Company and
59 the Association. The Company will also provide a list of Flight Attendants who have transferred
60 to supervisory or other non-flying duties directly related to the Flight Attendant duties, revised
61 whenever a Flight Attendant on such list transfers back to the Flight Attendant duties and on
62 every January 1; such list will record each individual's Occupational Seniority date and the
63 date the individual transferred to supervisory or other non-flying duties directly related to the
64 Flight Attendant duties.

65 D. SENIORITY DISPUTES

66 An employee may protest any omission or incorrect posting affecting the employee's seniority
67 within thirty (30) days after posting of the seniority list, except that an employee on a leave
68 of absence, vacation, or on an assignment at a location where a roster is not posted will have
69 thirty (30) days after her/his return to duty in which to file such a request.

70 E. TRANSFERRING TO / FROM SUPERVISORY OR OTHER NON-FLYING DUTIES

71 If a Flight Attendant transfers to supervisory or other non-flying duties the following provisions
72 will apply:

- 73 1. Transferring to a Supervisory or Other Non-flying Duties Related to the Flight Attendant
74 Duties

75 A Flight Attendant transferred to a supervisory or other non-flying duties directly
76 related to the Flight Attendant duties will continue to retain and accrue Company

77 Seniority and Occupational Seniority for a period equal to the supervisor's years of
78 accrued seniority as a Flight Attendant. Thereafter, s/he will retain but not accrue
79 Occupational Seniority. Any subsequent transfer to such duties does not 'reset' a Flight
80 Attendant's maximum accrual of Occupational Seniority pursuant to this provision. For
81 the period of time that the Flight Attendant is transferred, s/he will be removed from
82 the published domicile position lists.

83 2. Transferring to Management

84 a. When a Flight Attendant transfers to a management position, the Company will
85 provide to the Association a job description of the management/supervisory position,
86 and the anticipated duration of the assignment. The effective date of the transfer(s)
87 and the name(s) of the Flight Attendant(s) assuming the position(s) will also be
88 included. All Flight Attendants transferring to such positions will be required to
89 complete a confidentiality form. The Association and management will craft the form
90 jointly and a copy of all signed forms will be provided to the Association. Any Flight
91 Attendant currently holding a management/supervisory position who does not have a
92 signed form on file will complete one on the effective date of this Agreement.

93 b. The Flight Attendant's remaining vacation balance and accrued vacation credit in days
94 will be converted to hours and deposited in her/his management PTO bank at a rate
95 of eight (8) hours per day.

96 c. The Flight Attendant's sick leave bank balance in TFP will be converted to hours and
97 deposited in her/his management EIL bank at the TFP conversion rate of one and
98 thirteen-hundredths (1.13) TFP per hour.

99 d. If the Flight Attendant transfers to a supervisory or other non-flying duties not directly
100 related to the Flight Attendant duties, s/he will forfeit her/his Occupational Seniority
101 and if s/he elects to return to a Flight Attendant position s/he must reapply. In no case
102 will her/his Occupational Seniority be reinstated.

103 3. Transferring from Management Back to Flying Duties

104 When a Flight Attendant transfers back to flying duties, the following provisions will apply:

105 a. The Company will provide the Flight Attendant(s) name(s) and a minimum of thirty
106 (30) days' notice to the Association prior to the transfer.

107 b. Her/his PTO bank will be paid out and the EIL bank will be converted to sick leave at
108 the current TFP conversion rate.

109 c. S/he will be credited with the annual vacation accrual reduced by ~~one and~~ one-twelfth
110 (1/12) the annual entitlement for each month in management that year. The Flight
111 Attendant must request the appropriate amount of vacation and s/he will be granted
112 a vacation slot consistent with her/his seniority. Alternately, the Flight Attendant may
113 select an open vacation slot.

114 d. If returning mid-month [Section 15.I.2. \[Return to Work Following...\]](#), will apply.

115

116

117 **ADDENDUM**

118

119 **1. ~~How does a leave of absence or a furlough affect my seniority?~~**

- 120 a. ~~If your leave of absence has been approved because of your sickness or injury, seniority~~
121 ~~will accrue during the entire period of approved leave. Section 15.C.2. [Medical Leave of~~
122 ~~Absence]~~
- 123 b. ~~You will accrue seniority for the entire duration of your Personal (Staffing Adjustment)~~
124 ~~Leave. Section 15.B. [Personal Leave of Absence]~~
- 125 c. ~~During a leave of absence for your maternity, you will accrue seniority during the entire~~
126 ~~period of your maternity leave. Section 15.D. [Maternity Leave of Absence]~~
- 127 d. ~~If you have been furloughed, you will not accrue seniority during the period of furlough.~~
128 ~~Section 18.K. [Involuntary Furlough Seniority Retention]~~
- 129 e. ~~A Flight Attendant on a Parental Leave of Absence will accrue seniority for one hundred~~
130 ~~twenty (120) days of the approved leave. Section 15.E. [Parental Leave]~~
- 131 f. ~~If you are granted a leave of absence for education purposes, you will accrue seniority for~~
132 ~~a period not to exceed ninety (90) days. Section 15.B. [Personal Leave of Absence]~~

133 **2. ~~When is Occupational Seniority used?~~**

134 Occupational Seniority is used in the determination of the following:

- 135 ● ~~Vacation/Longevity PTO awards. Section 14.B. [Vacation/Longevity PTO Bidding and~~
136 ~~Trading]~~
- 137 ● ~~Longevity PTO eligibility. Section 14.A. [Vacation/Longevity Paid Time...]~~
- 138 ● ~~Leaves of Absence (other than Medical Leaves, Emergency Leaves and additional~~
139 ~~Personal Leaves as defined in Section 15.B. [Medical Leave of Absence])~~
- 140 ● ~~Reduction in force. Section 18.A. [Involuntary Furlough Mitigation]~~
- 141 ● ~~Order of recall from a reduction in force. Section 18.D. [Recall from Furlough and~~
142 ~~Bypass]~~
- 143 ● ~~Monthly bid awards. Sections 10.D. [Method of Awarding Lines] and 10.L. [Bid~~
144 ~~Awards...]~~
- 145 ● ~~Charter awards. Section 33.A. [Charter Bids]~~
- 146 ● ~~Other flying.~~
- 147 ● ~~Filling vacancies. Section 28 [Domiciles]~~
- 148 ● ~~Reserve requirements. Section 11.B.1. [Reserve: General]~~

149 **3. ~~When is Company Seniority used?~~**

150 Company Seniority is used for the following: calculation of vacation accrual Section 14.A.
151 ~~[Vacation/Longevity Paid Time...].~~



1 A. PROBATIONARY PERIOD

2 During the first one-hundred eighty (180) days of employment extended by any periods of
3 furlough, suspension, or leave(s) of absence, each Flight Attendant shall be on probation.

4 B. DISCHARGE, DISCIPLINE, OR FURLOUGH

5 The Company shall have the right to discharge, discipline, or furlough any employee during
6 the probation period without cause and without a hearing.

7 C. "A" QUALIFIED

8 All probationary Flight Attendants will be "A" qualified upon the completion of training.

9 D. BASE TRANSFER LIMITATION

10 Probationary Flight Attendants may not voluntarily change domiciles more than once during
11 probation.

12 E. PROBATIONARY CHECK-RIDE / OBSERVATION FLIGHT AND RESERVE

13 For the purpose of a probationary check-ride or probationary observation flight, a Flight
14 Attendant may be assigned out of order while on reserve (Section 11.E. [Order of
15 Assignment]). Flight time will be credited toward the Reserve's guarantee.

16 F. "JOB FAMILIARIZATION" FLIGHTS FOLLOWING BASE ORIENTATION

17 1. Following Base Orientation, if a probationary Flight Attendant is on Reserve and there are
18 more than fifty percent (50%) of the Reserves in that domicile who are not subject to this
19 provision, s/he~~they~~ will be pre-assigned four (4) sequences in any position, excluding the
20 "A" position ~~(the "B" position on a Combi aircraft [73M])~~ except as provided in F.2., below,
21 by Crew Scheduling. Such sequences may be assigned from the following flying:

- 22 a. Open Time no earlier than three (3) days prior to departure.
- 23 b. Sequences constructed by Crew Scheduling.
- 24 c. Flight Attendant-to-Flight Attendant Trades removed pursuant to Sections 12.D.2. and
25 12.D.4. [Crew Scheduling Access...]. If a sequence is removed from a Flight
26 Attendant's line, the sequence may not be placed back on her/his~~their~~ line as a result
27 of Crew Scheduling's error.
- 28 d. Position added as an additional Flight Attendant.

29 2. Crew Scheduling will make every reasonable effort to avoid giving an "A" position
30 assignment to a probationary Flight Attendant during her/his~~their~~ first four (4) sequences.
31 In the event that there is no Reserve available to fly an "A" position sequence, a
32 probationary Flight Attendant on Reserve who is subject to this provision may be assigned
33 "A" position. This provision does not apply to a probationary Flight Attendant who is
34 awarded a line during her/his~~their~~ first month.

35 G. PROBATIONARY RESERVE REQUIREMENT

36 During the probationary period, a Flight Attendant will be expected to work a minimum of
37 forty-eight (48) days of reserve availability.

38 1. For every month during probation that the Flight Attendant is a Lineholder, the forty-eight
39 (48) day requirement will be reduced by eight (8) days.

- 40 2. If a Flight Attendant “self-assigns” for an OT trip operating on days of scheduled reserve
41 availability, per Section 11.I [Reserve Self Assignment], those days will count toward the
42 reserve day minimum.
- 43 3. Any flying assigned in F.1., above, will count toward the forty-eight (48) reserve day
44 requirement in G.1., above, on a day-for-day basis.
- 45 4. A Flight Attendant’s probationary period may be extended until ~~s/he has~~they have worked
46 the required reserve day minimum (or adjusted minimum due to Lineholder status).
- 47 H. VOLUNTARY TEMPORARY BASE TRADES (SWAPS) RESTRICTION
- 48 Probationary Flight Attendants are not eligible for voluntary temporary base trades (swaps).
49 [Section 28.A.9.d [Rules Governing Multiple Domiciles]
- 50 I. PROBATIONARY REVIEW
- 51 A probationary Flight Attendant will receive a probationary review as follows:
- 52 1. Such review is normally scheduled approximately three (3) months into the probationary
53 period but may be scheduled before or after such time.
- 54 2. A probationary Flight Attendant will be asked several questions regarding safety and
55 emergency procedures and will be allowed to use the Flight Attendant Manual.
- 56 3. Reviews shall ordinarily be conducted on a scheduled day of work. If the Flight Attendant
57 is a Reserve, ~~s/he~~they will receive four (4.0) TFP that will be credited towards ~~her/his~~their
58 reserve guarantee if ~~s/he is~~they are given no other reserve assignment on that day
59 (including airport standby). If the Flight Attendant is a Lineholder, and has ~~her/his~~their
60 review conducted on a scheduled day of work which ~~s/he has~~they have flying, or is a
61 Reserve who is given another reserve assignment on the day of ~~her/his~~their review,
62 ~~s/he~~they will receive no additional compensation.
- 63 4. If there is an approaching deadline requiring the Flight Attendant to attend a probationary
64 review on a day off or if the Flight Attendant chooses to have the review conducted on a
65 day off, ~~s/he~~they will be paid four (4.0) TFP. If the Flight Attendant is a Reserve, the four
66 (4.0) TFP will be paid above ~~her/his~~their reserve guarantee.
- 67 J. ABILITY TO PICK UP AND FLY FOLLOWING BASE ORIENTATION AND PRIOR TO THE FIRST
68 DAY OF THE FIRST BID MONTH
- 69 During the period following base orientation and prior to the first day of ~~her/his~~their first bid
70 month, a probationary Flight Attendant may pick up and fly a maximum of two (2) sequences.
71 Such sequence(s) may depart from any domicile.



Draft Pending



Draft Pending



Draft Pending



Draft Pending



1 A. UNLIMITED TRADING

2 Flight Attendants are entitled to unlimited sequence trades, pick-ups and give-aways to other Flight Attendants
3 (regardless of how the sequence was originally obtained) per month. Flight Attendants are also entitled to an
4 unlimited number of sequence trades, pick-ups and drops with Open Time (OT) subject to requirements for limited
5 Open Time days and the provisions of 12.C. [Trading Procedures], 12.E. [Open Time] and 12.F. [Open Time
6 TrialProcedures], below.

7 B. TYPES OF TRADES

8 A Flight Attendant may trade vacations, reserve months, lines of time, sequences, Junior Available (JA)
9 assignments, OT assignments, reserve days, and Company-required training, ~~excluding~~including Recurrent
10 Training (RT), with other Flight Attendants or Reserve Flight Attendants which will count toward ~~her/his~~their
11 maximum hourly credits.

12 C. TRADING PROCEDURES

13 1. The Company will provide and maintain a real-time electronic system for processing sequence trades, pick-
14 ups, drops and give-aways. ~~-Specific layover hotel information will be listed for all sequences. -The system~~
15 will support at least the second to most recent version, in addition to the prior two versions of ~~Internet~~
16 ~~Explorer~~Microsoft Edge (or any subsequent Microsoft platform), ~~or~~ Safari (or any subsequent Apple ~~platform~~),
17 ~~Android (or any subsequent Google platform)~~, and the Company will make a good faith effort (taking into
18 account excessive cost and availability) to ensure such system is accessible from at least one other commonly
19 used web browser that is compatible with a mobile device.

20 2. Flight Attendant-to-Flight Attendant ~~and Open Time~~ trades, pick-ups, ~~drops~~ and give-aways of sequences and
21 reserve days ~~(including repositioning of reserve days)~~ will begin simultaneously on the fifteenth (15th) of the
22 month prior to the month in which the flying will occur. Open Time trading including pick-ups, drops, and
23 Reserve Day repositioning, begins on the sixteenth (16th) of the month prior to the month in which the flying
24 will occur. Out of domicile trades, pick-ups, drops ~~and~~, give-aways, and Recurrent Training trading, begin on
25 the seventeenth (17th) for the following month.

26 3. Access to trading will begin at the following times within each domicile.

SAN	9:00 AM	PT
SFO	9:00 AM	PT
PDX	10:00 AM	PT
ANC	11:00 AM	PT
LAX	12:00 PM	PT
SEA	2:00 PM	PT

27 4. If a new domicile is opened while this agreement in in effect, that domicile will open for trading beginning at
28 10:00 AM PT, and each additional new domicile will open on the next hour (e.g. 11:00 AM PT, 12:00 PM PT,
29 etc.).

30 5. Sequence trades, pick-ups, drops and give-aways between Flight Attendants and with Open Time must be
31 submitted at least three (3) hours prior to the first flight unless it is a Jet Bridge Trade per C.7., below, or
32 reserve trade per Section 11.H.8. [Reserve Exchange of Days...].

33 6. Reserve trades, pick-ups and give-aways of reserve day(s) must be submitted no later than 10:00 AM PT the
34 day prior to the reserve day(s) being traded.

35 Examples:

36 A Reserve may trade the first day of their block or the entire block if they submit the trade no later than 10:00
37 AM PT the day prior to the block.

38 A Reserve may trade the last two (2) days of a four (4) day block if they submit the trade no later than 10:00
39 AM PT prior to the third (3rd) day of the block.
40



- 41 7. Jet Bridge Trades: Flight Attendants may trade or give-away a sequence or portion of a sequence at any
42 station no earlier than [the calendar day of the earliest flight departure of the portion of the sequence\(s\) being](#)
43 [traded; or](#) three hours (3:00) prior to departure for ~~domestic~~[any flight departing between 12:00 AM and](#)
44 [international flights](#) 2:59 AM. Out of domicile Jet Bridge Trades will count towards the out of domicile pick-up
45 limitations per 12.H [Out of Domicile...].
- 46 a. A Flight Attendant accepting the trade must be physically present in the city where the flight is departing
47 from and must accept responsibility for covering the flight.
- 48 b. The Jet Bridge Trade will apply to any (or all) leg(s) of a sequence and must encompass the remainder
49 of the sequence involved.
- 50 c. The trade or give-away will be granted unless doing so would cause an illegality (CFR) or delay in
51 boarding.
- 52 d. If the Jet Bridge Trade request is made less than one hour (1:00) to departure, trades will be processed
53 only if Crew Scheduling has the capacity to handle the request.
- 54 e. If the duty encompassing the Jet Bridge Trade contains ten hours and thirty minutes (10:30) or less, all
55 language in this agreement regarding such duty limitations will apply. If scheduled duty of ten hours and
56 thirty minutes (10:30) or less subsequently exceeds twelve hours and thirty minutes (12:30) due to
57 irregular operations the following provisions in [Sections 8.F. \[Over-Duty Pay\]](#), [8.G. \[Fourteen Hour \(14:00\)](#)
58 [Duty...\]](#), and/or [8.H. \[Compensatory \(Double-Out\) Rest\]](#), will apply.
- 59 f. If such duty is scheduled for more than ten hours and thirty minutes (10:30) then the Flight Attendant(s)
60 will be considered to have waived all duty limitations and premium pay triggered by exceeding ten hours
61 and thirty minutes (10:30).
- 62 g. The four TFP (4.0) Duty Period Minimum (DPM) ([Section 21.D. \[Minimum Pay Rules\]](#)) in a duty period
63 split by a Jet Bridge Trade will not apply, otherwise the DPM will be retained in all other duty periods.
- 64 h. The Multiday Sequence Minimum (MSM) and Average Duty Period Guarantee (ADPG) will no longer apply
65 to a sequence split by a Jet Bridge Trade. The MSM and ADPG will continue to apply for a sequence
66 traded in its entirety that has never been split as a SIP or Jet Bridge Trade.
- 67 i. Sit Pay will apply to an entire sequence or portion of a sequence traded as a Jet Bridge Trade.
- 68 j. The Extended Overnight Rule (EOR) is retained in all duty periods not split by a Jet Bridge Trade.
- 69 k. The total per diem for a sequence that is split by a Jet Bridge Trade will not be reduced. It will be
70 distributed according to the guidelines below:
- 71 1. The inbound Flight Attendant's per diem will start at the beginning of ~~her/his~~[their](#) sequence one hour
72 (1:00) prior to departure of the first flight and end forty-five minutes (:45) prior to the departure of
73 the outbound flight given away in the Jet Bridge Trade.
- 74 2. The outbound Flight Attendant's per diem will begin forty-five minutes (:45) prior to the departure
75 of the outbound flight picked up in the Jet Bridge Trade and the per diem will end at the release of
76 ~~her/his~~[their](#) portion of the sequence.
- 77 3. Paragraph k.2. above will apply to any subsequent Jet Bridge Trade affecting the same sequence.
- 78 4. For Flight Attendants engaging in Jet Bridge Trading involving a sequence for sequence trade, the
79 above will not apply. The per diem for both sequences will not be affected.
- 80 5. If a RON is involved in a Jet Bridge Trade, by default, the hotel reservation will remain with the
81 inbound Flight Attendant.
- 82 8. No sequence trading or trading of reserve day(s) or block(s) involving the last five (5) days of the current
83 month will be allowed during the line award process.
- 84 9. A Flight Attendant will not lose the ability to trade, pick-up, drop or give away sequences as disciplinary action.
- 85 10. Base Turns will be governed by the provisions in [Section 8.T. \[Base Turns\]](#). Each of the sequences that are
86 combined to create the Base Turn may be traded up to three hours (3:00) prior to the first flight of each
87 sequence unless traded as a Jet Bridge Trade.
- 88 D. CREW SCHEDULING ACCESS TO FLIGHT ATTENDANT SEQUENCES POSTED TO BULLETIN BOARD

89 Crew Scheduling may remove a sequence(s) from the Flight Attendant-to-Flight Attendant Bulletin Board for
90 assignment to a Reserve(s) under the following conditions:

- 91 1. Such sequence(s) is (are) removed no earlier than 2:00 PM PT the day prior and no later than three hours
92 (3:00) prior to departure except as provided for in [Section 7.F.1.c. \["Job Familiarization" Flights...\]](#).
- 93 2. Crew Scheduling will review the comments field of each sequence(s) removed and will call a Flight Attendant
94 at any number provided when notification is requested by the Flight Attendant.
- 95 3. No Personal Drop(s) for the same number of day(s) may be withheld at the time the sequence(s) is (are)
96 removed.
- 97 4. Sequences will be removed from the Flight Attendants who have posted sequences of the same number of
98 day(s) in seniority order amongst Flight Attendants who have sequences posted at the time Crew Scheduling
99 reviews such sequences.
- 100 5. If a sequence is removed from a Flight Attendant's line of time under these circumstances, the day(s) affected
101 will not be considered a Personal Drop.
- 102 6. If a sequence is removed from a Flight Attendant's line, the sequence may not be placed back on [her/his/their](#)
103 line as a result of Crew Scheduling's error.

104 E. OPEN TIME

- 105 1. Following the awarding of bid lines, all uncovered sequences or portions of sequences including but not limited
106 to sick calls, Management Drop(s), Personal Drop(s), leaves of absence, jury duty and bereavement leave will
107 immediately be placed into OT and made available to Flight Attendants for pick-up or trade, except that:
 - 108 a. Once the Reserve self-assigning process begins at 10:00 AM PT per [Section 11.E.1.a. \[Reserve Self-](#)
109 [Assignment\]](#), the following provisions will be in effect for OT sequences that report on the subsequent
110 calendar day:
 - 111 1. Sequences coded TO ~~or CP~~ may be picked up or traded for greater, the same or fewer number of
112 days regardless of whether the "threshold sequence number" per [F.3.](#), below, has been met.
 - 113 2. Regardless of whether the "threshold sequence number" has been met, no new TO coded sequences
114 may be created.
 - 115 3. Trading of all sequences coded other than TO ~~or CP~~ must be traded day for day or greater.
 - 116 b. Crew Scheduling may remove sequences from OT no earlier than 2:00 PM PT for reserve assignments
117 for the following day except as provided for in [Section 7.F.1.a. \["Job Familiarization" Flights...\]](#). Any
118 sequence not assigned to a Reserve by 6:00 PM PT will be returned to OT. - Any sequences that become
119 available after 2:00 PM PT will be subject to the withholding provisions of [1.d.e.](#), below.
 - 120 c. Crew Scheduling may remove sequences from OT no earlier than midnight (12:00 AM) PT the day prior
121 to the sequence departure for JA assignments. However, withheld sequences are still subject to [1.d.e.](#),
122 below.
 - 123 [d. Any new vacancy on a sequence that comes into OT, excluding trading of sequences, before 2:00 PM PT](#)
124 [the day prior to report must be dropped into OT and remain for a minimum of fifteen minutes \(:15\) prior](#)
125 [to being withheld. This provision will not apply when SIO is in force or if the only way to staff the vacancy](#)
126 [without causing a delay or cancellation is by cross utilizing Reserves between domiciles pursuant to](#)
127 [Section 11.I. \[Reserve Cross-Utilization...\]](#).
 - 128 ~~d.e.~~ Crew Scheduling may withhold a sequence from OT for up to fifteen minutes (:15), [after the fifteen](#)
129 [minute \(:15\) period in 8.E.1.d., above](#), when necessary to determine a Like Sequence pursuant to [Section](#)
130 [10.R. \[Reassignments\]](#) and [12.J. \[Crew Scheduling Trading Errors\]](#), or a Reserve or JA assignment. ~~-This~~
131 ~~includes sequences that become available between 2:01 PM PT and 6:00 PM PT the day prior to report.~~
132 If Crew Scheduling does not assign the sequence within fifteen minutes (:15) but neglects to return it to
133 OT, a Flight Attendant may contact Crew Scheduling and request the trade/pick-up on a first-come, first-
134 served basis. ~~-If~~ the Flight Attendant then flies the sequence, [s/he/they](#) will be paid one (1.0) TFP in
135 addition to all applicable compensation.
 - 136 ~~e.f.~~ If a partial sequence is created as a result of an anticipated equipment upgrade ("negative" sequence),
137 such sequence may be withheld from Open Time, but must be made into a legal sequence and placed
138 into Open Time no later than midnight (12:00 AM) PT on the calendar day prior to check-in.

F. OPEN TIME TRIAL PROCEDURES

~~Purpose: To create a better, more equitable trading system that increases Flight Attendants' flexibility in modifying their schedules and to improve predictability of staffing and limit the impact of sequence drops to OT on reserve coverage.~~

~~Communication: The parties will coordinate communications on the implementation and trial of the new Open Time process while the new process is evaluated.~~

~~Successor crew tracking system: Open Time sequence reason codes designated in this Section may be renamed in a successor system but will retain the same meaning relative to each other within that system.~~

1. Commencement of Open Time Trading

a. When OT opens for Flight Attendant trades, pick-ups and drops on the ~~fifteenth-sixteenth (15th/16th)~~ of the month prior to the affected bid month, no day(s) will be "limited".

b. Out of domicile trades, pick-ups ~~or~~ drops, or give-aways, and Recurrent Training begin on the seventeenth (17th) for the following month.

2. Methodology for counting of sequences toward the "threshold sequence number":

a. OT will be monitored on a real-time basis and all sequences in OT will be assigned a reason code per F.6., below, indicating how each sequence got into OT (e.g. direct drop (DD/TO), coupon drop (CP/TO), sick leave (SL no code), "open" trade (TO), "limited" trade (TX no code), etc.).

b. Only those sequences coded ~~DD (drops into OT), TO ("open" trades with OT) or CP (Coupon Drops)~~ will count towards the "threshold sequence number". Such designations may be renamed in a successor trading system but will retain the same meaning within that system.

c. If a trip is coded ~~DD, TO or CP~~, then only the first (1st) date of the sequence (i.e. date of sequence report) will be counted.

3. Threshold Sequence Number Determination (TSN)

"Threshold sequence number" at each domicile will be determined monthly based on the number of active Flight Attendants (scheduled to bid) in each domicile's entire seniority list as provided below:

a. Up to ~~649 domicile~~349 active FAs _____ = 3 daily sequence departures

b. ~~650~~350 active FAs _____ = 4 daily sequence departures

c. Every additional 200 active FAs, or portion thereof = 1 additional daily sequence departure.

~~Example: SEA has 1896 FAs. Threshold sequence number is ten (10).~~

Example: ANC has 468 active FAs, resulting in a TSN of 5. SEA has 3029 active FAs, resulting in a TSN of 18. PDX has 665 active FAs, resulting in a TSN of 6. SFO has 843 active FAs, resulting in a TSN of 7. LAX has 812 active FAs, resulting in a TSN of 8 (including co-terminal TSN). SAN has 482 active FAs, resulting in a TSN of 5.

d. A minimum of three (3) daily ~~sequence departures~~TSN at each domicile regardless of ~~domicile~~the number of active Flight Attendants ~~population~~.

e. One additional daily TSN will be allotted to a domicile with a co-terminal(s).

4. A Flight Attendant has the ability to reduce ~~her/his~~their schedule by a net maximum of forty (40.0) TFP (twenty (20.0) TFP for a ~~low bid option~~LBO Flight Attendant) as a result of drops or trades with OT each bid month. There are no restrictions on how many TFP may be given away to other Flight Attendants ~~(examples are provided in the Section 12 Addendum).~~

Examples:

Jane is awarded a line worth eighty (80.0) TFP. She-They can drop forty (40.0) TFP to Open Time, for a net line value of forty (40.0) TFP (80-40). If she-they chooses, she can give away any or all of her remaining TFP to other Flight Attendants.

Joe is awarded a line worth ninety (90.0) TFP. He-They picks up ten (10.0) TFP from another Flight Attendant. He-They can drop forty (40.0) TFP to Open Time, for a net line value of sixty (60.0) TFP (90+10-40). If he-they chooses, he-they can give away any or all of his-their remaining TFP to other Flight Attendants.

187 Julie is awarded a line worth eighty-five (85.0) TFP. She/They picks up twenty (20.0) TFP from Open Time.
188 She/They can drop sixty (60.0) TFP to Open Time, for a net line value of forty-five (45.0) TFP (85+20-60). If
189 she/they chooses, she/they can give away any or all of her/their remaining TFP to other Flight Attendants.

191 Jack is awarded a line worth eighty (80.0) TFP. He/They picks up ten (10.0) TFP from another Flight Attendant
192 and ten (10.0) TFP from Open Time. He/They can drop fifty (50.0) TFP to Open Time, for a net line value of
193 fifty (50.0) TFP (80+10+10-50). If he/they chooses, he/they can give away any or all of his/their remaining TFP
194 to other Flight Attendants.

195 Jen is awarded a line worth eighty (80.0) TFP. She/They gives away sixty (60.0) TFP to another Flight
196 Attendant. She/They can drop the remaining twenty (20.0) TFP to Open Time for a net line value of zero (0)
197 TFP. She/They could also give any or all of the remaining TFP to other Flight Attendants.

- 200 5. On any OT day that is not "limited" per F.7., below, all sequences with that date of report may be picked up,
201 traded or dropped into OT without respect to the number of flights, the number of days and/or duty periods,
202 TFP credit or other parameters contained in the sequence.
- 203 6. Coding of Open Time Sequences:
- 204 a. Sequences dropped into OT will be coded as ~~DD~~TO and sequences traded into OT will be coded as TO
205 until the "threshold sequence number" based on date of report per 2.c., above, has been met or
206 exceeded.
- 207 b. Sequences coded ~~DD, TO or CP~~ may always be traded with a sequence of greater, the same or fewer
208 number of days, even on OT days that are "limited" per F.7., below.
- 209 c. If the "threshold sequence number" has been met or exceeded, OT will become "limited" for that day
210 and trades with OT sequences reporting on that day coded other than ~~DD, TO or CP~~ will be coded ~~TX~~ have
211 no code.
- 212 d. If a sequence with a ~~DD, TO or CP~~ designation is picked up by a Flight Attendant, that sequence will no
213 longer count toward the "threshold sequence number".
- 214 7. Limiting Open Time Days
- 215 a. An OT day may be "limited" when the number of ~~DD, TO and CP~~ coded sequences sharing the same date of
216 report, ~~either alone or combined,~~ meets or exceeds the "threshold sequence number".
- 217 b. Any sequence in Open Time reporting on a day that is "limited" and is coded other than ~~DD, TO or CP~~
218 may only be traded for a sequence with the same date of report and the same or greater number of days
219 except as provided for in 7.f., below.
- 220 c. If the date of report of a sequence a Flight Attendant wishes to drop is "limited" in OT, ~~s/he~~they may not
221 drop that sequence into OT.
- 222 d. A Flight Attendant may pick up a sequence from OT regardless of whether or not an OT day is "limited".
- 223 e. A Flight Attendant may trade a sequence on her/his/their schedule for a sequence in OT that is coded
224 other than ~~DD, TO and CP~~, if the sequences share the same date of report and if the sequence ~~s/he~~
225 is/they are trading into is the same or greater number of days as the sequence ~~s/he is/they are~~ trading
226 from her/his/their schedule.
- 227 f. A Flight Attendant may trade a sequence on her/his/their schedule for a sequence in OT that is coded
228 other than ~~DD, TO and CP~~, if the sequence ~~s/he is/they are~~ trading into contains a greater number of days
229 than the sequence ~~s/he is/they are~~ trading from her/his/their schedule and covers the same dates,
230 regardless of the date of departure.
- 231 8. ~~Monitoring and During Trial~~ Modifying Threshold Sequence Number (TSN)
- 232 The ~~"threshold sequence number"~~TSN may be raised or lowered independently in each domicile by mutual
233 agreement of the ~~parties~~Parties.
- 234 a. ~~Monitoring and implementation process will include sharing of a standard set of documentation, data and~~
235 ~~reports.~~

- 236 ~~b.—If analysis of the metrics below indicates that an increase in the “threshold sequence number” is~~
237 ~~sustainable by the operation, the parties agree to test an increase. If analysis of the metrics indicates a~~
238 ~~decrease is needed due to trip drop liability, the parties agree to test the decrease. Flight Attendants will~~
239 ~~be notified of the change(s) and the reason(s) for the change(s).~~
- 240 ~~c.—Monthly reports will be given to the Association per Section 27.Z. [Monthly Company Reporting~~
241 ~~Requirement].~~
- 242 ~~d.—Metrics/Benchmarks: Including, but not exclusive of (and adjusted for population changes where~~
243 ~~appropriate):~~
- 244 ~~1.—Full-time-employee-equivalent (FTE) of premium flying (JA and Premium-OT).~~
245 ~~2.—Tagging of Reserves adjusted.~~
246 ~~3.—Percentage of Reserves for overall coverage.~~
247 ~~4.—Sick leave utilization.~~
248 ~~5.—Survey of FA population satisfaction with OT on a monthly basis, conducted by AFA.~~
249 ~~6.—Number of Lincholder reassignments.~~
250 ~~7.—Reserves credited in excess of one hundred and ten (110.0) TFP without pick up.~~
251 ~~8.—Several years’ look back on above metrics adjusting for seasonal variations.~~
- 252 ~~e.~~
- 253 ~~f.—The AFA MEC President with input from the Scheduling Chair, the Vice President of Inflight and the Vice~~
254 ~~President of Labor, or their respective designees, will resolve any unintended consequences in a timely~~
255 ~~manner.~~
- 256 ~~9.—Cancellation of Open Time Trial~~
- 257 ~~If the trial creates a liability that cannot be supported, either the Association or the Company may decide to~~
258 ~~end the Open Time Trial prior to twelve months (as indicated in F.10., below) provided the parties have~~
259 ~~attempted to modify the Threshold Sequence Number pursuant to F.8., above.~~
- 260 ~~a.—Once the trial is ended by either party, the Open Time System will revert to the system in place in the~~
261 ~~2006-2010 Flight Attendant Agreement as modified by the Arbitration award (AFA No. 6-99-2-18-11~~
262 ~~[“Withholding Open Time” Award]). Going forward the OT system will be determined by Section 12~~
263 ~~Exchange of Sequences: Back to Book. If reverting, the timeline for rolling back will be dictated by IT~~
264 ~~limitations.~~
- 265 ~~b.—Upon notice of cancelling the trial, the Association and the Company will immediately begin negotiations~~
266 ~~on a successor Open Time System.~~
- 267 ~~10.—Trial Period~~
- 268 ~~a.—Minimum trial period of twelve (12) months from the month of initial implementation (unless canceled~~
269 ~~earlier pursuant to F.9., above), which will be determined in the Contract Implementation Schedule. The~~
270 ~~trial period may be extended by mutual agreement.~~
- 271 ~~b.—If the OT Trial is neither cancelled per F.9., above, nor extended per 10.a., above, it will become the~~
272 ~~permanent OT process.~~
- 273 G. SEQUENCE INTERRUPTION POINT (SIP) SEQUENCES
- 274 1. Flight Attendants may give away, pick-up, drop or trade on any SIP. -The Flight Attendant is not required to
275 remain with the aircraft until the relief Flight Attendant arrives.
- 276 2. All Minimum Pay Rules (Section 21.D. [Minimum Pay Rules]), except for the Average Duty Period Guarantee
277 (ADPG) and Multiday Sequence Minimum (MSM), will apply to SIP’d trips. The four (4.0) TFP Duty Period
278 Minimum (DPM) will be retained in all duty periods not affected by a SIP but will not apply to duty periods in
279 which a SIP is effected.
- 280 3. Only those SIP’d sequences that the Company has put into OT will be eligible for all Minimum Pay Rules
281 outlined in Section 21.D. [Minimum Pay Rules]. The Company will identify those sequences that it has placed
282 into OT. -Reserve Flight Attendants will receive the four (4.0) TFP DPM regardless of the origin of a SIP’d
283 sequence.

284 4. If a Flight Attendant SIP's the second part of their sequence to another Flight Attendant and the Flight
285 Attendant is absent due to circumstances other than a No Show, Crew Scheduling will replace the absent
286 Flight Attendant.

287 H. OUT OF DOMICILE TRADES, PICK-UPS, DROPS OR GIVE-AWAYS

288 1. Flight Attendants may submit requests for out of domicile trades, pick-ups, drops or give-aways beginning on
289 the seventeenth (17th) of the month prior to the bid month at 9:00 AM PT for all domiciles. Flight Attendants
290 are limited to a combined total of two (2) out of domicile pick-ups, *per domicile*, (including charters) in a bid
291 month. Flight Attendants are responsible for ensuring that sufficient time is allowed to position ~~her-~~
292 ~~/himself~~themselves for the sequence picked up.

293 2. Flight Attendants may pick-up, trade, or give-away out of domicile reserve day block(s) provided the Flight
294 Attendant accepting the block has one (1) calendar day free of duty prior to and after the block. Such trade
295 will be subject to the out of domicile limitation pursuant to H.1., above. If a Flight Attendant picks up an out
296 of domicile reserve block, they may pick up additional contiguous reserve days out of the same domicile with
297 no rest required in between. The resulting block will be considered the same out-of-domicile pick-up.

298 3. Out of domicile pick-ups or trades that are subsequently pay protected or dropped in their entirety (given-
299 away or removed due to awarding of a personal drop) do not count toward the out of domicile limitation
300 pursuant to H.1., above.

301 I. RESERVE PICK-UPS AND REQUIRED REST

302 *(See also Section 11.H. [Reserve Exchange of Days...]).*

303 1. A Reserve may pick up a sequence that checks in at least ~~nineteen~~ hours ~~and one minute (9:01:00)~~ from
304 the scheduled end of ~~her/his~~their reserve block. ~~S/he~~They may pick up a sequence that checks in at least
305 ~~nineteen~~ hours ~~and one minute (9:01:00)~~ after ~~her/his~~their actual release time on the last day of a block but
306 ~~s/he~~they cannot do so prior to ~~her/his~~their release.

307 2. A Reserve may pick up a sequence that releases at least ~~nineteen~~ hours (~~9~~10:00) before the beginning of a
308 reserve block.

309 3. The required rest in I.1. and I.2., above, is measured from release to report. ~~To~~ receive pay protection if
310 ~~s/he~~they become illegal for the sequence following the reserve day or for the reserve day following the
311 sequence, the Reserve must allow at least eleven hours and thirty minutes (11:30) of domicile rest measured
312 from release to report.

313 J. CREW SCHEDULING TRADING ERRORS

314 *(For scheduling errors not involving sequence trades, pick-ups, drops and/or give-aways, see Section 10.W.*
315 *[Scheduling Errors].)*

316 All Crew Scheduling errors involving sequence trades, pick-ups, drops, and/or give-aways will be resolved as
317 follows:

318 1. A double covered sequence is one that has been awarded simultaneously by sequence trading (e.g. by manual
319 or system error) to two (2) Flight Attendants in the same position.

320 a. When a double covered sequence occurs, Crew Scheduling must offer a Like Sequence as well as the
321 awarded sequence to the Flight Attendants in seniority order.

322 b. The most senior Flight Attendant has the first option as to which sequence to fly (i.e. the awarded
323 sequence or the Like Sequence), and ~~s/he~~they also ~~has~~have the first option to not fly either sequence
324 without pay protection.

325 c. If Crew Scheduling has no Like Sequence to offer, the senior Flight Attendant has the first option to either
326 not fly and ~~s/he~~they will receive pay protection pursuant to Section 21.M. [Pay Protection] or to fly the
327 awarded sequence.

328 d. If either Flight Attendant chooses to not fly, the remaining Flight Attendant will fly the awarded sequence
329 in that position.

330 2. If it is determined that a Flight Attendant should have been awarded a sequence trade and by awarding such
331 trade results in two (2) Flight Attendants on the same sequence and in the same position but who were
332 awarded the sequence at different times, Crew Scheduling will offer a choice between the awarded sequence

and a Like Sequence to the Flight Attendant who should have been awarded the trade or pick-up at the time the trading error becomes known to Crew Scheduling (i.e. the most recently added Flight Attendant).

- a. If the Flight Attendant declines the Like Sequence, ~~she~~they waives pay protection.
 - b. If Crew Scheduling has no Like Sequence to offer, the Flight Attendant who was awarded the sequence first will fly the sequence and the other Flight Attendant will be pay protected pursuant to [Section 21.M. \[Pay Protection\]](#).
3. Crew Scheduling may refer to sequences in both Open time and Flight Attendant-to-Flight Attendant Trades (Bulletin Board) for the purposes of offering a Like Sequence pursuant to this [Section 12.J.](#).
 4. A Flight Attendant who flies a Like Sequence pursuant to this [Section 12.J.](#) will be ~~guaranteed the value of the original sequence based~~ [paid one and one-half times \(1.5x\) the trip rate for their actual or scheduled flying, including surface deadhead, whichever is greater](#) on a day-for-day comparison [for the entire sequence](#). If flying the Like Sequence results in the Flight Attendant flying more than the original sequence, the flying in excess of the original sequence will be paid at one and one-half times (1.5x) the trip rate based on a day-for-day comparison. If the flying contains four (4) or more legs than the original sequence, the Flight Attendant will be paid at one and one-half (1.5x) the trip rate for the TFP value of the legs worked in excess of three (3) based on a day-for-day comparison, including surface deadhead. In no case will the Flight Attendant receive less than one (1.0) TFP paid at premium. The aforementioned provisions (flying vs. legs greater than scheduled) will not pyramid in accordance with [Section 10.R.5.e. \[Reassignments\]](#).
 5. A Crew Scheduling trading error that becomes known subsequent to the operation of the sequence in question or that is not otherwise outlined in this Section will be resolved pursuant to [Section 10.W. \[Scheduling Errors\]](#).

ADDENDUM

~~1. Are there any limitations on trading with Open Time?~~

~~Yes. Please refer to Sections 12.E.7. [Limiting Open Time Days] and 12.F.4. [Open Time Trial] for these limitations.~~

~~2. Is there any consequence that relates to a No Show on a sequence I received through a trade with another Flight Attendant or Open Time?~~

~~No. For sequences picked up or traded, you will receive only the No Show. Section 12.C.9. [Trading Procedures]~~

~~3. Can I fly a sequence from another domicile?~~

~~Yes. Beginning on the seventeenth (17th) of the month prior to the bid month at 9:00 AM PT for all domiciles a Flight Attendant can pick up a maximum of two sequences from another domicile. The Flight Attendant is responsible to position her /himself for the sequence. Any request for out of domicile Open Time pick ups must be submitted three (3) hours prior to departure. Giveaways out of domicile are unlimited and must follow the same guidelines for pick up of sequences out of domicile. Section 12.H. [Out of Domicile Trades...]~~

~~4. If I SIP the second part of my sequence to another Flight Attendant and the Flight Attendant is absent due to circumstances other than a No Show, who is responsible to cover the sequence?~~

~~Crew Scheduling will replace the absent Flight Attendant. Section 12.G. [Sequence Interruption Point...]~~

~~5. Can I SIP the first half of my sequence to a Flight Attendant and the second half to a different Flight Attendant?~~

~~Yes. Section 12.G. [Sequence Interruption...]~~

~~6. How much TFP can I drop into Open Time each bid month?~~

~~A Flight Attendant will have the ability to reduce her/his schedule by a net maximum of forty (40.0) TFP (twenty (20.0) TFP for a low bid option Flight Attendant) as a result of trading with Open Time each bid month. There are no restrictions on how many TFP can be given away to other Flight Attendants.~~

~~Examples:~~

~~a. Jane is awarded a line worth eighty (80.0) TFP. She can drop forty (40.0) TFP to Open Time, for a net line value of forty (40.0) TFP (80-40). If she chooses, she can give away any or all of her remaining TFP to other Flight Attendants.~~

- 381 a. ~~Joe is awarded a line worth ninety (90.0) TFP. He picks up ten (10.0) TFP from another Flight~~
382 ~~Attendant. He can drop forty (40.0) TFP to Open Time, for a net line value of sixty (60.0) TFP (90 + 10 - 40).~~
383 ~~If he chooses, he can give away any or all of his remaining TFP to other Flight Attendants.~~
384 b. ~~Julie is awarded a line worth eighty five (85.0) TFP. She picks up twenty (20.0) TFP from Open~~
385 ~~Time. She can drop sixty (60.0) TFP to Open Time, for a net line value of forty five (45.0) TFP (85 + 20 - 60).~~
386 ~~If she chooses, she can give away any or all of her remaining TFP to other Flight Attendants.~~
387 c. ~~Jack is awarded a line worth eighty (80.0) TFP. He picks up ten (10.0) TFP from another Flight~~
388 ~~Attendant and ten (10.0) TFP from Open Time. He can drop fifty (50.0) TFP to Open Time, for a net line~~
389 ~~value of fifty (50.0) TFP (80 + 10 + 10 - 50). If he chooses, he can give away any or all of his remaining TFP to~~
390 ~~other Flight Attendants.~~
391 d. ~~Jen is awarded a line worth eighty (80.0) TFP. She gives away sixty (60.0) TFP to another Flight~~
392 ~~Attendant. She can drop the remaining twenty (20.0) TFP to Open Time for a net line value of zero (0) TFP.~~
393 ~~She could also give any or all of the remaining TFP to other Flight Attendants.~~

394 7. ~~What is the deadline for Reserve trades, pick ups and give aways?~~

395 Reserve trades, pick ups and give aways of reserve day(s) must be submitted no later than 10:00 AM PT the day
396 prior to the reserve day(s) being traded.

397 For example:

- 398 a. ~~A Reserve may trade the first day of her/his block or the entire block if s/he submits the trade no later than~~
399 ~~10:00 AM PT the day prior to the block.~~
400 b. ~~A Reserve may trade the last two (2) days of a four (4) day block if s/he submits the trade no later than 10:00~~
401 ~~AM PT prior to the third (3rd) day of the block.~~

402



1 A. UNLIMITED TRADING

2 Flight Attendants are entitled to unlimited sequence trades, pick-ups and give-aways to other
3 Flight Attendants (regardless of how the sequence was originally obtained) per month. Flight
4 Attendants are also entitled to an unlimited number of sequence trades or pick-ups with Open
5 Time subject to requirements for closed Open Time days and the provisions of 12.F. [Trades
6 with Open Time], below.

7 B. TYPES OF TRADES

8 A Flight Attendant may trade vacations, reserve months, lines of time, sequences, Junior
9 Available (JA) assignments, OT assignments, reserve days, and Company required training,
10 excluding Recurrent Training (RT), with other Flight Attendants or Reserve Flight Attendants
11 which will count toward her/his maximum hourly credits.

12 C. TRADING PROCEDURES

13 1. The Company will provide and maintain a real time electronic system for processing
14 sequence trades, pick-ups and give-aways. Specific layover hotel information will be listed
15 for all sequences. The system will support at least the second to most recent version, in
16 addition to the prior two versions of Internet Explorer (or any subsequent Microsoft
17 platform), Safari (or any subsequent Apple platform), Android (or any subsequent Google
18 platform), and the Company will make a good faith effort (taking into account excessive
19 cost and availability) to ensure such system is accessible from at least one other commonly
20 used web browser that is compatible with a mobile device.

21 2. Flight Attendant to Flight Attendant trading, trading with OT and reserve Flight Attendant
22 access to trading reserve days (including repositioning of reserve days) will begin
23 simultaneously on the fifteenth (15th) of the month prior to the month in which the flying
24 will occur. Out of domicile trades, pick-ups and give-aways begin on the seventeenth
25 (17th) for the following month.

26 3. Access to trading will begin at the following times within each domicile:s

SAN	9:00 AM	PT
SFO	9:00 AM	PT
PDX	10:00 AM	PT
ANC	11:00 AM	PT
LAX	12:00 PM	PT
SEA	2:00 PM	PT

27 4. If a new domicile is opened while this Agreement is in effect, that domicile will open for
28 trading beginning at 10:00 AM PT, and each additional new domicile will open on the next
29 hour (e.g. 11:00 AM PT, 12:00 PM PT etc.).

30 5. Sequence trades, pick-ups and give-aways between Flight Attendants and with Open Time
31 must be submitted at least three (3) hours prior to the first flight unless it is a Jet Bridge
32 Trade per C.7., below or reserve trade per Section 11.H.8. [Reserve Exchange of Days...].

33 6. Reserve trades, pick-ups and give-aways of reserve day(s) must be submitted no later
34 than 10:00 AM PT the day prior to the reserve day(s) being traded.

35 7. Jet Bridge Trades: Flight Attendants may trade or give-away a sequence or portion of a
36 sequence at any station no earlier than three hours (3:00) prior to departure for domestic

- 37 and international flights. Out of domicile Jet Bridge Trades will count towards the out of
38 domicile pick-up limitations per 12.H [Out of Domicile...].
- 39 a. A Flight Attendant accepting the trade must be physically present in the city where
40 the flight is departing from and must accept responsibility for covering the flight.
- 41 b. The Jet Bridge Trade will apply to any (or all) leg(s) of a sequence and must
42 encompass the remainder of the sequence involved.
- 43 c. The trade or give-away will be granted unless doing so would cause an illegality (CFR)
44 or delay in boarding.
- 45 d. If the Jet Bridge Trade request is made less than one hour (1:00) to departure, trades
46 will be processed only if Crew Scheduling has the capacity to handle the request.
- 47 e. If the duty encompassing the Jet Bridge Trade contains ten hours and thirty minutes
48 (10:30) or less, all language in this agreement regarding such duty limitations will
49 apply. If scheduled duty of ten hours and thirty minutes (10:30) or less subsequently
50 exceeds twelve hours and thirty minutes (12:30) due to irregular operations the
51 following provisions in Sections 8.F. [Over Duty Pay], 8.G. [Fourteen Hour (14:00)
52 Duty...], and/or 8.H. [Compensatory (Double Out) Rest] will apply.
- 53 f. If such duty is scheduled for more than ten hours and thirty minutes (10:30) then the
54 Flight Attendant(s) will be considered to have waived all duty limitations and premium
55 pay triggered by exceeding ten hours and thirty minutes (10:30).
- 56 g. The four TFP (4.0) Duty Period Minimum (DPM) (Section 21.D. [Minimum Pay Rules])
57 in a duty period split by a Jet Bridge Trade will not apply, otherwise the DPM will be
58 retained in all other duty periods.
- 59 h. The Multiday Sequence Minimum (MSM) and Average Duty Period Guarantee (ADPG)
60 (Section 21.D. [Minimum Pay Rules]) will no longer apply to a sequence split by a Jet
61 Bridge Trade. The MSM and ADPG will continue to apply for a sequence traded in its
62 entirety that has never been split as a SIP or Jet Bridge Trade.
- 63 i. Sit Pay (Section 21.T. [Sit Pay]) will apply to an entire sequence or portion of a
64 sequence traded as a Jet Bridge Trade.
- 65 j. The Extended Overnight Rule (EOR) is retained in all duty periods not split by a Jet
66 Bridge Trade.
- 67 k. The total per diem for a sequence that is split by a Jet Bridge Trade will not be reduced.
68 It will be distributed according to the guidelines below:
- 69 1. The inbound Flight Attendant's per diem will start at the beginning of her/his
70 sequence one (1) hour prior to departure of the first flight and end forty-five
71 minutes (:45) prior to the departure of the outbound flight given away in the Jet
72 Bridge Trade.
- 73 2. The outbound Flight Attendant's per diem will begin forty-five minutes (:45) prior
74 to the departure of the outbound flight picked up in the Jet Bridge Trade and the
75 per diem will end at the release of her/his portion of the sequence.
- 76 3. Paragraph j.2., above, will apply to any subsequent Jet Bridge Trade affecting the
77 same sequence.

- 78 4. For Flight Attendants engaging in Jet Bridge Trading involving a sequence for
79 sequence trade, the above will not apply. The per diem for both sequences will
80 not be affected.
- 81 5. If a RON is involved in a Jet Bridge Trade, by default, the hotel reservation will
82 remain with the inbound Flight Attendant.
- 83 8. No sequence trading or trading of reserve day(s) or block(s) involving the last five (5)
84 days of the current month will be allowed during the line award process.
- 85 9. A Flight Attendant will not lose the ability to trade, pick up or give away sequences as a
86 disciplinary action.
- 87 10. Base Turns will be governed by the provisions in Section 8.T. [Base Turns]. Each of the
88 sequences that are combined to create the Base Turn may be traded up to three (3)
89 hours prior to the first flight of each sequence unless traded as a Jet Bridge Trade.

90 D. CREW SCHEDULING ACCESS TO FLIGHT ATTENDANT SEQUENCES POSTED TO BULLETIN
91 BOARD

92 Crew Scheduling may remove a sequence(s) from the Flight Attendant to Flight Attendant
93 Bulletin Board for assignment to a Reserve(s) under the following conditions:

- 94 1. Such sequence(s) is (are) removed no earlier than 2:00 PM PT the day prior and no later
95 than three (3) hours prior to departure except as provided for in Section 7.F.1.c. ["Job
96 Familiarization" Flights...].
- 97 2. Crew Scheduling will review the comments field of each sequence(s) removed and will call
98 a Flight Attendant at any number provided when notification is requested by the Flight
99 Attendant.
- 100 3. No Personal Drop(s) for the same number of day(s) may be withheld at the time the
101 sequence(s) is (are) removed.
- 102 4. Sequences will be removed from the Flight Attendants who have posted sequences of the
103 same number of day(s) in seniority order.
- 104 5. If a sequence is removed from a Flight Attendant's line of time under these circumstances,
105 the day(s) affected will not be considered a Personal Drop.

106 E. OPEN TIME

- 107 1. Following the awarding of bid lines, all uncovered sequences or portions of sequences
108 including but not limited to sick calls, Management Drop(s), Personal Drop(s), leaves of
109 absence, jury duty and bereavement leave will immediately be placed into OT and made
110 available to Flight Attendants for pick up or trade, except that:
- 111 a. Crew Scheduling may remove sequences from OT no earlier than 2:00 PM PT for
112 reserve assignments for the following day except as provided for in Section 7.F.1.a.
113 ["Job Familiarization" Flights...]. Any sequence not assigned to a Reserve by 6:00 PM
114 PT will be returned to OT.
- 115 b. Crew Scheduling may remove sequences from OT no earlier than midnight (12:00 AM)
116 PT the day prior to the sequence departure for JA assignments. However, withheld
117 sequences are still subject to 1.c., below.

- 118 c. Crew Scheduling may withhold a sequence from OT for up to fifteen minutes (:15)
119 when necessary to determine a Like Sequence pursuant to Section 10.R.
120 [Reassignments] and 12.J. [Crew Scheduling Trading Errors], or a Reserve or JA
121 assignment. This includes sequences that become available between 2:01 PM PT and
122 6:00 PM PT the day prior to report. If Crew Scheduling does not assign the sequence
123 within fifteen minutes (:15) but neglects to return it to OT, a Flight Attendant may
124 contact Crew Scheduling and request the trade/pickup on a first come, first served
125 basis. If the Flight Attendant then flies the sequence, s/he will be paid one (1.0) TFP
126 in addition to all applicable compensation.
- 127 d. Crew Scheduling may withhold sequences pursuant to the Arbitration award AFA No.
128 6-99-2-18-11 ["Withholding Open Time" Award].
- 129 e. If a partial sequence is created as a result of an anticipated equipment upgrade
130 ("negative" sequence), such sequence may be withheld from Open Time, but must be
131 made into a legal sequence and placed into Open Time no later than midnight (12:00
132 AM) PT on the calendar day prior to check in.

133 **F. TRADES WITH OPEN TIME**

- 134 1. A minimum of twelve (12) days will be open in a month for at least the first twenty-four
135 hours (24:00), commencing when Open Time becomes available.
- 136 2. Following the awarding of bid lines, there will remain a minimum amount of Open Time
137 in each domicile, consisting of TFP equal to twenty-five percent (25%) of the total number
138 of Flight Attendants in the domicile (e.g. if the Seattle domicile has one thousand (1,000)
139 Flight Attendants, there will be a minimum of two hundred fifty (250.0) TFP of open flying
140 remaining in the domicile after the awarding of the bid lines).
- 141 3. Flight Attendants may pick up sequences from Open Time up to three (3) hours prior to
142 departure of the first flight, provided that the trip remains in Open Time. However, the
143 Company may assign trips in Open Time to Reserves no earlier than 2:00 PM PT on the
144 day prior to check in, provided that no Flight Attendant has requested the sequence prior
145 to the Reserve assignment.
- 146 4. All sequences considered Open Time may be traded subject to the following limitations:
- 147 a. A Flight Attendant may trade a sequence for another sequence containing more days
148 without respect to the number of flights contained in the sequences.
- 149 b. Trades may be for fewer days if the sequence to be placed on the Flight Attendant's
150 line is within a three (3) flight difference of the traded sequence. If a Flight Attendant
151 is picking up or trading for more than s/he is giving to Open Time then the difference
152 in the number of flights is unlimited.
- 153 c. Trades involving sequences containing the same number of days may be traded
154 without respect to the number of flights contained in the sequences.
- 155 d. Trades involving multiple sequences must be traded day for day or for a greater
156 number of days (e.g. three turns for a three-day sequence; a three-day sequence for
157 a turn and a two-day sequence; or a two-day sequence for a three-day sequence).

158 **G. SEQUENCE INTERRUPTION POINT (SIP) SEQUENCES**

- 159 1. Flight Attendants may give away, pick up or trade on any SIP. The Flight Attendant is not
160 required to remain with the aircraft until the relief Flight Attendant arrives.
- 161 2. All Minimum Pay Rules (Section 21.D. [Minimum Pay Rules]), except for the four (4.0) TFP
162 Duty Period Minimum (DPM), the Average Duty Period Guarantee (ADPG), and Multiday
163 Sequence Minimum (MSM), will apply to SIP'd trips. The four (4.0) TFP Duty Period
164 Minimum (DPM) will be retained in all duty periods not affected by a SIP but will not apply
165 to duty periods in which a SIP is effected.
- 166 3. Only those SIP'd sequences that the Company has put into OT will be eligible for all
167 Minimum Pay Rules outlined in Section 21.D. [Minimum Pay Rules]. The Company will
168 identify those sequences that it has placed into OT. Reserve Flight Attendants will receive
169 the four (4.0) TFP DPM regardless of the origin of a SIP'd sequence.
- 170 H. OUT OF DOMICILE TRADES, PICK-UPS, DROPS OR GIVE-AWAYS
- 171 Flight Attendants may submit requests for out of domicile trades, pick-ups or give-aways
172 beginning on the seventeenth (17th) of the month prior to the bid month at 9:00 AM PT for
173 all domiciles. Flight Attendants are limited to a combined total of two (2) out of domicile pick-
174 ups (including charters) in a bid month. Flight Attendants are responsible for ensuring that
175 sufficient time is allowed to position her/himself for the sequence picked up.
- 176 I. RESERVE PICK-UPS AND REQUIRED REST
- 177 *(See also Section 11.H. [Reserve Exchange of Days...].)*
- 178 1. A Reserve may pick up a sequence that checks in at least nine hours and one minute
179 (9:01) from the scheduled end of her/his reserve block. S/he may pick up a sequence that
180 checks in at least nine hours and one minute (9:01) after her/his actual release time on
181 the last day of a block but s/he cannot do so prior to her/his release.
- 182 2. A Reserve may pick up a sequence that releases at least nine hours (9:00) before the
183 beginning of a reserve block.
- 184 3. The required rest in I.1. and I.2., above, is measured from release to report. To receive
185 pay protection if s/he becomes illegal for the sequence following the reserve day or for
186 the reserve day following the sequence, the Reserve must allow at least eleven hours and
187 thirty minutes (11:30) of domicile rest measured from release to report.
- 188 J. CREW SCHEDULING TRADING ERRORS
- 189 *(For scheduling errors not involving sequence trades, pick-ups, drops and/or give-aways, see*
190 *Section 10.W. [Scheduling Errors].)*
- 191 All crew Scheduling errors involving sequence trades, pick-ups, drops, and/or give-aways will
192 be resolved as follows:
- 193 1. A double covered sequence is one that has been awarded simultaneously by sequence
194 trading (e.g. by manual or system error) to two (2) Flight Attendants in the same position.
- 195 a. When a double covered sequence occurs, Crew Scheduling must offer a Like Sequence
196 as well as the awarded sequence to the Flight Attendants in seniority order.
- 197 b. The most senior Flight Attendant has the first option as to which sequence to fly (i.e.
198 the awarded sequence or the Like Sequence), and s/he also has the first option to not
199 fly either sequence without pay protection.

- 200 c. If Crew Scheduling has no Like Sequence to offer, the senior Flight Attendant has the
201 first option to either not fly and s/her will receive pay protection pursuant to Section
202 21.M. [Pay Protection] or to fly the awarded sequence.
- 203 d. If either Flight Attendant chooses to not fly, the remaining Flight Attendant will fly the
204 awarded sequence in that position.
- 205 2. If it is determined that a Flight Attendant should have been awarded a sequence trade
206 and by awarding such trade results in two (2) Flight Attendants on the same sequence
207 and in the same position but who were awarded the sequence at different times, Crew
208 Scheduling will offer a choice between the awarded sequence and a Like Sequence to the
209 Flight Attendant who should have been awarded the trade or pick up at the time the
210 trading error becomes known to Crew Scheduling (i.e. the most recently added Flight
211 Attendant).
- 212 a. If the Flight Attendant declines the Like Sequence, s/he waives pay protection.
- 213 b. If Crew Scheduling has no Like Sequence to offer, the Flight Attendant who was
214 awarded the sequence first will fly the sequence and the other Flight Attendant will be
215 pay protected pursuant to Section 21.M. [Pay Protection].
- 216 3. Crew Scheduling may refer to sequences in both Open time and Flight Attendant to Flight
217 Attendant Trades (Bulletin Board) for the purposes of offering a Like Sequence pursuant
218 to this Section 12.J.
- 219 4. A Flight Attendant who flies a Like Sequence pursuant to this Section 12.J. will be
220 guaranteed the value of the original sequence based on a day for day comparison. If
221 flying the Like Sequence results in the Flight Attendant flying more than the original
222 sequence, the flying in excess of the original sequence will be paid at one and one-half
223 times (1.5x) the trip rate based on a day for day comparison. If the flying contains four
224 (4) or more legs than the original sequence, the Flight Attendant will be paid at one and
225 one-half (1.5x) the trip rate for the TFP value of the legs worked in excess of three (3)
226 based on a day for day comparison, including surface deadhead. In no case will the Flight
227 Attendant receive less than one (1.0) TFP paid at premium. The aforementioned provisions
228 (flying vs. legs greater than scheduled) will not pyramid in accordance with Section
229 10.R.5.e. [Reassignments].
- 230 5. A Crew Scheduling trading error that becomes known subsequent to the operation of the
231 sequence in question or that is not otherwise outlined in this Section will be resolved
232 pursuant to Section 10.W. [Scheduling Errors].

1 A. REQUIREMENT TO WEAR A UNIFORM

2 Flight Attendants will wear Sstandard uniforms as prescribed by the Company in the Flight
3 Attendant Manual-Uniform Policy Guide (or successor policy guide) will be worn by the Flight
4 Attendant at all times while on duty and at such other times as may be required. A Flight
5 Attendant will be required to maintain wear her/his-their uniform in a neat and clean condition
6 at all times.

7 B. BASIC UNIFORM~~(s)~~

8 ~~The Company will bear the cost of the first basic uniform and required accessories. A~~
9 ~~Probationary Flight Attendant will bear the cost of optional uniform pieces selected by her/him.~~

10 1. The basic uniform will consist of:

11 One (1) jacket/vest

12 Two (2) bottom pieces (dresses count as bottoms)

13 Four (4) shirts/blouses (any style available)

14 Two (2) sweaters (any style or combination of styles; a twin set constitutes two sweaters)

15 One (1) all-weather coat (with or without hood) or one (1) packable parka

16 Two (2) ties ~~(male)~~ or one scarf ~~(female)~~

17 ~~One (1) tote-style bag~~

18 ~~One (1) suitcase~~

19 One (1) belt

20 Two (2) aprons (not required but may be worn during flight)

21 One (1) ~~tropical~~ warm weather shirt or two (2) additional shirts/blouses (any style
22 available) in lieu of a warm weather shirt

23 One (1) tote-style bag

24 One (1) suitcase

- 25
- 26 2. Flight Attendants are not required to purchase each one of the above basic uniform items.
27 They may purchase any preferred items from the uniform subsite. However, they must
28 purchase sufficient items to have a complete uniform-compliant ensemble per the Uniform
29 Policy Guide (or successor policy guide).
30

31 C. UNIFORM REPLACEMENT, ~~AND/OR~~ REPAIR, TAXES, SHIPPING, AND RETURNS

32 1. At any time after the Flight Attendant has received her/his-their initial uniform, the
33 Company elects to completely or partially change to a new uniform, the Company, at its
34 expense, will provide Flight Attendants with new replacement basic uniform pieces and
35 any required accessories.

36 2. The Company will bear the cost of repairing or replacing any items of the basic uniform
37 or required accessories that must be repaired or replaced during the current uniform
38 because of normal wear or manufacturer's defect.

39 3. To be entitled to replacement uniform pieces or luggage, the Flight Attendant must turn
40 in the pieces to be replaced.

41 4. The Company will pay for the following:

42 a. If any part of the basic uniform or required accessories is changed ~~or added to during~~

- 43 ~~the life of the then current uniform, the Company will pay for such item. and the~~
44 ~~previous version(s), if applicable, is deemed as non-compliant by the Company.~~
- 45 b. If any part of the basic uniform or required accessories is added.
46 c. Shipping costs associated with all orders and/or returns.
47 d. Taxes for any portion of an order made using the Flight Attendant's uniform allotment.
48 5. Taxes for any portion of an order made using their personal funds will be paid by the
49 Flight Attendant.
50 6. Flight Attendants can return uniform pieces for size, choice, and quality concerns. To
51 exchange garments or to be eligible for a refund (credit toward their allotment or original
52 method of payment as appropriate), garments must be in original condition (never
53 washed, dry-cleaned, or altered in any way), the Flight Attendant must follow the return
54 checklist instructions on the Unisync subsite (or successor site) accessible via the Inflight
55 website, and items being returned must be shipped no later than forty-five (45) days from
56 the employee's receipt of the item. Inflight management will assist Flight Attendants with
57 uniform returns and provide appropriate packing supplies at no cost to the Flight Attendant
58 upon request.

59 D. UNIFORM ALLOTMENT AND COST ~~/CREDITS~~

- 60 1. On January 1, ~~2015~~ 2024, and every other January 1st thereafter, each non-probationary
61 Flight Attendant will be credited with a uniform allotment of seven-hundred-eight-hundred
62 ninety-two dollars (\$700.00\$892.00) in her/his uniform-purchase account as of January
63 1, 2022. S/he They may use these this uniform credits-allotment to purchase any required
64 or optional pieces, including Company approved, Arctic weather boots (up to two-hundred
65 fifty dollars (\$200.00\$250.00)) and alternate winter coat, excluding suitcases and totes,
66 at any time during the following two (2) years. Optional pieces are company-procured
67 uniform-compliant items that are not part of the basic uniform or are available for
68 purchase by the public.

69 ~~In a year when the Company rolls out a new uniform, each Flight Attendant's allotment~~
70 ~~will be reset to three-hundred fifty dollars (\$350.00). On January 1st of the second~~
71 ~~calendar year following the new uniform rollout and every other January 1st thereafter,~~
72 ~~each non-probationary Flight Attendant will be credited with seven-hundred dollars~~
73 ~~(\$700.00) in her/his uniform purchase account. In a year in which a Flight Attendant does~~
74 ~~not receive a new uniform credit any remaining credit at the end of the previous year will~~
75 ~~carry over into that year.~~

76 2. New Uniform

- 77 a. When the Company announces the debut of a new uniform and opens pre-ordering
78 for that uniform, each Flight Attendant will receive a new uniform allotment in a
79 separate bank to be used for purchasing any new required or optional pieces. The
80 amount placed in the new uniform allotment bank will be one and one-half times
81 (1.5x) the uniform allotment amount calculated in D.3., below for the new uniform.
82 b. If a new uniform launch date (cut-over date) occurs in a year in which the current
83 uniform allotment amount in D.1., above, is scheduled to be credited on January 1st
84 of that year, Flight Attendants will have the option to roll over one-half (1/2) of any

85 unused allotment for the current uniform into the new uniform bank. At such time,
86 the old uniform bank will be discontinued.

- 87 c. On the second January 1st following the uniform launch date (cut-over date) of the
88 new uniform and every other January 1st thereafter, each non-probationary Flight
89 Attendant will be credited with the uniform allotment calculated in D.3., below.

90
91 EXAMPLE:

92 A new uniform is scheduled to roll out in March 2023. The cost of the new basic
93 uniform is \$1000 using the methodology in D.3., below. This results in \$1000
94 becoming the new uniform allotment amount.

- 95 • January 1, 2022, Flight Attendants receive the regular uniform allotment of
96 \$892.
- 97 • October 2022, Flight Attendants receive \$1000 plus \$500 (1/2 of \$1000) into
98 a separate new uniform allotment bank to purchase amount of \$1000) into a
99 separate new uniform allotment bank to purchase any new required or optional
100 pieces. This bank can only be used on the new uniform and those funds would
101 be available through December 31, 2024.
- 102 • Any funds remaining of the \$892 deposit into the "regular" uniform allotment
103 bank (made January 2022) would be rolled over into the new uniform allotment
104 bank at 50% of the remaining balance at the live cut-over date to the new
105 uniform in March 2023 and those funds would be available through December
106 31, 2024.
- 107 • Flight Attendants would receive their next uniform allotment of \$1000 in
108 January 2025.

- 109 3. The uniform allotment in D.1., above, is calculated using the most expensive item in each
110 contractual category, irrespective of gender, in B.1., above. If aggregate uniform costs
111 increase, not including luggage and tote-style bag, the uniform allotment ~~credits~~ amounts
112 listed in D.1., above, will be increased proportionately.
- 113 4. The Company will bear the cost of the ~~first~~ initial basic uniform and required accessories.
- 114 5. Upon approval by Inflight management, the Company will bear the cost of replacing
115 required uniform pieces in excess of the amounts stated in D.1., above.
- 116 6. Upon approval by Inflight management, the Company will bear the cost of repairing and/or
117 replacing suitcases and totes. These items will not be paid for with their uniform ~~credits~~
118 allotment and are not covered under D.1., above.
- 119 7. During the period between the end of a Flight Attendant's probation period and the first
120 time the Flight Attendant receives their uniform ~~credits~~allotment, the Company will bear
121 the cost of replacing required uniform pieces with approval by Inflight management.
- 122 8. A Flight Attendant who is credited with fewer than four-hundred eighty (480.0) TFP
123 inclusive of Worked TFP, vacation, and sick leave in the previous calendar year will not
124 receive any uniform ~~credits~~allotment but will receive necessary uniform pieces upon
125 approval of Inflight management. Unpaid TFP credit will be applied and/or the look-back
126 period will be modified consistent with Section 15.M. [Leaves with Coordination...] and

- 127 15.N. [Unpaid Leaves...] as applicable.
- 128 9. ~~Flight Attendants will be required to bear the initial and replacement cost of optional~~
129 ~~pieces.~~ The Flight Attendant will bear the cost of any uniform orders in excess of their
130 remaining uniform allotment.
- 131 E. INSIGNIAS (e.g., WINGS)
- 132 The Company will furnish insignias required to be worn by the Flight Attendants.
- 133 F. RETURN OF UNIFORM UPON RESIGNATION / TERMINATION
- 134 Upon resignation or termination of employment for just cause, a Flight Attendant will return
135 all uniform pieces purchased by the Company to Inflight management.
- 136 G. ASSOCIATION CONSIDERATION PURSUANT TO UNIFORM CHANGE
- 137 The Association will be given notice of the Company's intent to change the uniform or any
138 portion thereof. The Company will consult with the Flight Attendant Uniform Committee and
139 consider their recommendations before making any change in the style, color, or material of
140 the uniform. In addition, the Company will consider the recommendations of the Association
141 Air Safety, Health and Security chairperson in regard to materials available, including
142 applicable FAA or NTSB flammability standards.
- 143 H. FOOTWEAR
- 144 If footwear of a particular style and brand is prescribed or furnished by the Company and is
145 proven to be injurious to the foot or is uncomfortable to the individual Flight Attendant, s/he
146 may purchase prescribed footwear comparable in style and price to the footwear prescribed
147 or furnished by the Company and be reimbursed with proof of purchase.
- 148 I. MATERNITY UNIFORM
- 149 The Company will loan Flight Attendants two (2) maternity uniforms, which must be returned
150 in usable condition, cleaned, and pressed, within thirty (30) days after the Flight Attendant
151 goes on maternity leave. If the loaned uniforms are not returned in the condition described
152 within thirty (30) days, the amount of the pieces will be deducted from the Flight Attendant's
153 uniform allotment. Upon request, the Company will furnish a pre-paid mailing label.
- 154 J. THEFT OF COMPANY-ISSUED LUGGAGE
- 155 In the event that a Flight Attendant's Company-issued luggage is stolen from the aircraft while
156 on duty or from the crew hotel room the Company will, at the Company's expense, replace
157 the stolen basic uniform items and Company-required accessories. Documentation
158 satisfactory to the Company must be provided, including police reports for the luggage stolen
159 from the crew hotel. If the content of the stolen luggage includes the Flight Attendant's
160 Manual, the Company will replace the Manual at no cost to the Flight Attendant.
- 161 K. INVENTORY CHALLENGES
- 162 In the event of extreme inventory challenges, with advance notice to the Association, the
163 Company may implement inventory risk mitigation actions by holding shipments for Flight
164 Attendants on leaves of absence greater than sixty (60) days. In such circumstances,
165 shipments may be held during the time period that the extreme inventory challenge exists
166 but in no circumstances to exceed ninety (90) days.

167 **ADDENDUM**

168

169 ~~1. **When will payments be deducted for my optional uniform pieces?**~~

170 ~~On the 20th paycheck.~~

171 ~~2. **Can I return an unused uniform item?**~~

172 ~~In order to be eligible for a refund, the items with tags attached must be returned to Inflight~~
173 ~~management within ninety (90) days of receipt of the item.~~



A. VACATION /~~LONGEVITY PAID TIME OFF (PTO)~~ ENTITLEMENT

Flight Attendants will be entitled to and will receive vacation/~~Longevity PTO~~ as follows:

1. A Flight Attendant who, as of December 31st of any year, has had less than one (1) calendar year of employment with the Company will be entitled to a vacation in the subsequent calendar year on the basis of one and one-sixth (1-1/6) days for each month of employment, rounded to the nearest full day.
2. As of December 31st, of each year, a Flight Attendant who has one (1) calendar year or more of employment with the Company will be entitled a maximum accrual of fourteen (14) days' vacation in the subsequent calendar year. Employees employed five (5) years or longer will be entitled to a maximum accrual of twenty-one (21) days' vacation in the subsequent calendar year. Employees employed ten (10) years or longer will be entitled to a maximum accrual of twenty-eight (28) days' vacation in the subsequent calendar year. Employees employed eighteen (18) years or longer will be entitled to a maximum accrual of thirty-five (35) days' vacation in the subsequent calendar year. Employees employed twenty-five (25) years or longer will be entitled to a maximum accrual of forty-two (42) days' vacation in the subsequent calendar year as displayed below:

Years of Service	Maximum Days of Vacation
< 1 year	1.167 days per month employed
1-4	14 days
5-9	21 days
10-17	28 days
18-24	35 days
<u>25+</u>	<u>42 days</u>

3. Employment begins with the first day a Flight Attendant is placed on the Company payroll.

4. 240/480 Thresholds for Vacation Accruals

- a. Vacation accruals in A.1. and A.2., above, are based on Worked TFP, exclusive of Boarding Pay TFP, plus one-quarter (1/4) of a Flight Attendant's vacation entitlement credited in the previous calendar year.
- b. Flight Attendants who are credited with four-hundred eighty (480.0) TFP or greater, pursuant to A.4.a., above, will accrue the maximum days of vacation listed above for the subsequent calendar year.
- c. Flight Attendants who are credited with greater than or equal to two-hundred forty (240.0) TFP, pursuant to A.4.a., above, and less than four-hundred eighty (480.0) TFP, pursuant to A.4.a., above, will accrue half of the maximum days of vacation listed above for the subsequent calendar year.
- d. Flight Attendants who are credited with less than two-hundred forty (240.0) TFP, pursuant to A.4.a., above, will NOT accrue vacation for the subsequent calendar year.
- e. Unpaid TFP credit will be applied and/or look-back period will be modified consistent with Sections 15.M. [Leaves with Coordination...] and 15.N. [Unpaid Leaves...] as applicable.

~~4. Longevity Paid Time Off (PTO): In addition to vacation accrued under A.2., above, as of December 31st, 2015 and each December 31st thereafter, a Flight Attendant with at least twenty five (25) years of Occupational Seniority and who is credited with greater than or equal to nine hundred sixty (960.0) Worked TFP inclusive of vacation in a calendar year will qualify for seven (7) days of Longevity PTO for the subsequent calendar year.~~

B. VACATION /~~LONGEVITY PTO~~-BIDDING AND TRADING.

1. By October 1st of each year, the list of available vacation/~~Longevity PTO~~ times will be posted. Flight Attendants will be given fifteen (15) days in which to sign up for available vacation periods. Vacation periods will be granted on a seniority basis. Vacation/~~Longevity PTO~~ awards will be posted in seniority order after each round of awards on the Flight Attendant web page.
2. Once assigned, vacation/~~Longevity PTO~~ days may be traded. Trades involving vacation days must be approved by the first (1st) day of the month preceding the month in which the vacation falls, including the first four (4) days of the following bid month. Trading will be unlimited but a Flight Attendant may not have more than four (4) vacation/~~Longevity PTO~~ periods in any month, unless the vacation/~~Longevity PTO~~ periods were awarded during the vacation/~~Longevity PTO~~ bid award process. No vacation slots may be traded between domiciles (Section 28.A. [Rules Governing Multiple Domiciles]). See Section 28.A.9.i. [Rules Governing Multiple Domiciles] for the procedures governing vacations awards and/or trades during the term of a base trade.

45 C. VACATION ~~/LONGEVITY PTO~~-PAY

46 1. A Flight Attendant, while on vacation ~~/Longevity PTO~~, will be paid four (4.0) TFP per day at ~~her/his~~their step
47 rate.

48 2. A Flight Attendant who is credited less than four-hundred eighty (480.0) Worked TFP in the year the vacation
49 is earned will not be paid for such vacation in the year that it is taken.

50 D. FORFEITING OR FOREGOING VACATION ~~/LONGEVITY PTO~~

51 Vacation ~~/Longevity PTO~~ will not be cumulative and a vacation ~~/Longevity PTO~~ to which a Flight Attendant becomes
52 entitled on December 31st of any year will be forfeited unless taken during the subsequent calendar year. If
53 forfeited, the Flight Attendant will be paid the remaining value of her/his vacation in February of the year following
54 the year in which the vacation was not taken. However, a Flight Attendant may be requested by the Company to
55 forego her/his vacation ~~/Longevity PTO~~ if such request is in writing and agreed to by the affected Flight Attendant.
56 In such event, the Flight Attendant will be paid double, with vacation time ~~/Longevity PTO~~ to be taken later in the
57 year at the Flight Attendant's choosing or accumulated to be used during the succeeding year. If, due to error by
58 the Company, the Flight Attendant is not given accrued vacation ~~/Longevity PTO~~ to which ~~s/he is~~they are entitled,
59 such Flight Attendant will be deemed to have been requested by the Company to forego her/his vacation ~~/Longevity~~
60 ~~PTO~~ and will be treated accordingly.

61 E. VACATION ~~/LONGEVITY PTO~~ AS IMPACTED BY TERMINATION OR FURLOUGH

62 A Flight Attendant who is terminated or furloughed by the Company due to a reduction in force, or who has been
63 employed by the Company for at least six (6) months and resigns with two (2) weeks' notice or more, will receive
64 pay at her/his applicable rate as of such date for all vacation ~~/Longevity PTO~~ to which ~~s/he is~~they are entitled under
65 14.A. [Vacation ~~/Longevity Paid Time...~~], above, and unused to the date of resignation, termination or furlough. If
66 a Flight Attendant has traded vacation ~~/Longevity PTO~~ day(s) pursuant to 14.B. [Vacation ~~/Longevity PTO~~
67 Bidding...], above, such unused day(s) are similarly eligible for payout upon the date of termination, resignation
68 or furlough.

69 F. SPLITTING OF VACATION ~~/LONGEVITY PTO PERIODS~~

70 Flight Attendants with two (2) weeks or more vacation ~~/Longevity PTO~~ combined, may split vacation ~~/Longevity~~
71 ~~PTO~~ into increments of not less than seven (7) days. Any Flight Attendant splitting fourteen (14) days or more will
72 receive her/his first two (2) choices in order of seniority. Any Flight Attendant splitting her/his vacation ~~/Longevity~~
73 ~~PTO~~ into more than two (2) slots will bid the remaining slots after all other slots have been awarded.

74 G. DISTRIBUTION OF VACATION ~~/LONGEVITY PTO DAYS~~

75 There will be available vacation ~~/Longevity PTO~~ days in all fifty-two (52) weeks of the year. At least five percent
76 (5%) of the annual vacation ~~/Longevity PTO~~ allotment for the year will be scheduled during each month and in
77 each domicile.

78 H. REQUEST FOR EARLY VACATION ~~/LONGEVITY PTO PAY~~

79 Flight Attendants may request early vacation ~~/Longevity PTO~~ pay at the rate specified in 14.C. [Vacation ~~/Longevity~~
80 ~~PTO Pay~~], above. The request must be made at least seven (7) days before vacation ~~/Longevity PTO~~. Early
81 vacation ~~/Longevity PTO~~ pay will be paid on the first paycheck due the Flight Attendant that is more than seven
82 (7) calendar days after the date of the request.

83 I. VACATION ~~/LONGEVITY PTO~~ CONFLICT AND RECURRENT TRAINING OR OTHER COMPANY-REQUIRED (NON-
84 COMPUTER-BASED) TRAINING

85 Flight Attendants may voluntarily bid for, but may not be assigned, training during vacation (Section 30.A.1.a.
86 [General Training:...]). Any Flight Attendant taking vacation ~~/Longevity PTO~~ that interferes with Recurrent Training
87 and any other Company-required (non-computer based) training will rebid such training in keeping with staying
88 legal. Alternatively, management may work with the Flight Attendant to find another mutually agreeable training
89 session that does not conflict with her/his vacation ~~/Longevity PTO~~ provided that seniority for awarded training is
90 respected.

91 J. VOLUNTARY FLYING INTO VACATION ~~/LONGEVITY PTO~~

92 A Flight Attendant may fly during her/his vacation ~~/Longevity PTO~~ provided the sequence(s) or reserve day(s) are
93 picked up or traded with another Flight Attendant or Open Time: including Premium Open Time. Compensation
94 for flying will be paid in addition to vacation ~~/Longevity PTO~~ pay. However, sick leave will not be paid for accepted

95 flights or sequences not flown during scheduled vacation/~~Longevity PTO~~ days (Section 16.D. [Sick Leave Pay...]).

96 K. ~~VACATION / LONGEVITY PTO~~ IMPACTED BY IRREGULAR OPERATIONS

97 A Flight Attendant who is flown into her/his vacation day(s) due to Irregular Operations may elect one of the
98 following options:

99 1. The Flight Attendant will add another vacation day(s) to any other future vacation period prior to bidding the
100 schedule for the month in which the vacation is picked up.

101 2. The Flight Attendant may pick a vacation day(s) that is available in "Vacation/~~Longevity PTO~~ Open Time" prior
102 to bidding the schedule for the month in which the vacation is picked up, subject to the provisions in Section
103 14.B. [Vacation/~~Longevity PTO~~ Bidding...], above.

104 3. The Flight Attendant may elect to be paid four (4.0) TFP for each impacted vacation/~~Longevity PTO~~ day.

105 L. ~~VACATION / LONGEVITY PTO~~-DURING VOLUNTARY TEMPORARY BASE TRADES (SWAPS)

106 A Flight Attendant on a base swap will bid vacation/~~Longevity PTO~~ based on her/his original domicile. Automated
107 trading with "vacation/~~Longevity PTO~~ Open Time" for the purposes of trading vacation/~~Longevity PTO~~ day(s) at
108 her/his permanent domicile will be accessible.

109 M. RESERVE VACATION / ~~LONGEVITY PTO~~

110 Pay in a reserve month with vacation/~~Longevity PTO~~ day(s) will be no less than the total of four (4.0) TFP multiplied
111 by the number of vacation/~~Longevity PTO~~ days, plus the greater of five (5.0) TFP multiplied by the number of
112 reserve days or the TFP flown or credited on those days. A Reserve who drops, calls in sick without using sick
113 leave, gives away or trades reserve day(s) will have five (5.0) TFP deducted from her/his reserve guarantee for
114 each day. Compensation will be increased for TFP flown on days off as recognized in Section 11.G. [Reserve
115 Compensation].

116 N. INELIGIBLE FOR JA DURING VACATION ~~/LONGEVITY PTO~~

117 A Flight Attendant will not be contacted for a JA during her/his vacation/~~Longevity PTO~~, including on the last day of
118 her/his vacation/~~Longevity PTO~~ per Section 9.B. [Ineligible for JA...].

119 O. VACATION PAYOUT WHILE ON A LEAVE OF ABSENCE

120 A Flight Attendant may elect to be paid out for vacation while on a leave of absence by submitting a Vacation Payout
121 Request Form to Crew Pay Administration.

122

123 **ADDENDUM**

124 ~~1.—Can I fly during my vacation?~~

125 ~~Yes.~~

126 ~~2.—Can I pick up and fly Premium Open Time while on vacation?~~

127 ~~Yes.~~

128 ~~3.—Can I change my designated vacation splits when I am trading my vacation days?~~

129 ~~Yes, you may change your designated vacation days as long as the days are open and you do not create more~~
130 ~~than four (4) vacation periods in the month **Section 14.B.** [Vacation/Longevity PTO Bidding...].~~

131 ~~4.—Can I trade vacation days with a Flight Attendant from a different domicile?~~

132 ~~No. **Section 28.A.6.** [Rules Governing Multiple Domiciles]~~

133 ~~5.—Will my entitlement to vacation be reduced due to a leave of absence?~~

134 ~~No, unless you do not achieve the 480 TFP annual requirement subject to the provisions in Section 14.A.4.~~
135 ~~[Vacation/Longevity Paid Time Off...], as modified by Section 15.M. [Leaves with Coordination...], Section~~
136 ~~15.N. [Unpaid Leaves...].~~

137 ~~6.—Is vacation entitlement based on Company or Occupational Seniority?~~

138 ~~Company Seniority. Section 14.A.1. and 14.A.2. [Vacation/Longevity Paid Time...]~~



139
140
141
142
143

~~7. Can I choose to be paid for my vacation while on a leave of absence?~~

~~Yes. You must submit a pay inquiry to Crew Administration.~~

~~8. Is Longevity Paid Time Off eligibility based on Company or Occupational Seniority?~~

~~Occupational Seniority, as well as an annual flying requirement. Section 14.A.5. [Vacation/Longevity Paid Time...]~~

1 A. LEAVES OF ABSENCES - GENERAL

- 2 1. Requests for a leave of absence or extensions thereof and approvals by the Company or agent designated by
3 the Company, if for a medical leave, will be in writing.
- 4 2. Failure of a Flight Attendant to return to active service at the end of any leave of absence or extension thereof
5 will be deemed a voluntary termination of employment.
- 6 3. To the extent that it is medically possible, except as noted, Flight Attendants must remain current while out
7 on a leave of absence unless otherwise agreed to by the Manager of Inflight Labor and Work Performance or
8 [their](#) designee. Exceptions for being unable to attend training will include missionary work, military duty,
9 extended travel, etc. A Flight Attendant will be considered active for the month in which the recurrent or
10 requalification (levels I and II) training occurs for the purposes of Company benefits. See [Sections 30.B.](#)
11 [\[Recurrent Training\]](#) and [30.C. \[Training Pay\]](#).

12 B. STAFFING ADJUSTMENT AND EDUCATIONAL LEAVES OF ABSENCE

- 13 1. When the requirements of the service permit, a Flight Attendant may upon proper application to the Company,
14 be granted a staffing adjustment leave of absence for a period not in excess of ninety (90) days. Such period
15 may be extended for additional periods not to exceed ninety (90) days each. A Flight Attendant on a staffing
16 adjustment leave will retain and continue to accrue seniority during such leave of absence. Such leave of
17 absence will be granted within each domicile in domicile seniority order. For the granting of such leave during
18 a voluntary temporary base trade (swap), see [Section 28.A.9.f. \[Rules Governing Multiple Domiciles\]](#).
- 19 2. If the Company, in its sole discretion, grants a leave of absence for educational purposes and later elects not
20 to grant a requested extension of such leave, then such leave will be terminated at the conclusion of the
21 current quarter or semester, whichever is appropriate.

22 C. MEDICAL LEAVE OF ABSENCE

- 23 1. A Flight Attendant will be given a medical leave of absence for ~~sickness~~-[illness](#) or injury due to physical or
24 mental reasons when the employee submits a written request for such leave to the Company accompanied
25 by a statement from a qualified doctor recommending such leave. [The statement must include the date of](#)
26 [illness or injury, the anticipated duration of leave of absence, and the healthcare provider's signature.](#) The
27 Company retains the right to require a medical examination by a doctor of the Company's choosing and to
28 invoke the provisions of [Section 17 \[Medical Examination\]](#) of this Agreement in which event the provisions of
29 that Section will be binding. The Company's action granting or denying the requested leave will be noted on
30 the request.
- 31 a. [When a Flight Attendant applies for medical leave, the Company will process all such leaves according to](#)
32 [the same criteria, regardless of the requested length of such leave. Flight Attendants should contact](#)
33 [management as soon as the need for the leave is known, however, under emergency circumstances only,](#)
34 [where a Flight Attendant is unable to request a medical leave prior to the beginning of the leave, Inflight](#)
35 [will allow medical leaves to be dated back to the date of the illness or injury if the Flight Attendant's](#)
36 [doctor verifies.](#)
- 37 b. [Family Leave Medical Act \(FMLA\) will be granted if all applicable requirements are met. If the leave](#)
38 [qualifies for FMLA, then FMLA and contractual medical leave will run concurrently to the extent required](#)
39 [by law.](#)
- 40 c. [If the Flight Attendant otherwise meets the requirements for having a serious health condition but the](#)
41 [condition is not expected to meet the minimum number of days of incapacity as required by the FMLA](#)
42 [definition of continuing treatment in 29 CFR §8250115\(a\), the Company will grant a contractual medical](#)
43 [leave.](#)
- 44 d. [If the Flight Attendant has a serious health condition as defined by the FMLA or by Paragraph c.3., but](#)
45 [does not qualify for FMLA for any other reason \(e.g., the Flight Attendant has exhausted their FMLA or](#)
46 [does not have enough qualifying hours for FMLA, etc.\) the Flight Attendant will be granted a contractual](#)
47 [medical leave.](#)
- 48 e. [If The Hartford \(or successor leave administrator\) denies a contractual medical leave because the Flight](#)
49 [Attendant does not provide adequate medical information to determine if the Flight Attendant has a](#)
50 [serious health condition, the Company will review the request for a medical leave under Section 15.C.1.](#)
51 [of this Agreement and either grant the leave or exercise its rights under Section 17 of this Agreement.](#)

- 52 2. A Flight Attendant granted a medical leave of absence (including a probationary Flight Attendant) will retain
53 and continue to accrue seniority, except that in no case will a medical leave of absence exceed a total
54 continuous period of four (4) years unless extended by consent of the Company, (Workers' Compensation
55 Leaves are not subject to the limitations contained in this ~~p~~Paragraph.)
- 56 3. A Flight Attendant may use her/his accrued sick leave and/or vacation/~~Longevity PTO~~ for a medical leave of
57 absence If the Flight Attendant elects to receive compensation, s/he may draw from her/his sick leave or
58 vacation/~~Longevity PTO~~ bank pursuant to Section 15.M. [Leaves with Coordination...].
- 59 4. When a Flight Attendant on sick leave submits a request for a medical leave of absence, the Company will
60 back-date the medical leave of absence to the date the Flight Attendant originally went on sick leave for that
61 medical condition. Any attendance points assessed pursuant to Section 32 [Attendance Policy] prior to granting
62 the request will be removed.
- 63 5. A Flight Attendant on a medical leave of absence, who completes disability paperwork, will receive disability
64 benefits subject to plan rules, provided that her/his health-care provider certifies that her/his disability
65 prevents ~~her/him~~them from performing, with reasonable continuity, the material duties of a Flight Attendant,
66 subject to the determination of the Company's insurance carrier or claims administrator and any subsequent
67 appeals under the plan.

68 D. MATERNITY LEAVE OF ABSENCE

- 69 1. Any Flight Attendant who becomes pregnant will notify the Company when ~~she~~ the Flight Attendant is no
70 longer fit for duty ~~due to the pregnancy, but in no event later than her twenty-fourth (24th) week of pregnancy.~~
- 71 2. The Flight Attendant may continue to work until through the twenty-eighth (28th) week of pregnancy. ~~After~~
72 ~~the twenty-eighth (28th) week of pregnancy, the Flight Attendant will be presumed disabled due to her~~
73 ~~pregnancy. After the twenty-eighth (28th) week of pregnancy, or whenever such Flight Attendant's D~~their
74 doctor determines that ~~she is~~they are unable to work due to ~~her~~pregnancy, ~~whichever occurs first,~~ at which
75 point, the Flight Attendant will request maternity leave. When maternity leave is requested, ~~such~~ the leave
76 will be granted until ~~such time as~~ the disability caused by the pregnancy is no longer present, except for
77 extraordinary circumstances for a period not to extend more than one-hundred twenty (120) days after the
78 termination of the pregnancy.
- 79 3. A Flight Attendant on a maternity leave of absence, who completes disability paperwork, will receive disability
80 benefits subject to plan rules, provided that ~~her~~ their health-care provider certifies that ~~her~~ their pregnancy-
81 related disability prevents ~~her~~ them from performing, with reasonable continuity, the material duties of a
82 Flight Attendant, subject to the determination of the Company's insurance carrier or claims administrator, and
83 any subsequent appeals under the plan.
- 84 4. A Flight Attendant on maternity leave of absence will retain and continue to accrue seniority. ~~Her~~ A Flight
85 Attendant may use but are not required to exhaust their vacation/~~Longevity PTO~~ and/or accrued sick leave
86 ~~may be used~~ for maternity leave pursuant to Section 15.M. [Leaves with Coordination...].
- 87 5. A Flight Attendant will notify the Company in writing of the termination of ~~her~~ the pregnancy within fourteen
88 (14) days and an ~~of her~~ expected date of return to active service within thirty (30) days after the termination
89 of pregnancy. If a Flight Attendant is unable to return to active service because of a certified, bona fide
90 medical incapacitation, ~~she~~ the Flight Attendant will be entitled to receive a medical leave of absence under
91 the provisions of 15.C. [Medical Leave of Absence], above.
- 92 6. In the absence of a bona fide medical incapacitation, a Flight Attendant on maternity leave, upon the
93 expiration of such maternity leave will be entitled to receive a one (1) to eight (8) month maternity ~~extension~~
94 leave of absence after the baby is born without losing ~~her~~ Occupational sSeniority.

95 E. PARENTAL LEAVE OF ABSENCE

- 96 1. A Flight Attendant, their spouse, or registered domestic partner ~~that~~ who adopts a dependent child that is
97 not currently living in ~~her/his~~ their home ~~or whose spouse or registered domestic partner adopts such a child,~~
98 may request and will be granted a parental leave of absence for a period not to exceed one hundred and
99 twenty (120) days. Such leave will be taken within a year of the child's placement in the home.
- 100 2. A Flight Attendant may request and will be granted a parental leave of absence for up to one-hundred twenty
101 (120) days when ~~her/his~~ their spouse or registered domestic partner gives birth to a child. Such leave will be
102 taken within a year of the child's birth.



- 103 3. A Flight Attendant on ~~a~~ parental leave of absence will retain and accrue ~~s~~Occupational Seniority during such
104 leave.
- 105 F. LEAVE TO ACCEPT OFFICIAL ELECTED / FULL-TIME STAFF POSITION IN THE ASSOCIATION / CWA
106 A Flight Attendant may be granted a leave of absence to accept an official elected or staff full-time position with
107 the Association and/or ~~the with the Communications Workers of America (CWA)~~ and will continue to accrue
108 seniority during such leave.
- 109 G. LEAVES RELATED TO SERIOUS AIRCRAFT / CREWMEMBER / PASSENGER INCIDENTS
- 110 1. A Flight Attendant will receive at ~~her/his~~their option a fourteen (14) calendar day leave of absence with pay
111 if ~~s/he~~the Flight Attendant is subjected to hijacking or is involved in an aircraft accident requiring emergency
112 evacuation.
- 113 a. Aircraft Accident: ~~—~~ An occurrence, which causes damage to a Company aircraft and with Flight Attendants
114 on board, in which any person suffers death or serious injury, or in which the aircraft receives substantial
115 damage.
- 116 b. Hijacking (Air Piracy) ~~—~~: Seizure or attempted seizure of a Company aircraft with the Flight Attendants on
117 board by actual or threatened force or violence.
- 118 2. If the Flight Attendant is involved in an incident as described below, ~~s/he~~they will be removed at ~~her/his~~their
119 option from the current sequence in which the incident occurred and ~~her/his~~their scheduling obligation(s)
120 within seven (7) calendar days following the incident without loss of pay:
- 121 a. Passenger evacuation of an aircraft.
122 b. An in flight fire.
123 c. Death on board, ~~where the Flight Attendant provided first aid.~~
124 d. Credible bomb threat in which Flight Attendants are directed to prepare a Least Risk Bomb Location
125 (LRBL) or the aircraft is taxied to a remote location to facilitate a bomb search.
- 126 3. When the aircraft, passenger(s) or crewmember(s) is/are involved in an incident or accident as defined as
127 follows, the Flight Attendant(s) on the crew will be removed at her/his option from the sequence without loss
128 of pay. At management's discretion, the Flight Attendant(s) may be removed with pay from additional
129 sequence(s).
- 130 a. An occurrence with Flight Attendants on ~~board~~ Company aircraft involving serious injury to the Flight
131 Attendant(s), pilot(s) or passenger(s) in any of the following situations:
- 132 1. Assault or crew interference.
133 2. Rapid decompression.
134 3. Severe turbulence.
135 4. CPR, use of AED on any individual, or rescue breathing rendered by the Flight Attendant.
- 136 b. An Inflight supervisor on duty, at ~~her/his~~their discretion, may remove a Flight Attendant from scheduling
137 obligation(s) with pay, to critical situations not listed above in which there is a real or perceived threat to
138 life of passenger(s), Flight Attendant(s), or pilot(s).
- 139 c. In all circumstances, a Flight Attendant may opt to remove ~~her/himself~~themselves from the next scheduled
140 sequence(s) or reserve day(s) without pay within seven (7) calendar days following the incident.
141 ~~S/he~~They may opt to utilize available sick leave in order to be compensated.
- 142 d. A Flight Attendant will not be assessed attendance points pursuant to Section 32 [Attendance Policy] for
143 any scheduling obligation(s) removed under Paragraphs 3.a., 3.b., and 3.c., above. Such scheduling
144 adjustment will be defined as an Operational Incident Drop(s) without points.
- 145 4. The Company must disclose the options of being removed from a sequence per Section 15.G.3.a. when initially
146 discussing the incident with the affected Flight Attendant(s).
- 147 H. BEREAVEMENT LEAVE OF ABSENCE
- 148 1. The Company will grant a Flight Attendant four (4) days leave of absence with pay at the Flight Attendant's
149 regular rate of pay for the purpose of attending funeral services for a member of her/his family and time off
150 will also be allowed for a second or third trimester miscarriage or a stillbirth suffered by the Flight Attendant.

151 their spouse, or domestic partner. Members of the immediate family will consist of Parent; Grandparent;
152 Spouse; qualified registered Domestic Partner; Child; Grandchild; Sibling; qualified registered Domestic
153 Partner's/Spouse's Parent, Grandchild, and Child. The Flight Attendant may request up to four (4) additional
154 days unpaid or may be paid from the Flight Attendant's available sick leave or vacation/~~Longevity PTO~~ bank.

- 155 2. In the event of the death of a Flight Attendant's step-parent, step-sibling, or person acting in loco parentis to
156 the Flight Attendant, the Flight Attendant will be granted four (4) days unpaid leave of absence for the purpose
157 of attending funeral services. However, the Flight Attendant may opt to use sick leave or vacation/~~Longevity~~
158 ~~PTO~~. The Flight Attendant may request up to four (4) additional days unpaid or may be paid from the Flight
159 Attendant's available sick leave or vacation/~~Longevity PTO~~ bank.

- 160 3. The Company will not count days off when calculating the four (4) consecutive days of bereavement leave ~~If~~
161 ~~a Flight Attendant requests a leave of absence~~ for the purpose of attending funeral services, ~~the Company~~
162 ~~may grant only consecutive workdays.~~

- 163 4. If a Flight Attendant requests a bereavement leave ~~for bereavement~~, the sick days and/or vacation/~~Longevity~~
164 ~~PTO~~ days, if applicable, must be used within ninety (90) ~~thirty (30)~~ calendar days from the date of death of
165 the family member. This period may be extended at management's discretion.

- 166 5. A leave of absence granted or sick leave used under 15.H. will not constitute a chargeable occurrence pursuant
167 to Section 32 [Attendance Policy].

- 168 6. Special circumstances will be handled on an individual basis at the sole discretion of the Company.

169 *(Extended Leave of Absence ~~moved~~ located ~~to~~ in Section 18 [Reduction in Force].)*

170 I. RETURN TO WORK FOLLOWING A LEAVE OF ABSENCE

- 171 1. A Flight Attendant may bid for the following month if s/he/they is-are scheduled to return to active status for
172 the following bid month or if s/he/they is-are returning from a medical leave and has submitted documentation
173 by the first (1st) of the month indicating release to return to work without restrictions on a date in the following
174 month.

- 175 2. A Flight Attendant, who submits the above paperwork and is released without restrictions (if necessary) after
176 the first (1st) of the month prior to the bid month in which s/he returns to duty, will not be required to sit
177 reserve upon return to active duty if her/his seniority number would have otherwise allowed her/him/them to
178 be a Lineholder.

- 179 a. Such Flight Attendant will be required to pick up enough Open Time sequences so that her/his schedule
180 is within ten (10.0) TFP of that month's line average in her/his domicile, prorated by the number of days
181 s/he/they will be active. The Flight Attendant will be permitted to pick up sequences from OT beginning
182 on the same date and time OT becomes available to other Flight Attendants in her/his domicile. The
183 start date for these sequences will be on or after the release date.

- 184 b. If there are not sufficient sequences in OT to satisfy the requirements of 2.a., above, the Flight Attendant
185 may pick up sequences from other Flight Attendants until her/his schedule is within the ten (10.0) TFP
186 of that month's line average in her/his domicile, prorated by the number of days s/he/they will be active.

- 187 3. Flight Attendants without enough seniority to hold a line of time for the month will be required to contact
188 Crew Scheduling and work collaboratively on constructing a reserve schedule, taking into consideration AM/PM
189 and days on/off. Each day on-call will be worth the minimum reserve daily value.

- 190 4. If the Flight Attendant does not return to work in the following month because her/his disability continues,
191 s/he/they will not be paid the value of the bid line awarded that month (Sections 16.B. [Lineholder Sick Leave...]
192 or 16.C. [Reserve Sick Leave...]). S/he may be paid sick leave and/or vacation/~~Longevity PTO~~ pursuant to
193 Section 15.M. [Leaves with Coordination...] and disability, as appropriate.

- 194 5. A Flight Attendant with a doctor's release to return to work will continue to receive insurance benefits for the
195 remainder of the bid month in which they were released, even if they become ill or injured before returning
196 to work.

197 J. TRAVEL WHILE ON LEAVE OF ABSENCE

- 198 1. A Flight Attendant on a leave of absence who wishes to secure online travel passes will coordinate such travel
199 through Inflight management. In the case of a medical, maternity, or Workers' Compensation leave s/he/they
200 must provide a doctor's release specifying such travel will not adversely affect the Flight Attendant's ability to
201 return to active service.

- 202 2. A Flight Attendant on a Maternity Leave of Absence may commence her twelve (12) weeks of pass travel any
203 time between the start of her leave and one-hundred twenty (120) days after the termination of her
204 pregnancy.
- 205 3. A Flight Attendant wishing to return to domicile from her/his place of residence at the end of a leave of
206 absence (excluding a personal leave) or to attend Recurrent Training, before her/his travel benefits have been
207 reinstated, will be allowed one (1) positive space bumpable Company Business pass (e.g., C1 on Alaska
208 Airlines) to do so. The pass may be obtained by contacting the Manager of Inflight Labor and Work
209 Performance and will be valid for use no more than one week prior to the first day of duty.

210 K. SHORT-TERM DISABILITY (STD)

- 211 1. At the Flight Attendant's option, s/he may coordinate available sick leave and/or vacation/~~Longevity PTO~~ with
212 ~~Short Term Disability~~STD pursuant to Section 15.M. [Leaves with Coordination...].
- 213 2. When a Flight Attendant's average monthly TFP earnings generate a benefit from Workers' Compensation or
214 ~~Short Term Disability~~STD that exceeds the maximum TFP allowed per Section 16.B. [Coordinating Sick
215 Leave...] s/he~~they~~ will be allowed to retain her/his group health care coverage (medical, dental, vision) by
216 paying the active employee rate for the Flight Attendant and dependent(s), if applicable, for the duration of
217 the leave. Eligibility under this provision will satisfy the "active coverage at the commencement of ~~Long~~
218 ~~Term~~Long-Term Disability (LTD)" requirement in Section 23.C.6.a. [Group Health Care Benefits] for the
219 purposes of continued Group Health Care Benefits.
- 220 3. A Flight Attendant who qualifies for STD part way through a bid month will be afforded the ability to coordinate
221 sick leave in addition to compensation from the STD benefit. The maximum amount of sick leave that may be
222 coordinated is based on the TFP credit of the scheduling obligation(s) on her/his line at the time of the STD-
223 eligible illness or injury and that remain on her/his line at the time the STD benefit is processed by Crew
224 Administration. The TFP value of the remaining scheduling obligation(s) will be multiplied by the Flight
225 Attendant's step rate and reduced by her/his STD benefit. The remainder will be divided by the Flight
226 Attendant's step rate and the result is the calculated sick leave TFP equivalent that may be drawn from her/his
227 sick leave bank. Alternatively, a Flight Attendant may coordinate vacation/~~Longevity PTO~~ using the same
228 calculation method by dividing the TFP equivalent by four (4) and rounding to the nearest whole number in
229 order to determine the number of vacation/~~Longevity PTO~~ day(s). See 15.M.1. and 15.M.2. [Leaves with
230 Coordination...], below.

231 L. MILITARY LEAVE OF ABSENCE

232 A Military Leave of Absence will be granted as required under Federal law and regulations applying thereto. A
233 Flight Attendant's right to return to employment, seniority and benefits will be governed by and limited to the
234 protection afforded under the Uniformed Services Employment and Reemployment Rights Act (USERRA) as
235 currently in effect or as hereafter amended. If a Flight Attendant participates in Reserve or National Guard
236 training/exercises, s/he~~they~~ will be required to give the Company timely notice and encourage notification
237 indicating the dates of anticipated duty accompanied by military orders as soon as possible.

238 M. LEAVES WITH COORDINATION OF SICK LEAVE OR VACATION ~~/LONGEVITY PTO~~

- 239 1. Coordination of Sick Leave:
- 240 ~~Minimum Coordination:~~ A Flight Attendant may choose to coordinate the use of sick leave (from either their
241 State or CBA sick leave bank, or a combination of both) in conjunction with medical, maternity or parental
242 leave, FMLA, Workers' Compensation, STD or LTD in order to maintain insurance benefits for ~~her-~~
243 ~~himself~~themselves and ~~her/his~~their eligible dependents, if applicable, at the active employee contribution rate.
244 Selection of either or both sick leave banks may be made on a monthly basis. Sick leave coordination will be
245 allowed during any full or partial bid month on such a leave. ~~S/he~~The Flight Attendant may draw no fewer
246 than three-tenths (0.3) TFP sick leave per day (nine (9.0) TFP in a thirty (30) day bid month or nine and
247 three-tenths (9.3) TFP in a thirty-one (31) day bid month) up to and including one-hundred twenty (120) TFP
248 from the sick leave until depleted. The Company leave of absence pay preference form must indicate a Flight
249 Attendant's state disability benefit (e.g., CASDI) may be impacted or offset depending on the level of
250 coordination. If a Flight Attendant does not have enough sick leave in ~~her/his~~their sick leave bank to maintain
251 continuous health care coverage during the LTD benefits waiting period, the Company will work with the Flight

Attendant to allow ~~her/him~~them to draw sick leave at an appropriate rate that will allow the Flight Attendant to maintain coverage throughout this period. In no circumstances will a Flight Attendant be provided a less favorable application of this practice than is extended to ~~the~~Alaska Airlines pilots.

~~Maximum Coordination: A Flight Attendant may choose to be paid between seventy (70) and one hundred twenty (120) TFP sick leave per month in coordination with medical, maternity or parental leave, FMLA, Workers' Compensation, LTD (pursuant to Section 23.C.4.b.2. [Long Term Disability]) or STD. If a Flight Attendant is receiving a Worker's Compensation, STD or LTD benefit, her/his choice of between seventy (70) and one hundred twenty (120) TFP will be multiplied by her/his step rate and reduced by such benefit; the remainder will be divided by her/his step rate and the result is the calculated sick leave TFP equivalent for this application. Such TFP will be drawn from her/his sick leave bank. A Flight Attendant with less than seventy (70.0) TFP in her/his sick leave bank will receive the full accrual available in her/his bank. If the Flight Attendant has not been awarded a line (including a reserve line) and is on such leave for less than a full month, her/his sick leave payable under this paragraph will be prorated.~~

2. Coordination with Vacation/~~Longevity PTO~~:

a. ~~Minimum Coordination:~~ A Flight Attendant may choose to coordinate the use of vacation/~~Longevity PTO~~ in conjunction with medical, maternity or parental leave, FMLA, Workers' Compensation, STD or LTD in order to maintain insurance benefits for ~~her-/himself~~themselves and ~~her/his~~their eligible dependents, if applicable, at the active employee contribution rate. Vacation/~~Longevity PTO~~ coordination will be allowed during any full or partial bid month on such a leave. If coordinating with vacation/~~Longevity PTO~~, ~~s/he~~they must utilize a minimum of two (2) vacation/~~Longevity PTO~~ days in each partial or full bid month until depleted. The Company leave of absence pay preference form must indicate a Flight Attendant's state disability benefit (e.g., CASDI) may be impacted or offset depending on the level of coordination. Once depleted the Flight Attendant may utilize sick leave for continued coordination per M.1., above.

~~Maximum Coordination: A Flight Attendant may choose to be paid between seventy (70) and one hundred twenty (120) TFP vacation/Longevity PTO per month in coordination with medical, maternity or parental leave, FMLA, Workers' Compensation, LTD (pursuant to Section 23.C.4.b.3. [Long Term Disability]) or STD. If a Flight Attendant is receiving a Worker's Compensation or STD benefit, her/his choice of between seventy (70) and one hundred twenty (120) TFP will be multiplied by her/his step rate and reduced by such benefit; the remainder will be divided by the Flight Attendant's step rate and further divided by four (4.0) TFP per vacation/Longevity PTO day and then rounded to the nearest whole number; the result is the calculated vacation/Longevity PTO day(s) equivalent for this application. Such day(s) will be deducted from her/his vacation/Longevity PTO balance.~~

b. If a Flight Attendant has no paid vacation for a calendar year due to not meeting the ~~four-hundred eighty (480.0) TFP~~ requirement in Section 14.A.4. [~~Vacation/Longevity Paid Time Off...~~], ~~s/he~~they may utilize ~~her/his~~their maximum possible vacation entitlement ~~and Longevity PTO ("virtual vacation bank")~~ on the same basis as Section 23.B.1.c. [Eligibility for Insurance] (based on years of service, no pay or flying requirement) to coordinate in order to maintain medical insurance.

Examples:

1. A Flight Attendant has five (5) years of Company Seniority and could potentially have twenty-one (21) days' vacation credit, but ~~s/he~~they did not meet the four-hundred eighty (480.0) TFP threshold the year prior and therefore has no paid vacation. Regardless, twenty-one (21) days of vacation will be credited towards ~~her/his~~their "virtual vacation ~~coordination~~bank" for the purpose of maintaining medical insurance.

2. A Flight Attendant has thirty-five (~~35~~) years of Company Seniority and twenty-five (25) years of Occupational Seniority and could potentially have ~~thirty-five~~forty-two (~~35~~42) days of vacation ~~and seven (7) days of Longevity Paid Time Off credit~~, but ~~s/he~~they did not meet the four-hundred eighty

298 (480.0) TFP threshold the year prior and therefore has no paid vacation. Regardless, forty-two (42)
299 days of ~~combined-vacation/Longevity-PTO~~ will be credited towards ~~her/his~~their "virtual vacation
300 ~~coordination-bank~~" for the purpose of maintaining medical insurance.

301 3. The unpaid days from the "virtual vacation ~~coordination-bank~~" in the above examples will be applied
302 per 2.a. above for insurance qualification. This 'soft credit' will not apply ~~for-to~~ qualification for any
303 other application.

304 3. Coordination and Transitioning from Sick Leave to Vacation/~~Longevity-PTO~~ and Vice Versa

305 If a Flight Attendant elects to receive compensation while on a leave of absence listed in M.1. or M.2., above,
306 s/he may draw from her/his sick leave or vacation/~~Longevity-PTO~~ bank in any order consecutively but not
307 concurrently.

308 a. Flight Attendants may switch from coordinating with sick leave and/or vacation (or vice versa) more than
309 one time, and in any order consecutively but not concurrently.

310 b. Flight Attendants are not required to drain either of their sick leave banks or vacation bank prior to
311 switching to the other form of compensation.

312 c. Selection of either or both sick leave banks or vacation may be made monthly.

313 d. Once ~~s/he~~their has stopped using any form of compensation, ~~s/he~~they may not re-commence receiving
314 compensation during the course of the same leave of absence.

315 4. Look-back Threshold Calculation During Coordination with Such Leaves

316 a. Any bid month a Flight Attendant is on a medical, maternity or parental leave, FMLA, STD or LTD and is
317 coordinating sick leave (or vacation with ~~Short-Term-Disability~~STD), such month will not count toward
318 the look-back threshold calculation (of two-hundred forty (240.0) TFP or four-hundred eighty (480.0)
319 TFP) for the purposes of applicable provisions in Sections 13 [Uniforms], 14 [Vacations], 23 [Insurance
320 Benefits] and 32 [Attendance Policy]. A Flight Attendant who is receiving Workers' Compensation will also
321 receive the TFP credit of paid sick leave or vacation/~~Longevity-PTO~~ that is being coordinated with such
322 benefit.

323 b. The look-back will be based on a calendar year but may extend into the prior year(s) to include additional
324 bid month(s) equal to the number of excluded bid month(s), such that twelve (12) full bid months are
325 included in determining if either threshold has been met.

326 c. A Flight Attendant with less than twelve (12) full bid months of active service will receive full benefits of
327 the provision in question until such time that ~~s/he~~they ~~has~~have twelve (12) full bid months of active
328 service, at which point the thresholds above will apply.

329 N. UNPAID LEAVES (WITHOUT COORDINATION)

330 Any bid month a Flight Attendant is on an unpaid personal, military, extended, medical, maternity or parental
331 leave, FMLA, Workers' Compensation, STD or LTD, or on a furlough (including voluntary furlough) and is not
332 coordinating sick leave (or vacation with ~~Short-Term-Disability~~STD, ~~Long-Term-Disability~~LTD or Workers'
333 Compensation), the Flight Attendant will receive an unpaid credit of one and one-third (1.333) TFP for each day
334 for which ~~s/he is~~they are on such leave of absence or furlough for the purposes of applicable provisions in Sections
335 13 [Uniforms], 14 [Vacations], 23 [Insurance Benefits] and 32 [Attendance Policy]. Such unpaid credit will also be
336 applied during the first twelve (12) calendar weeks absent due to a compensable occupational illness or injury
337 (~~i.e.~~receiving compensation from Workers' Compensation or a Company-approved alternative program) while
338 a Flight Attendant is receiving "make whole" pay pursuant to Section 16.I.1.a. [Workers' Compensation].

339 O. WORKERS' COMPENSATION

340 *See Section 16.I. [Workers' Compensation], 15.M. [Leaves with Coordination...] and 15.N. [Unpaid Leaves...].*

341 P. LONG-TERM DISABILITY (LTD)

342 *See Section 23.C. [Long-Term Disability (LTD)].*

343

344

345 **Addendum**

346
347 **What obligation do I have to notify the Company with respect to my pregnancy?**

348 You must notify the Company when you are no longer fit for duty due to the pregnancy, but by no later than your
349 twenty fourth (24th) week of pregnancy. Section 15.D.1. [Maternity Leave...]

350 **1. What happens when I go on maternity leave?**

351 a. You may continue to work through the twenty eighth (28th) week of pregnancy, unless your physician has
352 determined that you are not fit for duty before that time. Section 15.D.1. [Maternity Leave...]

353 b. You may stay out one hundred twenty (120) days after the termination of the pregnancy. You are required
354 to return the one hundred twenty first (121st) day. You may bid if your one hundred twenty first (121st) day
355 occurs mid month provided you submit a note from your physician releasing you to fly without restrictions by
356 the first (1st) of the month prior to your return. Section 15.D.2. [Maternity Leave...] and 15.I. [Return to
357 Work...]

358 c. You accrue seven (7.0) TFP of sick leave per month for up to ninety (90) days while using sick leave. Section
359 16.G. [Sick Leave Accrual...]

360 d. You have the option but are not required to exhaust sick leave and accrued vacation while on maternity leave.
361 Section 15.D.4. [Maternity Leave...] [See Arbitration #40-94 (Randall 11/21/94)]

362 e. You continue to accrue seniority while on maternity leave. Section 15.D.4. [Maternity Leave...]

363 **2. May I extend my maternity leave if it is not medically necessary?**

364 Yes. You are entitled to a one (1) to eight (8) month maternity extension leave after the baby is born without
365 losing seniority. Section 15.D.6. [Maternity Leave...]

366 **3. If I request a medical leave and submit a written request for such a leave to the Company
367 accompanied by a statement from a qualified physician recommending such leave, can the Company
368 require me to see the Company doctor?**

369 Yes, the Company can require a medical examination by a doctor of the Company's choosing. The Flight Attendant
370 may use the provisions of Section 17 [Medical Examination] if s/he disputes the results. Section 15.C.1. [Medical
371 Leave...]

372 **4. Do I accrue seniority while on a leave of absence?**

373 Yes, you continue to accrue seniority during an approved leave of absence.

374 **5. If I am on maternity leave for one (1) year and then request and receive a medical leave due to an
375 unrelated illness or injury, do I continue to accrue seniority during the medical leave?**

376 Yes. Section 15.C. [Medical Leave...]

377 **6. How much time off will I be granted if I adopt a child who is currently not living in my home?**

378 One hundred twenty (120) days. Section 15.E. [Parental Leave...]

379 **7. What must a Health Care Provider's Statement contain in order to request a Medical Leave of
380 Absence?**

381 a. Date of illness/injury

382 b. Anticipated duration of leave of absence

383 c. Health Care Provider's signature

384 Section 15.C.1. [Medical Leave...]

385 **8. I submit a doctor's note that releases me to fly on the fifth (5th) of September. On the sixth (6th) of
386 September I am injured in an accident and I am unable to fly at all that month. Do I still receive
387 insurance benefits?**

388 Yes. As long as you were released by your physician and considered physically fit on the fifth (5th) of September,
389 you will receive insurance benefits from the 5th through the end of the month even though you do not fly in
390 September [See Arbitration #40-94 (Randall 11/21/94).].



- 391 ~~9.—What is the definition of immediate family for purposes of Bereavement Leave?~~
392 ~~Parent; Grandparent; Spouse; qualified Domestic Partner; Child; Sibling; Parent-in-Law; qualified registered~~
393 ~~Domestic Partner's Parent, Grandchild and Step-Child.~~
- 394 ~~10.—What are the procedures for Bereavement Leave?~~
395 ~~a.—When it is necessary for a Flight Attendant to take a leave of absence for the purpose of attending funeral~~
396 ~~services for a family member as defined in Section 15.H. [Bereavement Leave...], the following conditions will~~
397 ~~apply:~~
- 398 ~~1.—If a Flight Attendant requests a leave of absence for the purpose of attending funeral services, the~~
399 ~~Company may grant only consecutive work days.~~
 - 400 ~~2.—If a Flight Attendant requests a leave for bereavement, the sick days and/or vacation/Longevity PTO~~
401 ~~days, if applicable, must be used within thirty (30) calendar days from the date of death of the family~~
402 ~~member.~~
 - 403 ~~3.—A leave of absence granted under Section 15.H. [Bereavement Leave...], will not constitute a Chargeable~~
404 ~~Occurrence that disqualifies a Flight Attendant from Record Improvement under Section 32 [Attendance~~
405 ~~Policy]~~
- 406 ~~b. Special circumstances will be handled on an individual basis at the sole discretion of the Company.~~



A. SICK LEAVE ACCRUAL

1. A Flight Attendant will accrue one (1.0) TFP sick leave for each ten (10.0) TFP flown or credited during the ~~Sick Leave will not be accrued on TFP credited on sick leave.~~bid month.
2. The sick leave will be allocated into a State Sick Leave bank and a Collective Bargaining Agreement (CBA) sick leave bank as follows:
 - a. One (1.0) TFP for every thirty (30.0) TFP (0.033:1) into the State Sick Leave bank
 - b. Two (2.0) TFP for every thirty (30.0) TFP (0.067:1) into the CBA Sick Leave bank
3. Sick leave will not be accrued on TFP credited as sick leave. CBA Sick Leave will accrue at a rate of one (1.0) TFP for every ten (10.0) TFP (0.10:1) for all TFP paid during vacation.
4. Every January 1st a Flight Attendant will carry over up to forty (40.0) TFP of State Sick Leave from the prior year. If the state bank balance is in excess of forty (40.0) TFP (as of December 31st), a Flight Attendant must elect by the same date, one of the following options:
 - a. Cash out. Any cash out will be paid out at one hundred percent (100%) at the Flight Attendant's rate of pay (as of December 31st of the prior year), and such payout will be on the first February payroll for Flight Attendants; or
 - b. Transfer to the Flight Attendant's CBA Sick Leave bank.
 - c. If the Flight Attendant makes no election, then the default will be the cash-out outlined in 16.A.4.a. above.
 - d. A Flight Attendant may designate their preference using a form accessible on the Inflight website, and such preference will remain in effect until changed.
- ~~2.5.~~ Maximum accrual of the Flight Attendant's ~~CBA s~~Sick ~~L~~Leave bank is ~~one thousand seven~~twenty-four hundred (~~1700~~2400.0) TFP.
- ~~3.6.~~ A Flight Attendant may accrue State and CBA Sick Leave but may not take any ~~CBA s~~Sick ~~L~~Leave while on probation as a Flight Attendant pursuant to Section 7.A. [Probationary Period]. A Flight Attendant may take State Sick Leave on or after ninety (90) days from the Flight Attendant's date of hire with the Company.
- ~~4.7.~~ Sick Leave will not accrue on Stranded Pay (see Section 21.N. [Stranded Pay]).

B. ~~LINEHOLDER~~-SICK LEAVE USAGE - GENERAL

1. For the purposes of this provision, "family" or "family member" will refer to individuals defined in the Sick Family/Sick Child LOA.
2. Accrued and available CBA Sick Leave may be used for any of the following reasons:
 - a. The Flight Attendant's illness or injury;
 - b. To care for the Flight Attendant's family member who has an illness or injury;
 - c. Applicable provisions in Section 15 [Leaves of Absence] (e.g. leaves with coordination, bereavement leave etc.);
 - d. Injury or illness related to domestic violence; or
 - e. Where otherwise explicitly allowed pursuant to CBA provisions.
3. Accrued and available State Sick Leave may be used for any of the following reasons:
 - a. The Flight Attendant's personal illness or injury;
 - b. To care for the Flight Attendant's family member who has an illness or injury;
 - c. The Flight Attendant's or the Flight Attendant's family member's preventative medical care;
 - d. Domestic violence, harassment, or sexual assault against or stalking of the Flight Attendant;
 - e. To grieve the death of a Flight Attendant's family member, to attend the funeral or funeral alternative of a Flight Attendant's family member, or to make arrangements necessitated by the death of a Flight Attendant's family member;



- f. Closure of the Company or the school or place of childcare of a Flight Attendant's child, by order of a public official due to a public health emergency;
 - g. A determination by a lawful public health authority or a healthcare provider that the Flight Attendant's presence or the Flight Attendant's family member's presence in the community would jeopardize the health of others;
 - h. The Flight Attendant's exclusion from the workplace under any law or rule that requires the Company to exclude the Flight Attendant from the workplace for health reasons;
 - i. The Flight Attendant's residence or the Flight Attendant's domicile is in a Level 2 or 3 evacuation zone;
or
 - j. When a public official has determined that the air quality or heat indexes at the Flight Attendant's work location are at a level where continued exposure would jeopardize the health of the Flight Attendant.
4. A Flight Attendant will designate whether the Flight Attendant is using State Sick Leave or CBA Sick Leave at the time of the sick leave call to Crew Scheduling. If a Flight Attendant does not make a designation at the time of the sick leave call, then the designation will default to CBA Sick Leave. A Flight Attendant may change any designation prior to the end of their next sequence.
5. A Flight Attendant may use more than one sick leave bank per sequence only if the designated bank is insufficient to cover the entire sequence.
- a. If the Flight Attendant designates State Sick Leave usage, and there is enough leave in the State Sick Leave bank to cover at least the first day of the sequence but not enough State Sick Leave to cover the entire sequence, the State Sick Leave bank will be used to cover as many full days of the sequence as possible. Any additional full days of the sequence not covered by the State Sick Leave bank will be covered by the CBA Sick Leave bank.
 - b. If the Flight Attendant designates CBA Sick Leave usage, and there is enough leave in the CBA Sick Leave bank to cover at least the first day of the sequence but not enough leave to cover the entire sequence, the CBA Sick Leave bank will be used to cover as many full days of the sequence as possible. Any additional full days of the sequence not covered by the CBA bank will be covered by the State Sick Leave bank.
 - c. If the Flight Attendant has insufficient State Sick Leave available to cover at least the first day of the sequence, then any available CBA Sick Leave will be utilized for the sick call until the CBA bank is exhausted, and then sick leave from the state bank will be utilized for any remaining amount not already covered by the CBA bank until the state bank is exhausted.
 - d. If the Flight Attendant has insufficient CBA Sick Leave available to cover at least the first day of the sequence, then any available CBA Sick Leave will be utilized for the sick call until the CBA bank is exhausted and then sick leave from the state bank will be utilized for any remaining amount not already covered by the CBA bank until the state bank is exhausted.

C. LINEHOLDER AND RESERVE SICK LEAVE USAGE

1. Lineholder Sick Leave Usage

- ~~1.a.~~ A Lineholder Flight Attendant holding a regular line will be charged sick leave on a TFP basis for each day of scheduled flying for which s/he or other work the Flight Attendant fails to perform as a result of illness or injury sick leave usage.
- ~~2.b.~~ A Flight Attendant not holding a regular line who is absent for the entire month (i.e., on a leave of absence) due to illness, or injury, or other sick leave qualifying event will be paid sick leave from her/his sick leave bank pursuant to Section 15.M. [Leaves with Coordination...] up to a maximum of one-hundred twenty (120.0) TFP.

2. Reserve Sick Leave Usage

- a. A Reserve Flight Attendant holding a reserve line for the month will be paid sick leave at five (5.0) TFP per day from the Flight Attendant's sick leave bank, for for each day s/he the Flight Attendant is unavailable for duty on a reserve day on account of illness or non-related job injury sick leave usage,



continuing to but not including the day ~~s/he~~the Flight Attendant is cleared for duty. A Reserve Flight Attendant who calls in sick on a reserve day or trades away a reserve day will have five (5.0) TFP deducted from the reserve guarantee for each day. The new guarantee reflects what the reserve Flight Attendant will be guaranteed for the remaining portion of ~~her/his~~the Flight Attendant's reserve month, excluding sick leave paid.

- b. A Flight Attendant not holding a reserve line who is absent for the entire month (i.e., on a leave of absence) due to illness, ~~or~~ injury, or other sick leave qualifying event will be paid sick leave ~~from her/his sick leave bank~~ pursuant to Section 15.M. [Leaves with Coordination...] up to a maximum of one-hundred twenty (120.0) TFP.

~~C.D.~~ SICK LEAVE PAY APPLICATION

Pay for sick leave will be based on one-hundred percent (100%) of the Flight Attendant's appropriate trip rate.

- 1. Sick Leave will be paid on the scheduled TFP value of any scheduling obligation(s) dropped due to ~~illness or injury~~sick leave usage unless specifically excluded elsewhere in this Agreement. Sick leave paid on the Extended Overnight Rule and/or the Multiday Sequence Minimum (Section 21.D. [Minimum Pay Rules], Extended Overnight Rule and Multiday Sequence Minimum) will be based on the scheduled TFP value of these applications.
- 2. CBA Sick Leave will not be paid on the following:
 - a. Picked up flying not flown during scheduled vacation days (Section 14.J. [Voluntary Flying Into...]);
 - b. Picked up flying not flown on any day(s) in which ~~s/he is~~they are already receiving pay protection (Section 21.M. [Pay Protection...]);
 - ~~c. Sit Pay (Section 21.T. [Sit Pay]); and~~
 - ~~d. c. Recurrent Training (Section 30.B.7. [Recurrent Training]).~~
- 3. CBA and State Sick Leave will not be paid on Boarding Pay (Section 21.A.2. [TFP Step Base...]) and Sit Pay (Section 21.T. [Sit Pay]).
- ~~3.4.~~ A Flight Attendant will not receive the Average Duty Period Guarantee on any partial or full sequence in which CBA Sick Leave is utilized to cover an illness or injury (Section 21.D. [Minimum Pay Rules], Average Duty Period Guarantee).

~~D.E.~~ SICK LEAVE CONVERSIONS

- 1. Flight Attendants who transfer to Inflight from another department within the Company will have their accrued sick leave converted from hours to TFP by ~~multiplying~~dividing hours by ~~the current TFP conversion rate, which is~~ one and thirteen one-hundredths (1.13) TFP per hour.

Examples:

A Flight Attendant has one-hundred (100) hours of sick leave from ~~her/his~~their job in Reservations. Upon transferring to Inflight, ~~s/he~~the Flight Attendant will have eighty-eight and one-hundred thirteen (88.5) TFP for sick leave.

A Flight Attendant has five-hundred twenty-five (525) hours of sick leave from ~~her/his~~their job as a CSA. Upon transferring to Inflight, ~~s/he~~the Flight Attendant will have five-four hundred ninety-three (593.0)~~sixty-four and six-tenths (464.6)~~ TFP for sick leave.

- 2. Flight Attendants who transfer to Inflight from another department or location within the Company using State and CBA Sick Leave banks will have their two respective banks transferred using the TFP conversion rate in E.1. above for each bank. Flight Attendants who transfer to Inflight from another department or location within the Company without State Sick Leave banks will have up to forty (40.0) TFP of converted sick leave put into their State Sick Leave bank; any converted sick leave above forty (40.0) TFP will be put into their CBA Sick Leave bank.
- ~~2.3.~~ Unused CBA Sick Leave will accumulate up to a maximum of ~~one-thousand seven-two-thousand four-hundred (1,700,240.0)~~ TFP until a Flight Attendant terminates. Sick leave is not payable upon termination of employment.

(Retiree Health Benefits see Letter of Agreement 4 [Retiree Health Insurance LOA].)



3.4. Sick Leave Cash-out Conversion Upon Retirement

A Flight Attendant who retires directly from Alaska Airlines and has reached a minimum age of fifty-five (55) years and who has completed an aggregate total of ten (10) or more years of vesting service under [her/his/the Flight Attendant's](#) 401(k) plan, or who has completed a total of twenty (20) or more years of Company Service upon retirement, will be paid a lump sum equal to the Flight Attendant's current rate of pay multiplied by the sum of the Flight Attendant's accrued sick leave balance multiplied by ~~twenty-five percent (25%);~~

- a. [Twenty-five percent \(25%\) for balances of one-tenth \(0.1\) TFP to five-hundred sixty and nine-tenths \(560.9\) TFP;](#)
- b. [Fifty percent \(50%\) for balances of five-hundred sixty-one \(561.0\) TFP to eight-hundred forty-nine and nine-tenths \(849.9\) TFP; or](#)
- c. [One hundred percent \(100%\) for balances of eight-hundred fifty \(850.0\) TFP or greater.](#)

E.F. SICK LEAVE USAGE TRACKING

The Company will maintain a current record of [State and CBA Sick Leave](#) credits and withdrawals for each Flight Attendant. Such record will be made available to the individual Flight Attendant upon request.

F.G. SICK LEAVE ACCRUAL ON LEAVE OF ABSENCE UTILIZING SICK LEAVE

During a leave of absence of thirty (30) days or more granted to a Flight Attendant [where sick leave and/or vacation is utilized](#) the following will apply:

1. Sick leave will continue to accrue at a rate of seven (7.0) TFP per ~~calendar~~[bid](#) month, [credited to the State Sick Leave bank at a rate of two and three-tenths \(2.3\) TFP \(0.33:1\) and credited to the CBA Sick Leave bank at a rate of four and seven-tenths \(4.7\) TFP \(0.67:1\) per bid month,](#) for a period not to exceed ninety (90) days.
2. Accrual for partial ~~calendar~~[bid](#) months contained within the ninety (90) days will be prorated and rounded to the nearest one-tenth (0.1) TFP.

G.H. FURLOUGH APPLICATION

A Flight Attendant furloughed due to reduction of force will retain sick leave accrued prior to lay-off in the event of recall.

H.I. WORKERS' COMPENSATION

(See also [Section 15.M. \[Leaves with Coordination...\]](#) and [15.N. \[Unpaid Leaves...\]](#).)

1. During a Flight Attendant's absence due to an occupational illness or injury compensable under the applicable Workers' Compensation Law, or an alternative program of medical and indemnity benefits adopted by the Company in lieu of the Workers' Compensation program, ~~s/he~~[the Flight Attendant](#) will receive the following benefits from the Company:
 - a. For the first twelve (12) calendar weeks absent, the difference between ~~her/his~~[the Flight Attendant's](#) base pay and Workers' Compensation payments or payments under the alternative program adopted in lieu of Workers' Compensation. The base rate for the purpose of establishing such payments will be determined by adding together the trip rate (including vacation/Longevity PTO and sick pay) earned for the fifty-two (52) weeks of active duty immediately preceding the date of injury, excluding any premium pay, bonus payments, per diem payments or any other payment. The sum of the fifty-two (52) weeks' pay will be divided by fifty-two (52) and the result will be the base rate. ~~Employees~~[Flight Attendants](#) working less than fifty-two (52) weeks preceding the date of injury will have the base rate established by adding together the trip rate earned for the total number of weeks worked preceding the date of injury. The sum of the wages will be divided by the total number of weeks worked and the result will be the base rate. [If the Flight Attendant has a reoccurrence of the same injury, the twelve \(12\) calendar weeks absent, noted above, will be reduced by any time previously paid for the initial illness/injury. In the instance of a reoccurrence of the same injury, the base rate will be calculated using the fifty-two \(52\) weeks of active duty immediately preceding the effective date of the reoccurrence.](#)
 - b. At the conclusion of the period referred to in 1.a., above, a ~~disabled~~-Flight Attendant [on disability](#) may,



at ~~her/his~~ the Flight Attendant's option, draw upon State and CBA accrued sick leave pursuant Section 15.M.1.b. [Leaves with Coordination...]. ~~Alternatively, the Flight Attendant may, at her/his option, elect the minimum coordination with Workers' Compensation using sick leave and/or vacation/Longevity PTO pursuant to Section 15.M.1.a. [Leaves with Coordination...].~~

- c. These benefits will be in lieu of any other payment provided for in this ~~Article~~ Section for all absence due to the same illness or injury.
- d. For retention of group healthcare coverage at active employee rates by Flight Attendant(s) whose average monthly TFP earnings generate a benefit from Workers' Compensation or Short Term Disability that exceeds the maximum TFP of sick leave allowed per 16.B., above, see Section 15.K.3. [Short Term Disability (STD)].
2. Payment under 1.a., above, will commence upon a determination by the Company, its insurer, or an appropriate governmental body or court through a final non-appealable order that the claim for industrial illness or injury is compensable under the applicable Workers' Compensation Law or alternative program adopted in lieu of Workers' Compensation.
 - a. Until the claim has been deemed compensable under the applicable Workers' Compensation Law or alternative program adopted in lieu of Workers' Compensation and a definite rate has been established, the ~~employee~~ Flight Attendant will be paid ~~her/his~~ their normal base rate from accrued sick leave.
 - b. When the claim has been deemed compensable under the Workers' Compensation Law or the alternative program adopted in lieu of Workers' Compensation, the employee's sick leave accrual will be replenished by the number of TFP used for purposes of the payment described in 2.a., above, and payments will continue as defined in 1.a., above.
3. The Company may require the injured employee to submit to a physical examination by a doctor of the Company's choosing to determine whether or not the employee is fit to return to work. Payments by the Company under this policy may be terminated if the employee refuses to submit to a physical examination as outlined above or if the employee is found fit to return to work.
4. The laws governing occupational injuries and illness will be the laws of the jurisdiction in which the Flight Attendant is domiciled.
5. Any alternative program adopted by the Company in lieu of Workers' Compensation coverage will provide benefits to covered Flight Attendants at least equal to benefits that would be provided through Workers' Compensation coverage.

I.J. ALTERNATE DUTY

1. A Flight Attendant on Workers' Compensation leave of absence will have the option of performing alternate duty ~~at any time. However, declining alternate duty prior to twelve (12) months will not have any negative impact on their Workers' Compensation benefits.~~
2. The maximum number of days that a Flight Attendant may work alternate duty in a month will be determined by taking the average number of days that the Flight Attendant worked per month during the twelve (12) months preceding ~~her/his~~ their injury.
3. An alternate duty assignment may be made only when the Flight Attendant meets the skill level necessary for the position and ~~her/his~~ their medical provider certifies that ~~s/he is~~ they are able to perform the job.
4. A Flight Attendant will be paid and credited six (6.0) TFP for every eight (8) hours of alternate duty, pro-rated at three-quarters (0.75) TFP per hour with a minimum of four (4.0) TFP per day. If the Company cannot provide five (5) hours or more of alternate duty per day, the Flight Attendant will still be paid four (4.0) TFP. However, if the Flight Attendant's doctor has placed a limit on the number of hours the Flight Attendant is able to work and that limit is less than five (5) hours, the Flight Attendant will be paid the prorated TFP for the hours to which ~~s/he is~~ they are limited, not the four (4.0) TFP minimum stated above. It is understood that Workers' Compensation benefits may be adjusted when the Flight Attendant works alternate duty in accordance with applicable state law. The Flight Attendant will be paid any amount in excess of the Workers' Compensation benefits.
5. Alternate duty may be performed in any domicile, co-terminal or the Flight Attendant's registered commuter



city at her/his/their option.

6. A Flight Attendant will make reasonable efforts to schedule medical appointments, including physical therapy, around the alternate duty assignment. If this is not possible, the Company will excuse the Flight Attendant with no loss of pay.
7. No alternate duty assignment will expose the Flight Attendant to confidential information regarding her/his/their co-workers.
8. Company benefits including travel privileges will remain in effect when the Flight Attendant works alternate duty. S/he/They will also continue to accrue sick leave and receive vacation entitlement.
9. If a Flight Attendant is on a Workers' Compensation leave of absence for more than twelve (12) months, the Company may require her/him/them to perform alternate duty, provided that her/his/their physician has released her/him/them to perform such work. The Flight Attendant must report to the domicile (including co-terminals) closest to her/his/their residence. However, if s/he/they physically resides more than fifty (50) miles from the domicile closest to her/his/their residence the Company will provide:
 - a. Positive air travel from the nearest airport served by AAG flight(s).
 - b. Hotel accommodations.
 - c. Per diem - The Flight Attendant will receive per diem for the hours starting at departure for the alternate duty assignment and will terminate fifteen minutes (:15) after return to the nearest airport AAG flight(s) closest to the Flight Attendant's residence.

J.K. COMPANY PAID MEDICAL EVALUATION

Anytime a Flight Attendant is required by the Company to undergo a medical examination such examination will be at Company expense.

K.L. CALLING IN WELL

1. Lineholder: When a Lineholder on sick leave sufficiently recovers to resume flying before the end of her/his/their scheduled sequence that was removed due to sick leave, s/he/they will notify Crew Scheduling no later than 6:00 PM local domicile time the day prior. If agreed by the Flight Attendant, Crew Scheduling may:
 - a. Assign the Flight Attendant to pick up her/his/their sequence in a timely and cost-efficient manner.
 - b. Assign the Flight Attendant another sequence that will not violate legal rest time before the beginning of the Flight Attendant's next scheduled sequence.
 - c. Allow the Flight Attendant to sit reserve the remainder of her/his/their scheduled sequence with guaranteed reserve pay of five (5.0) TFP a day.
 - d. If none of the foregoing is agreed to by the Flight Attendant, allow the Flight Attendant to remain off duty for the remainder of the sequence, in which event accrued and unused sick pay will be collected for the remainder of the sequence.
 - e. In no event will a Flight Attendant be paid for sick leave after s/he/they resumes flying or assumes reserve status.
2. Reserve: When a Reserve on sick leave sufficiently recovers to resume flying before the end of her/his/their Reserve block that was removed due to sick leave, s/he/they will notify Crew Scheduling no later than 6:00 PM local domicile time the day prior. If agreed by the Flight Attendant, Crew Scheduling may:
 - a. Allow the Reserve to sit reserve the remainder of her/his/their reserve block with her/his/their monthly guarantee restored at five (5.0) TFP for each remaining day in the block.
 - b. If 2.a., above, is not agreed to by the Reserve, allow her/him/them to remain off duty for the remainder of the reserve block, in which event accrued and unused sick pay will be collected for the remainder of the block.
 - c. In no event will a Reserve be paid for sick leave after s/he/they resumes reserve status.

L.M. SICK LEAVE ON-LINE RETURN TO DOMICILE OR CO-TERMINAL

A Flight Attendant who reports in sick on-line will be returned on the first available AAG flight(s) to the following:



~~her/his~~their domicile or co-terminal, the domicile or co-terminal from which the sequence departed or ~~her/his~~their registered commuter city/co-terminal. ~~S/he~~They will be treated as positive space as a deadhead per [Section 10.X.10. \[Deadhead\]](#).

~~M.N.~~ SICK LEAVE MAKE-UP

1. Methods: A Flight Attendant who uses ~~her/his~~sick leave ~~bank for sick leave, FMLA or sick family~~ during a month will be afforded the opportunity to restore [CBA s](#)Sick ~~l~~Leave by picking up Sick Leave Make-Up Reserve Day(s) on the day(s) designated by Crew Scheduling.
 - a. There will be no fewer than four (4) days designated per bid month at each domicile. These four (4) days will be designated with at least twenty-four (24) hours' notice. Additional days may be declared at any time.
 - b. Crew Scheduling will designate the number of and day(s) available for Sick Leave Make-Up Reserve Day(s). Sick Leave Make-Up Reserve Day(s) will be designated as 1-, 2-, 3-, or 4-day AM/PM blocks.
 - c. The Company will consider the MEC Scheduling chairperson's input in determining the distribution of Sick Leave Make-up days/blocks.
2. Limitations:
 - a. The maximum number of days picked up will be no more than the greater of:
 1. Day-for-day, e.g. four (4) day trip equals a maximum of four (4) Sick Leave Make-Up Reserve Day(s) or a four (4) day Reserve block equals a maximum of four (4) Sick Leave Make-Up Reserve Day(s).
 2. For a Lineholder picking up a Sick Leave Make-Up Reserve Day(s): Total sequence TFP divided by five (5), normal rounding convention, e.g. twenty-five (25.0) TFP 4-day sequence equal maximum of five (5) reserve days.
 3. For a Reserve picking up a Sick Leave Make-Up Reserve Day(s): Any day on which a Reserve calls out sick, including sick on-line, will be eligible for Sick Leave Make-Up Reserve Day(s) on a day-for-day basis per 2.a.1., above.
 - b. The Flight Attendant may choose to sit fewer day(s) of Sick Leave Make-Up Reserve Day(s) than the maximum number allowed in 2.a., above.
 - c. A Flight Attendant may not pick up available Sick Leave Make-Up Reserve Day(s) on the same day(s) as the trip/reserve day(s) for which ~~s/he~~they called in sick.
 - d. A Flight Attendant may not pick up available Sick Leave Make-Up Reserve Day(s) within twenty-four (24) hours of reporting sick.
3. Timeframe: The Flight Attendant will have up to the next two (2) bid periods to restore [CBA s](#)Sick ~~l~~Leave.
4. Restoration:
 - a. A Flight Attendant who makes up time will have ~~her/his~~their sick leave restored to ~~her/his~~their [CBA s](#)Sick ~~l~~Leave bank on a TFP for TFP basis.
 - b. Any premium(s) to which the Flight Attendant is entitled will be paid to ~~her/him~~them in addition to and separate from Sick Leave bank restoration.
 - c. The Flight Attendants will receive pay and credit [and accrue State and CBA Sick Leave](#) for any time flown [and/or credited](#) as Sick Leave Make-Up Reserve Day(s) in excess of sick leave restored.
 - d. [State Sick Leave will accrue at the rate set forth in 16.A.2.a for any time flown and/or credited as Sick Leave Make-Up Reserve Day\(s\).](#)
 - ~~4.e.~~ The total TFP value of the sick leave make-up performed (including any reserve day value) will be credited towards the 480 TFP for Vacation ([Section 14.A.4. \[Vacation/Longevity Paid Time...\]](#)), ~~960 TFP for Longevity PTO (Section 14.A.5. [Vacation/Longevity Paid Time...])~~, and for bank point and annual record improvement applications under the Attendance Policy ([Section 32.G. \[Record Improvement...\]](#))

Examples:

- a. The Flight Attendant calls in sick for a 3-day eighteen (18.0) TFP sequence, ~~s/he selects~~they select



two (2) Sick Leave Make-Up Reserve Days. ~~S/he does~~They do not receive a flying assignment. The Flight Attendant's ~~CBA s~~Sick Leave bank is restored ten (10.0) TFP. State Sick Leave is accrued at the rate set forth in 16.A.2.a for the ten (10.0) TFP, no CBA Sick Leave is accrued.

~~b-~~ The Flight Attendant calls in sick for a 2-day fifteen (15.0) TFP sequence, ~~s/he selects~~they select three (3) Sick Leave Make-Up Reserve Days. ~~S/he~~The Flight Attendant is assigned a 3-day sequence worth eighteen (18.0) TFP. ~~Her/his~~Their ~~CBA s~~Sick Leave bank will be credited fifteen (15.0) TFP and ~~s/he~~they will be paid the remaining three (3.0) TFP. State Sick Leave is accrued at the rate set forth in 16.A.2.a for the fifteen (15.0) TFP. CBA Sick Leave and State Sick Leave are accrued on the remaining three (3.0) TFP.

A Flight Attendant calls in sick for 5.2 TFP LAS turn out of SEA in June. They pick up a single Sick Leave Make-Up reserve day on the 4th of July and is assigned an 8.0 TFP ANC turn. State Sick Leave is accrued at the rate set forth in 16.A.2.a for 5.2 TFP. CBA Sick Leave and State Sick Leave are accrued on the remaining 2.8 TFP.

Credit/pay for the ANC turn will be:

8.0 TFP paid at 2.0x (due to July 4 holiday pay)

5.2 TFP backed out at straight time

5.2 TFP restored as sick leave to the CBA Sick Leave bank

- 5. General: Any Flight Attendant sitting a Sick Leave Make-Up Reserve Day(s) will be considered a Reserve Flight Attendant on that day(s).

Sick Leave Make-Up Reserve Day(s) are not eligible for Sick Leave Make-Up. However, until the ~~CBA s~~Sick Leave from the original occurrence has been restored, the Flight Attendant may utilize Sick Leave Make-Up Reserve Day(s) for that occurrence within the original time parameters.

~~**Do I accrue sick leave for those TFP paid as sick leave?**~~

~~No.~~

~~1. **Do I accrue sick leave on leave of absence?**~~

~~Yes, if the leave of absence is thirty (30) days or more and you are using sick leave, sick leave then accrues at a rate of seven (7.0) TFP per month for a period not to exceed ninety (90) days. Section 16.G. [Sick Leave Accrual...]~~

~~2. **If I pick up a sequence not on my line and subsequently call in sick, do I get sick leave pay and attendance points?**~~

~~Yes. You get attendance points pursuant to Section 32 [Attendance Policy] and you will get paid sick leave as long as sick leave is available in your sick leave bank.~~

~~3. **If I pick up a sequence on a reserve day off and subsequently call in sick, do I get sick leave pay and attendance points?**~~

~~Yes. You get attendance points pursuant to Section 32 [Attendance Policy] and you will get paid sick leave as long as sick leave is available in your sick leave bank.~~

~~4. **If I pick up a sequence while on vacation and subsequently call in sick, am I paid sick leave?**~~

~~No, however you accrue attendance points pursuant to Section 32 [Attendance Policy].~~

~~5. **If I am unable to work due to a Workers' Compensation situation for an extended period of time, how will I be compensated and what impact will it have on my sick leave accrual?**~~

~~When your Workers' Compensation Leave is more than thirty days (30) and you are using sick leave, you will continue to accrue sick leave at seven (7.0) TFP per month for a period not to exceed ninety (90) days. Section 16.G. [Sick Leave Accrual...]~~

~~Compensation laws for Workers' Compensation vary from state to state. In addition to the State benefits, the Company will provide the difference between the State's compensation and your base wage. Your base wage will be calculated in accordance with Section 16.I.1.a. [Workers' Compensation].~~



~~6. In the case of a re-occurrence of an occupational illness or injury, will I be entitled to the twelve (12) week pay provision provided for in Section 16.J.1.a.?~~

~~Yes, less any time previously paid for the initial occupational illness or injury. The base rate referenced in Section 16.I.1.a. [Workers' Compensation] will be calculated using the fifty two (52) weeks of active duty immediately preceding the effective date of the re-occurrence of the occupational illness or injury. Section 16.I.1.a. [Workers' Compensation] (See Arbitration #7-96 (Fishgold 1/23/98))~~

~~7. How am I paid if I perform Sick Leave Make-up and I am due premium pay?~~

~~A Flight Attendant calls in sick for 5.2 TFP LAS turn out of Seattle in June. She picks up a single Sick Leave Make Up reserve day on the 4th of July and is assigned an 8.0 TFP ANC turn.~~

~~Credit/pay for the ANC turn will be:~~

- ~~• 8.0 TFP paid at double time.~~
- ~~• 5.2 TFP backed out at straight time.~~
- ~~• 5.2 TFP restored as sick leave.~~

1 A. EXAM REQUIREMENTS AND PROCEDURES

2 A Flight Attendant will be required to submit to any medical, mental, or physical
3 examination(s) or test(s) when the Company determines that reasonable grounds exist to
4 establish that a Flight Attendant's medical, mental, or physical condition is impaired enough
5 to question her/his/their ability to perform the job of Flight Attendant. The Flight Attendant
6 will be notified in writing of the reason for the request.

7 1. When the Company withholds a Flight Attendant from service the following will apply:

8 a. S/he/The Flight Attendant will be paid the greater of time lost or for the time withheld
9 based on the average of the last twelve (12) full bid months actually worked.

10 b. On the day of the exam and for any day(s) associated with air travel to and from the
11 exam, the Flight Attendant will be paid the greater of four (4.0) TFP or time that is
12 dropped for each day.

13 2. Transportation to and from exams will be provided at Company expense as follows:

14 a. Flight Attendants not residing in the greater metropolitan area of the exam location
15 will be provided positive space online travel, non-bumpable on AAG (AS and QX) to
16 and from the airport serving that city.

17 b. Ground transportation from the airport to and from the exam will be provided in
18 addition to a hotel room if an overnight stay is required.

19 3. Any physical examination that evaluates a Flight Attendant's ability to perform her/his/their
20 duties will reasonably and fairly approximate the actual duties and physical requirements
21 of a Flight Attendant.

22 4. Flight Attendants will be provided with copies of all medical evaluations, reports, test
23 results, and diagnostic interpretations or given the option to have them sent to the doctor
24 of their choice.

25 B. EXAM DISPUTES

26 A Flight Attendant who disputes the Company's interpretation of a medical examination,
27 required by the Company and performed by a doctor selected by the Company, may, at
28 her/his/their option, may have a review of her/his/their case in the following manner:

29 1. Within fifteen (15) days of the date s/he/they is/are presented the Company's
30 interpretation, s/he/the Flight Attendant may employ a qualified doctor of her/his/their own
31 choosing and at her/his/their own expense for the purpose of conducting a medical
32 examination for the same purpose as the medical examination made by the doctor
33 employed by the Company.

34 2. A copy of the findings of the doctor chosen by the employee-Flight Attendant will be
35 furnished to the Company within fifteen (15) days following the examination and, in the
36 event, that such findings verify the findings of the doctor employed by the Company, no
37 further medical review of the case will be afforded.

38 3. In the event that the findings of the doctor chosen by the employee-Flight Attendant
39 disagree with the findings of the doctor employed by the Company, the Company will, at
40 the written request of the employee-Flight Attendant, ask that the two (2) doctors agree
41 upon and appoint a third qualified and neutral doctor, for the purpose of making a further
42 medical examination of the employee-Flight Attendant. In the event the employee-Flight

- 43 Attendant fails to submit such a written request, the results of the original Company
44 examination will govern.
- 45 4. Such three (3) doctors, one (1) representing the Company, one (1) representing the
46 ~~employee~~ Flight Attendant affected, and one (1) neutral doctor approved by the Company
47 doctor and the ~~employee's~~ Flight Attendant's doctor, will constitute a board of three (3)
48 doctors. The majority vote of which will decide the case.
- 49 5. The expense of employing the neutral doctor will be borne equally by the Company and
50 the Flight Attendant. Copies of such doctor's report will be furnished to the Company and
51 to the ~~employee~~ Flight Attendant.
- 52 6. Transportation to and from the exam and hotel, if necessary, will be provided pursuant to
53 A.2. [Exam Requirements...], above.
- 54 7. When a Flight Attendant is removed from flight status pending a "Fit for Duty Analysis"
55 by the Company's doctor, ~~as a result of failure~~ and they fail to pass the Company's
56 physical examination ~~(including a "Fit for Duty Analysis")~~ and appeals such action under
57 the provisions of this Section, ~~s/he~~ the Flight Attendant will be returned to service if
58 ultimately found "fit for duty".
- 59 8. When withheld from service a Flight Attendant will be paid the greater of ~~her/his~~ their time
60 lost or for the time withheld based on the average of the last twelve (12) full bid months
61 actually worked. The Flight Attendant will be made whole for all benefits and accruals.
62 The above calculation(s) will be done on a monthly basis.
- 63 9. For the narrow purposes of this Section, "doctor" will mean a medical doctor (MD).

64 C. EXAM OUTCOMES AND PAY PROTECTION

- 65 1. Flight Attendant Fit for Duty
- 66 If the Company's interpretation based on the findings of the Company's doctor is that the
67 Flight Attendant is fit to perform their duties, pay protection set forth in A.1.a. and B.8.,
68 above, will cease on the date the Flight Attendant's schedule is released after the Flight
69 Attendant receives the Company's interpretation, and they will subsequently be returned
70 to service.
- 71 2. Flight Attendant Not Fit for Duty
- 72 a. If the Company's interpretation, based on the findings of the Company's doctor, is that
73 the Flight Attendant is not fit to perform their duties, pay protection set forth in A.1.a.
74 and B.8., above, will cease when the Flight Attendant is approved for a medical leave,
75 provided that the Flight Attendant applied for such leave no more than fifteen (15)
76 calendar days from the day after the date they were presented with the Company's
77 interpretation.
- 78 b. If the Flight Attendant does not apply for medical leave, pay protection will cease on
79 the later of:
- 80 1. Fifteen (15) calendar days from the day after the date they were presented with
81 the Company's interpretation unless the Flight Attendant begins the exam dispute
82 process; or
- 83 2. At the conclusion of the exam dispute process.

- 84 3. If the Flight Attendant is determined as not fit to perform their duties, either by not
85 disputing the Company's interpretation based on the findings of the Company's doctor or
86 as the outcome of the exam dispute process, they may:
- 87 a. Apply for a medical leave of absence no more than fifteen (15) calendar days from the
88 day after the date the Flight Attendant is presented with the Company's interpretation;
 - 89 b. Retire (if eligible), or
 - 90 c. Resign.
- 91 If the Flight Attendant does not elect one of the options above, they may be subject
92 to separation from the Company.



1 A. NOTIFICATION OF REDUCTION IN FORCE ~~COMPANY'S REQUIREMENT TO NOTIFY~~
2 ~~ASSOCIATION PRIOR TO REDUCTION IN FORCE OR RECALL~~

- 3 1. The Company will notify the MEC President prior to announcing or utilizing a reduction in
4 force or recall of Flight Attendants.
5 2. Prior to a furlough, the Company will post a notice indicating the approximate number of
6 Flight Attendants to be furloughed and will furnish a list of the employees to be furloughed
7 to the ~~Local Executive Council (LEC)~~ President of the domicile affected.

8 B. MITIGATION OF INVOLUNTARY FURLOUGH ~~MITIGATION~~

9 Prior to implementing a Reduction in Force, the Company and the Association will meet for a
10 period not to exceed fourteen (14) days to consider providing lower line averages, ~~low-bid~~
11 ~~option~~ LBO lines, adjustment of the line value range, or other programs to help mitigate a
12 reduction in force. The Company and the Association must mutually agree to all mitigation
13 programs. When there is a Reduction in Force the Company will offer the following:

14 1. Extended Leave of Absence

- 15 a. The Company will offer extended leaves of absence prior to any furloughs including
16 voluntary furloughs. The Company will determine the number of leaves offered and
17 the duration of the leaves.
18 b. Extended leaves will be awarded in system seniority order.
19 c. The Flight Attendant's longevity ("vesting service" for 401(k) vesting and retirement
20 eligibility) will be frozen while out on leave, however, Company and Occupational
21 Seniority ~~seniority~~ will continue to accrue.
22 d. The Flight Attendant will be allowed to maintain medical coverage for the duration of
23 the leave by paying COBRA rates if the Flight Attendant qualified for and purchased
24 medical coverage prior to taking the leave.
25 e. Flight Attendants on an extended leave (as it pertains to this Section) will be eligible
26 for online ~~(AS and QX)~~ travel privileges.
27 f. Flight Attendants on extended leave must remain current, pursuant to Section 15.A.3.
28 [Leaves of Absence - General]. They will be paid for such training and the Company
29 will pay the ~~Flight Attendants'~~ medical premium for ~~those Flight Attendants~~ who
30 maintained medical coverage outlined in 1.d., above, during the month s/he/they
31 attend training. The Company will provide positive space online travel to and from
32 training, per diem, and a hotel room, if required.
33 g. Flight Attendants who are on an extended leave, who are involuntarily furloughed, will
34 be removed from extended leave status and placed on involuntary furlough status
35 with all terms, conditions, and benefits of involuntary status.
36 h. The Company may request ~~the a~~ Flight Attendant on an extended leave return to work
37 prior to the end of her/his/their extended leave but ~~the Flight Attendant is~~ they are not
38 required to return before the extended leave expires. Such requests will be made in
39 Occupational Seniority order.
40 i. A Flight Attendant returning to work from an extended leave will be returned to their
41 most recent domicile unless all of the following are true:
42 1. They have a standing bid on file for another domicile that is listed at a higher

- 43 [priority than their recent domicile; and](#)
- 44 2. [There is a vacancy at the other domicile; and](#)
- 45 3. [They have sufficient seniority to be awarded the transfer.](#)

46 2. Voluntary Furloughs

- 47 a. The Company will determine varying durations of the voluntary furloughs in addition
- 48 to [the](#) "length of furlough" duration but not to exceed five (5) years.
- 49 b. Voluntary furloughs will be awarded in system seniority order.
- 50 c. Flight Attendants on voluntary furlough are not eligible for severance pay.
- 51 d. The Flight Attendant's longevity ("[vesting service](#)" for 401(k) vesting and retirement
- 52 [eligibility](#)) will be frozen while out on voluntary furlough, however, [Company and](#)
- 53 [Occupational](#) seniority will continue to accrue.
- 54 e. The Flight Attendant will be allowed to maintain medical coverage at active rates
- 55 during the voluntary furlough if the Flight Attendant qualified for and purchased
- 56 medical coverage prior to taking the voluntary furlough.
- 57 f. Flight Attendants on a voluntary furlough will be eligible for online ~~(AS and QX)~~ travel
- 58 privileges.
- 59 g. Flight Attendants on voluntary furlough must remain current, pursuant to [Section](#)
- 60 [15.A.3. \[Leaves of Absence - General\]](#). They will be paid for such training and the
- 61 Company will pay the ~~Flight Attendants'~~ medical premium for ~~those~~ [Flight Attendants](#)
- 62 who maintained medical coverage outlined in 2.e., above, during the month they
- 63 attend training. The Company will provide positive space online travel to [and from](#)
- 64 training, per diem, and a hotel room, if required.
- 65 h. Flight Attendants who are on a voluntary furlough and who are subsequently
- 66 involuntarily furloughed, will be removed from voluntary furlough status and placed
- 67 on involuntary furlough status with all terms, conditions, and benefits of involuntary
- 68 status.
- 69 i. [Flight Attendants will not accrue vacation time while on voluntary furlough.](#)
- 70 j. [Section 15.N. \[Unpaid Leaves \(without Coordination\) will apply while on voluntary](#)
- 71 [furlough.](#)

72 C. INVOLUNTARY FURLOUGH ~~AFTER COMPLETION OF PROBATION~~

- 73 1. [Order of Involuntary Furlough](#)
- 74 [If an insufficient number of Flight Attendants bid for voluntary furlough or extended leave,](#)
- 75 [the Flight Attendant with the least Occupational Seniority will be furloughed.](#)
- 76 2. [No Vacation Accrual](#)
- 77 [Flight Attendants will not accrue vacation time while on involuntary furlough.](#)
- 78 3. [Minimum Flying Credits](#)
- 79 [Section 15.N. \[Unpaid Leaves \(without Coordination\)\] will apply while on involuntary](#)
- 80 [furlough.](#)
- 81 4. [Involuntary Furlough Severance Pay](#)

82 [A Flight Attendant being involuntarily furloughed will receive severance pay as follows:](#)

[Years Completed](#)

[Severance Allowance](#)

<u>1 year but less than 5 years</u>	<u>40.0</u>	<u>TFP</u>
<u>5 years but less than 6 years</u>	<u>100.0</u>	<u>TFP</u>
<u>6 years but less than 7 years</u>	<u>120.0</u>	<u>TFP</u>
<u>7 years but less than 8 years</u>	<u>140.0</u>	<u>TFP</u>
<u>8 years but less than 9 years</u>	<u>160.0</u>	<u>TFP</u>
<u>9 years but less than 10 years</u>	<u>180.0</u>	<u>TFP</u>
<u>10 years but less than 11</u> <u>years</u>	<u>200.0</u>	<u>TFP</u>
<u>11 years but less than 12</u> <u>years</u>	<u>220.0</u>	<u>TFP</u>
<u>12 years or more of service</u>	<u>240.0</u>	<u>TFP</u>

83

84 5. Pay in Lieu of Notice ~~INVOLUNTARY FURLOUGH AFTER COMPLETION OF PROBATION~~

85 An employee who has completed the probationary period prior to being furloughed,
86 through no fault or action of ~~her/his~~their own, will receive two (2) weeks' notice or two
87 (2) weeks' pay in lieu of notice. ~~S/he~~They will receive no pay if one or more of the following
88 conditions exist:

- 89 a. ~~S/he~~They accepts any other employment with the Company.
- 90 b. The furlough is caused by an act of God, a war emergency, revocation of the
91 Company's operating Certificate(s) or grounding of a substantial number of the
92 Company aircraft.
- 93 c. The furlough is caused by a strike or picketing of the Company's premises or any work
94 stoppage or other action that would interrupt or interfere with any operations of the
95 Company.

96 6. Seniority Retention ~~INVOLUNTARY FURLOUGH SENIORITY RETENTION~~

97 a. An employee Flight Attendant on involuntary furlough will retain but not accrue
98 seniority and accrue Company and Occupational Seniority, including for pay and
99 vacation accrual; longevity ("vesting service" for 401(k) vesting and retirement
100 eligibility) will be frozen (i.e., retained, but not accrued. An employee Flight Attendant
101 who resigns from the Company while on furlough loses all seniority immediately upon
102 termination.

103 7. Insurance ~~RETENTION OF INSURANCE DURING INVOLUNTARY FURLOUGH~~

104 A Flight Attendant who has completed probation and is involuntarily furloughed will
105 continue to be covered by the insurance provided in this Agreement for a period of three
106 (3) months.

107 8. Online Pass Privileges ~~ONLINE PASS PRIVILEGES DURING INVOLUNTARY FURLOUGH~~

A Flight Attendant who has completed probation and is placed on an involuntary furlough
will retain online pass privileges on ~~AS and QX~~online as follows:

<u>Less than 1 year Occupational Seniority</u>	<u>=</u>	<u>3</u>	<u>months</u>
<u>1 year Occupational Seniority</u>	<u>=</u>	<u>6</u>	<u>months</u>
<u>2 years Occupational Seniority</u>	<u>=</u>	<u>9</u>	<u>months</u>

<u>3 years Occupational Seniority</u>	=	<u>12</u>	<u>months</u>
<u>4 years Occupational Seniority</u>	=	<u>18</u>	<u>months</u>
<u>5 years Occupational Seniority and thereafter</u>	=	<u>24</u>	<u>months</u>

108
109 D. PROCEDURES APPLICABLE TO VOLUNTARY AND INVOLUNTARY FURLOUGHEES

110 1. Address on File with the Company ~~FURLOUGHEE'S REQUIREMENT TO KEEP ADDRESS ON~~
111 ~~FILE WITH COMPANY~~

112 A Flight Attendant who has been furloughed due to a reduction in force will file provide
113 her/his/thier contact information (e.g. address, email, phone) with the appropriate
114 representative of the Company having jurisdiction over Flight Attendants at the time of
115 furlough and s/hetthey will thereafter promptly advise the Company of any change in
116 address.

117 2. Recall from Furlough and Bypass

118 a. The order of recall from furlough will be by Occupational Seniority seniority. A Flight
119 Attendant may decline recall until no Flight Attendant junior to her/him/them remains
120 on furlough. Flight Attendants will remain on the recall list for a period not to exceed
121 five (5) years.

122 b. ~~RECALL TO A DIFFERENT DOMICILE~~ Flight Attendant(s) will be recalled to a Domicile
123 where a vacancy exists. Flight Attendants who are recalled from furlough into a
124 domicile other than their last assigned domicile will be moved at Company expense
125 subject to the provisions in Section 28.B. [Relocation Expenses].

126 c. ~~RECALL BYPASS FOR FULL-TIME STUDENTS~~ In the event of a recall, if a Flight
127 Attendant on furlough is a full-time student in an accredited college or university, such
128 Flight Attendant they may at her/his option opt to be bypassed for recall without
129 forfeiting her/his/thier right to recall. The right to bypass will extend only to the current
130 term, in which the Flight Attendant is enrolled at the time of initial recall and may be
131 utilized only if the bypass would not necessitate additional hiring.

132 3. Notice of Reemployment

133 Notice of reemployment will be sent by Certified Mail Return Receipt Requested to the
134 last address on file with the Company, in addition to sending a read-receipt email to
135 the Flight Attendant's personal email address on file with the company. A Flight
136 Attendant will forfeit her/his/thier seniority with the Company if s/hetthey does not
137 signify her/his/thier intention to accept reemployment within fifteen (15) days after the
138 posted date of the notice or if s/hetthey does not return to the service of the Company
139 on the date specified in the notice offering reemployment.

140 4. Retention of Sick Leave ~~RETENTION OF SICK LEAVE CREDIT DURING FURLOUGH~~

141 The Flight Attendant will retain her/his/thier sick leave credit accrued prior to furlough.

142
143 **ADDENDUM**

144 ~~1. In what order will the Company furlough?~~

145 ~~Occupational Seniority on a system wide basis. Section 18.A.3. [Involuntary Furlough~~

146 Mitigation]

147 2. ~~In what order will I be recalled from furlough?~~

148 Occupational Seniority on a system-wide basis. Section 18.D. [Recall From Furlough...]

149 3. ~~Will I be recalled to the domicile from which I was furloughed?~~

150 You will be recalled to a domicile where a vacancy exists. If you are recalled to a domicile
151 other than your last assigned domicile, you will be moved at Company expense. Section
152 28.B.3. [Relocation Expenses]

153 4. ~~Do I accrue sick leave while on furlough?~~

154 No. Section 16.A. [Sick Leave]. However, you retain any sick leave credit accrued prior to
155 furlough for use if recalled. Section 18.F. [Retention of Sick Leave...]

156 5. ~~Do I have insurance benefits while on furlough?~~

157 Yes.

158 Involuntary furloughed Flight Attendants who have completed probation will be covered for
159 three (3) months. If your involuntary furlough exceeds three (3) months, your coverage will
160 terminate at the end of the three-month (3) period. You will then have the option to continue
161 coverage pursuant to the provisions of COBRA per Section 18.L. [Retention of Insurance...].

162 Flight Attendants who are awarded a voluntary furlough will be covered for the duration of
163 the voluntary furlough provided they pay the employee portion at the current active rate.
164 Section 18.A.2.c. [Involuntary Furlough Mitigation]

165 6. ~~Do I accrue vacation while on furlough?~~

166 No.

167 7. ~~If I'm furloughed, does that affect my step increase?~~

168 No, step increases occur on your Flight Attendant employment anniversary date. You will be
169 credited one and one third (1.333) TFP for each day you are on a furlough including a
170 voluntary furlough. Sections 18.K. [Involuntary Furlough Seniority Retention] and Section
171 21.B. [Anniversary Step Increases...]



1 A. DISMISSAL OR DISCIPLINARY PROCEDURE

2 1. A Flight Attendant will not be dismissed from the service of the Company or disciplined without notification of
3 such disciplinary action. Such notification will contain a precise statement of the charges. Notice of the
4 disciplinary action will be given within twelve (12) days from the date the Company could reasonably have
5 knowledge of the incident giving rise to the disciplinary action. The twelve (12) days will be extended by any
6 sick leave, leave of absence and/or vacation/Longevity PTO taken by the Flight Attendant, during which time
7 the Company will have no expectation that the Flight Attendant will make ~~her/himself~~themselves available unless
8 the Flight Attendant waives such extension. Notice of disciplinary action arising out of a written customer
9 complaint will be deemed to be timely if taken within twelve (12) days, as defined in C.2. [Grievance
10 Procedures – General], below, of the date the customer complaint is received by Customer Care as evidenced
11 by the date received stamp. The twelve (12) days will be extended by any sick leave, leave of absence and/or
12 vacation/Longevity PTO taken by the Flight Attendant, during which time the Company will have no
13 expectation that the Flight Attendant will make ~~her/himself~~themselves available unless the Flight Attendant
14 waives such extension.

15 a. No investigatory or work performance meeting will be conducted until the Flight Attendant has had an
16 adequate opportunity to obtain Union representation. If a Flight Attendant elects to meet on a day off,
17 ~~s/he~~they will be paid four (4.0) TFP. No investigatory or work performance meeting will be scheduled at
18 the end of a duty period that exceeds ten hours and thirty minutes (10:30) unless the Flight Attendant
19 consents.

20 b. Lineholder Investigatory or Work Performance Meetings

21 The Company will not conduct investigatory or work performance meetings with Flight Attendants during
22 scheduled or unscheduled ground times, unless the Flight Attendant consents. Investigatory or work
23 performance meetings will be conducted after the Flight Attendant completes a sequence or on a day off,
24 at the Flight Attendant's option. The Company may remove a Flight Attendant from ~~her/his~~their sequence
25 or end a Flight Attendant's sequence early to conduct an investigatory or work performance meeting.
26 When this occurs, the Flight Attendant will be pay protected and domicile rest will commence at the end
27 of the meeting. For purposes of this provision, a Lineholder who picks up reserve day(s) and attends a
28 meeting on one of those reserve days will be considered a Reserve.

29 c. Reserve Investigatory or Work Performance Meetings

30 The Company will not conduct investigatory or work performance meetings with Reserve Flight Attendants
31 during a reserve day unless the Reserve Flight Attendant consents. Investigatory or work performance
32 meetings will be conducted after the Flight Attendant completes a reserve assignment or on a day off, at
33 the Flight Attendant's option. The Company may end a Flight Attendant's reserve day early or alter
34 ~~his/her~~their reserve assignment to conduct an investigatory or work performance meeting. The Flight
35 Attendant will be paid and credited the greater of actual trips flown or the value of the reserve day.
36 Domicile rest will commence at the end of the meeting. In no event will a Reserve Flight Attendant be
37 returned to reserve status after the meeting on the same calendar day. A Reserve who has picked up a
38 sequence on a day off will be considered a Lineholder for purposes of this provision.

39 2. If a non-probationary Flight Attendant disagrees with the disciplinary action, A Flight Attendantthey will be
40 entitled to a hearing on such disciplinary action provided such Flight Attendant makes written request for such
41 hearing within twelve (12) days from receipt of notification. Such written request for hearing will be addressed
42 to the division leader of Inflight Services.

43 3. A Flight Attendant may be held out of service by the Company pending investigation and hearing and appeals
44 therefore and will be compensated for all lost time if returned to work.

45 4. Such hearing will be held by the division leader of Inflight Services, or ~~her/his~~their designee, within ten (10)
46 days, ~~(exclusive of Saturdays, Sundays, and holidays,)~~ of the receipt of the Flight Attendant's written request
47 ~~therefore~~. A decision will be rendered within ten (10) days, ~~(exclusive of Saturdays, Sundays, and holidays)~~
48 of the hearings.

49 5. If the decision of the division leader of Inflight Services or ~~her/his~~their designee is not satisfactory to the Flight
50 Attendant whose grievance is being considered, the matter may be appealed to the Flight Attendant Board of
51 Adjustment, as provided for in Section 20 [Board of Adjustment] of this agreement, provided said appeal must
52 be submitted within ten (10) days of receipt of the decision by the division leader of Inflight Services or

- 53 [her/his/their](#) designee.
- 54 6. The appeal to the Board of Adjustments may be waived to expedite the grievance, if mutually agreed to by
- 55 the Association and the Company. The grievance would then proceed directly to arbitration.

56 B. GRIEVANCES NOT INVOLVING DISCIPLINARY ACTION

57 Should any controversy arise between the Company and a Flight Attendant, or a group of Flight Attendants, as to

58 the meaning of any of the terms of this Agreement concerning rates of pay, [work rules](#), ~~or~~ working conditions, or

59 should any Flight Attendant feel that in the application by the Company to [her/him/them](#) of any of the terms of this

60 agreement concerning rates of pay, rules or working conditions, ~~s/he/they has/have~~ been treated unjustly, such

61 Flight Attendant may present [her/his/their](#) grievance in person or through [her/his/their](#) representative within thirty

62 (30) days of the infraction to the division leader of Inflight Services, or [her/his/their](#) designee, who will evaluate

63 the grievance and render [her/his/their](#) decision as soon as possible, but not later than ten (10) days following

64 receipt of said grievance, ~~(exclusive of Saturdays, Sundays, and holidays)~~ pursuant to C.2. [[Grievance Procedures](#)

65 ~~– General~~], below.

- 66 1. If no settlement is reached under this Section, an appeal may be made in writing within thirty (30) days to
- 67 the Flight Attendants' Board of Adjustment established under [Section 20 \[Board of Adjustment\]](#) of this
- 68 Agreement.
- 69 2. The appeal to the Flight Attendants' Board of Adjustment may be waived to expedite the grievance if mutually
- 70 agreed to by the Association and the Company. The grievance would then proceed directly to Arbitration.

71 C. GRIEVANCE PROCEDURES - GENERAL

72 1. If any decision made by an official of the Company under the provisions of this Section is not appealed by the

73 Flight Attendant affected or by the Association in the case of a protest within the time limit prescribed herein

74 for such appeals, such decision will be final and binding. If the Company fails to adhere to the time limits

75 prescribed in this Section, the Flight Attendant will be considered exonerated and the charges against

76 [her/him/them](#) will be dropped.

77 2. All time limits pertaining to both parties set forth in this Section will refer to work-days, rather than calendar

78 days; Saturdays, Sundays, and recognized holidays being excluded. Holidays are as follows:

- 79 a. New Year's Day*
- 80 b. Martin Luther King Jr. Day
- 81 c. President's Day
- 82 d. Memorial Day
- 83 e. Independence Day*
- 84 f. Labor Day
- 85 g. Veteran's Day
- 86 h. Thanksgiving Day
- 87 i. Day after Thanksgiving
- 88 j. Christmas Day*

89 * If the actual holiday falls on a Saturday the proceeding Friday will be excluded. If the actual holiday falls

90 on a Sunday, the following Monday will be excluded for the purpose of calculating days for timelines.

91 3. When, under the operation of this Agreement, a Flight Attendant hereunder is chosen to act as the

92 representative of, or a witness for another Flight Attendant against whom charges have been preferred, such

93 Flight Attendant will be given an Association leave of absence for a time sufficient to permit [her/him/them](#) to

94 appear as such representative or witness.

95 4. It is understood that all written Notifications of Discipline or Discharge referred to herein in appeal steps will

96 be with delivery confirmation.

97 5. The time limits prescribed herein may be modified by mutual agreement in writing between the parties.

98 6. All Flight Attendants including those in their probationary period, will have access to the grievance procedure

99 except that a probationary employee may not appeal a disciplinary or discharge action.

100 7. In the event a termination is grieved, insurance benefits will continue until all grievance procedures have been

101 exhausted and a final decision has been rendered.



102 8. An Association representative may, at the option of the Flight Attendant, be present at all Flight Attendant
103 meetings that involve separation of employment from Alaska Airlines.

104 D. DISCIPLINARY EIGHTEEN (18) MONTH REMOVAL

105 All letters of discipline (warning or suspension) will be expunged after eighteen (18) months after the date of
106 issuance and, at the request of the Flight Attendant, will be removed from the Flight Attendant's personnel file.

107

108 **ADDEMDUM**

109 ~~1. **What can I do if I disagree with the discipline?**~~

110 ~~A non-probationary Flight Attendant must make a written request for a hearing to the division leader of Inflight~~
111 ~~Services within twelve (12) business days of the receipt of discipline. Section 19.A.2. [Dismissal or Disciplinary~~
112 ~~Procedure]~~

113 ~~2. **What can I do if I disagree with the Company's interpretation/application of the Agreement?**~~

114 ~~You may present your grievance in person or through your representative within thirty (30) business days of when~~
115 ~~you knew or should have known of your final denial from the Company. Section 19.B. [Grievances Not Involving...]~~

116 ~~3. **Can I have an Association representative at meetings with the Company regarding discipline or**~~
117 ~~**discharge?**~~

118 ~~Yes. Section 19.C.8. [Grievance Procedures—General]~~

1 A. DEFINITION OF BOARD OF ADJUSTMENT

2 There is hereby established a Board of Adjustment for the purpose of adjusting and deciding
3 disputes that may arise under the terms of the Flight Attendants' Agreement and any
4 amendments or additions thereto and that are properly submitted to it, which the Board will
5 be known as "Alaska Airlines Flight Attendants' Board of Adjustment" hereinafter referred to
6 as the "Board".

7 B. MEMBERS OF THE BOARD

8 The Board will consist of four (4) members, two (2) of whom will be selected and appointed
9 by the Association and two (2) by the Company, and such appointees will be known as
10 "Adjustment Board Members." The Board may be reduced to one member from each side by
11 mutual agreement of the pParties.

12 C. JURISDICTION OF THE BOARD

13 The Board will have jurisdiction over disputes between any employee covered by this
14 Agreement and the Company growing out of grievances or out of the interpretation or
15 application of any of the terms of this Agreement. The jurisdiction of the Board will not extend
16 to proposed changes in hours of employment, rates of compensation, or working conditions
17 covered by existing agreements between the pParties hereto.

18 D. CONSIDERATION OF DISPUTE(S) BY THE BOARD

19 The Board will consider any dispute properly submitted to it by the MEC President of the
20 Association of Flight Attendants or her/his/their designee or by the Company when such
21 dispute has not been previously settled in accordance with the terms provided for in this
22 Agreement.

23 E. SEMI-ANNUAL GRIEVANCE REVIEW

24 The division leader of Inflight Services and the MEC President will meet semi-annually to
25 review and attempt resolution of all outstanding grievances that have been submitted to the
26 Board of Adjustment.

27 F. DISPUTE REPORTING REQUIREMENTS

28 All disputes properly referred to the Board for consideration will be addressed to the
29 Chairperson. Five (5) copies of each petition, including all papers and exhibits in connection
30 therewith, will be forwarded to the Chairperson who will promptly transmit one (1) copy
31 thereof to each member of the Board. Each case submitted will show:

- 32 1. Question or questions at issue.
- 33 2. Statement of facts.
- 34 3. Position of employee or employees.
- 35 4. Position of Company.

36 When possible, a joint submission should be made, but if the pParties are unable to agree
37 upon a joint submission, then either party may submit the dispute and its position to the
38 Board. No matter will be considered by the Board, which has not been first handled in
39 accordance with the Grievance Procedure contained in this Agreement.

41 G. HEARING DATE

42 Upon receipt of notice of the submission of a dispute, the Chairperson will set a date for a
43 hearing. Within sixty (60) days of submission of the grievance of a termination to the Board
44 of Adjustment, the Company and Association agree to select an arbitrator and schedule the
45 termination for arbitration. This deadline may be extended by mutual agreement. Absent
46 mutual agreement, termination grievances will be arbitrated within six (6) months of the
47 submission of the grievance to the Board of Adjustment.

48 H. GRIEVANT'S REPRESENTATION

49 Employees covered by this Agreement may be represented at Board hearings by such person
50 or persons as they may choose and designate, and the Company may be represented by such
51 person as it may choose and designate. Evidence may be presented either orally, in writing,
52 or both.

53 I. WITNESSES

54 On request of individual members of the Board, the Board may, by a majority vote, or will at
55 the request of either the Association's representatives or the Company's representatives
56 thereon, summon any witness(es) who are employed by the Company and who may be
57 deemed necessary by the Parties to the dispute, or by either Party, or by the Board itself,
58 or by either group or representatives constituting the Board. The number of witnesses
59 summoned at any one time will not be greater than the number that can be spared from the
60 operation without interference with the service of the Company.

61 J. MAJORITY VOTE

62 A majority vote of all members of the Board will be competent to make a decision.

63 K. DECISION(S) OF THE BOARD

64 Decisions of the Board in all cases properly referable to it will be final and binding upon the
65 Parties hereto.

66 L. MEDIATION PROVISION

67 Prior to arbitration, the Parties may mutually agree to submit a grievance to mediation. If
68 not resolved through mediation, the grievance may be set for arbitration.

69 M. ARBITRATIONS

- 70 1. The Parties will select a System Board Panel using the process described in 20.N., below.
- 71 2. The Employer-Company and the Association will jointly prepare and sign for the arbitrator
72 a submission setting forth the issue(s) or issues in dispute. If a submission cannot be
73 agreed upon between the Employer-Company and the Association, each party will submit
74 to the arbitrator and to each other a statement of the issue(s) it considers to be in dispute.
- 75 3. The arbitrator will not have the power to add to or subtract from or modify any of the
76 terms of this Agreement.
- 77 4. Each party will bear its own expense with respect to the preparation and presentation of
78 the matter to the arbitrator. The cost or expense of the arbitrator and the conference
79 room will be borne equally by the Employer-Company and the Association.
- 80 5. The arbitrator will issue her/his award within thirty (30) days after the close of the
81 hearing.

82 N. SYSTEM BOARD PANEL SELECTION

83 The Company and the Association will meet during August of each year for the purposes of
84 establishing a panel of eight (8) arbitrators and scheduling arbitration hearing dates for the
85 following year.

86 1. Establishing the Panel

87 a. The Association and the Company will each exchange a list consisting of six (6)
88 arbitrators who are members of the National Academy of Arbitrators. The names
89 common to both lists will be automatically added to the panel.

90 b. The names not common to both lists will be combined into one list alphabetically and
91 the pParties will strike until only the number of names sufficient to complete the panel
92 remains. A coin toss will determine who strikes first. ~~and~~ the Association will call
93 the toss.

94 2. Scheduling Dates

95 a. Thirteen (13) mutually agreed-to hearing dates will be established throughout the
96 calendar year, excluding the months of November and December.

97 b. After soliciting availability from all empaneled arbitrators, the Association and the
98 Company will assign each neutral to a hearing date. Two of the neutrals will each be
99 assigned to a second set of dates. Each party will select one arbitrator to fill an
100 additional date.

101 3. Additional Arbitration Dates

102 a. Should the pParties desire an additional hearing date(s), or should an arbitrator
103 become unavailable for a scheduled date(s), the arbitrators on the panel will be
104 solicited for availability and selected by mutual agreement. If the pParties cannot
105 mutually agree on a neutral, the process outlined in 1.b., above, will be employed
106 using the panel list.

107 b. For each subsequent additional hearing date, an arbitrator already assigned an
108 additional hearing date will be excluded from the solicitation. The selection process
109 outlined in 3.a., above, will be followed.

110 4. Term of the Panel

111 The Arbitrators selected in August for the following year's panel will stay on the list for
112 the entire year unless mutually removed by the pParties.

113 O. BOARD MEMBER PROTECTIONS

114 It is understood and agreed that each and every Board Member will be free to discharge
115 her/his/their duty in an independent manner, without fear that her/his/their individual relations
116 with the Company or with the employees, may be affected in any manner by an action by
117 her/him/the Board Member in good faith in her/his/their capacity as a Board Member.

118 P. BOARD RECORDS

119 The Board will maintain a complete record of all matters submitted to it for its consideration
120 and of all findings and decisions made by it.



1 A. TFP BASE STEP RATES-OF PAY, BOARDING PAY, AND BLOCK HOUR EQUIVALENTS

2 1. Base TFP Step Rates

3 Flight Attendants will be compensated on the basis of the appropriate base step rate in TFP as follows:

	<u>Pre-DOR</u> <u>Rate</u>	<u>+4.5%</u> <u>1/1/2018</u>	<u>+1.5%</u> <u>12/17/2018</u>	<u>+1.5%</u> <u>12/17/2019</u>	<u>+2.5%</u> <u>12/17/2020</u>
<u>Year 1</u>	<u>\$22.28</u>	<u>\$23.28</u>	<u>\$23.63</u>	<u>\$23.98</u>	<u>\$24.58</u>
<u>Year 2</u>	<u>\$25.26</u>	<u>\$26.40</u>	<u>\$26.80</u>	<u>\$27.20</u>	<u>\$27.88</u>
<u>Year 3</u>	<u>\$26.51</u>	<u>\$27.70</u>	<u>\$28.12</u>	<u>\$28.54</u>	<u>\$29.25</u>
<u>Year 4</u>	<u>\$28.79</u>	<u>\$30.09</u>	<u>\$30.54</u>	<u>\$31.00</u>	<u>\$31.78</u>
<u>Year 5</u>	<u>\$30.06</u>	<u>\$31.41</u>	<u>\$31.88</u>	<u>\$32.36</u>	<u>\$33.17</u>
<u>Year 6</u>	<u>\$33.88</u>	<u>\$35.40</u>	<u>\$35.93</u>	<u>\$36.47</u>	<u>\$37.38</u>
<u>Year 7</u>	<u>\$37.18</u>	<u>\$38.85</u>	<u>\$39.43</u>	<u>\$40.02</u>	<u>\$41.02</u>
<u>Year 8</u>	<u>\$38.38</u>	<u>\$40.11</u>	<u>\$40.71</u>	<u>\$41.32</u>	<u>\$42.35</u>
<u>Year 9</u>	<u>\$39.43</u>	<u>\$41.20</u>	<u>\$41.82</u>	<u>\$42.45</u>	<u>\$43.51</u>
<u>Year 10</u>	<u>\$40.91</u>	<u>\$42.75</u>	<u>\$43.39</u>	<u>\$44.04</u>	<u>\$45.14</u>
<u>Year 11</u>	<u>\$43.92</u>	<u>\$45.90</u>	<u>\$46.59</u>	<u>\$47.29</u>	<u>\$48.47</u>
<u>Year 12</u>	<u>\$46.87</u>	<u>\$48.98</u>	<u>\$49.71</u>	<u>\$50.46</u>	<u>\$51.72</u>
<u>Year 13</u>	<u>\$51.01</u>	<u>\$53.31</u>	<u>\$54.11</u>	<u>\$54.92</u>	<u>\$56.29</u>
<u>Year 14</u>	<u>\$51.96</u>	<u>\$54.30</u>	<u>\$55.11</u>	<u>\$55.94</u>	<u>\$57.34</u>
<u>Year 15</u>	<u>\$52.90</u>	<u>\$55.28</u>	<u>\$56.11</u>	<u>\$56.95</u>	<u>\$58.37</u>
<u>Year 16</u>	<u>\$53.85</u>	<u>\$56.27</u>	<u>\$57.11</u>	<u>\$57.97</u>	<u>\$59.42</u>
	<u>Pre-DOR</u>	<u>DOR</u>	<u>DOR +1</u> <u>(+3%)</u>	<u>DOR +2</u> <u>(+3%)</u>	
	<u>12/17/2021</u>	<u>8/14/2024</u>	<u>8/14/2025</u>	<u>8/14/2026</u>	
<u>Year 1</u>	<u>\$24.95</u>	<u>\$32.00</u>	<u>\$32.96</u>	<u>\$33.95</u>	
<u>Year 2</u>	<u>\$28.30</u>	<u>\$34.00</u>	<u>\$35.02</u>	<u>\$36.07</u>	
<u>Year 3</u>	<u>\$29.69</u>	<u>\$36.25</u>	<u>\$37.34</u>	<u>\$38.46</u>	
<u>Year 4</u>	<u>\$32.26</u>	<u>\$38.50</u>	<u>\$39.66</u>	<u>\$40.85</u>	
<u>Year 5</u>	<u>\$33.67</u>	<u>\$42.50</u>	<u>\$43.78</u>	<u>\$45.09</u>	
<u>Year 6</u>	<u>\$37.94</u>	<u>\$48.00</u>	<u>\$49.44</u>	<u>\$50.92</u>	
<u>Year 7</u>	<u>\$41.64</u>	<u>\$52.50</u>	<u>\$54.08</u>	<u>\$55.70</u>	
<u>Year 8</u>	<u>\$42.99</u>	<u>\$54.25</u>	<u>\$55.88</u>	<u>\$57.56</u>	
<u>Year 9</u>	<u>\$44.16</u>	<u>\$56.00</u>	<u>\$57.68</u>	<u>\$59.41</u>	
<u>Year 10</u>	<u>\$45.82</u>	<u>\$58.00</u>	<u>\$59.74</u>	<u>\$61.53</u>	
<u>Year 11</u>	<u>\$49.20</u>	<u>\$59.65</u>	<u>\$61.44</u>	<u>\$63.28</u>	
<u>Year 12</u>	<u>\$52.50</u>	<u>\$62.25</u>	<u>\$64.12</u>	<u>\$66.04</u>	
<u>Year 13</u>	<u>\$57.13</u>	<u>\$72.00</u>	<u>\$74.16</u>	<u>\$76.38</u>	
<u>Year 14</u>	<u>\$58.20</u>	<u>\$74.00</u>	<u>\$76.22</u>	<u>\$78.51</u>	



Year 15	\$59.25	==	==	==	
Year 16	\$60.31	==	==	==	

2. [Boarding Pay](#)

- a. [A Flight Attendant will be compensated forty-two hundredths \(0.42\) TFP Boarding Pay as follows:](#)
 1. [For boarding each flight that results in a take-off for which they operate as a working crewmember.](#)
 2. [For any flights on which boarding begins and the flight subsequently experiences a tail swap or cancellation.](#)
- b. [Boarding Pay will be paid in addition to all MPRs in 21.D., below.](#)
- c. [Boarding Pay will be paid above the Reserve’s guarantee.](#)
- d. [Boarding Pay will not be paid on deadhead flights or on surface deadheads. Flight Attendant\(s\) receiving Company Business \(CB\) for a flight will not receive Boarding Pay for that flight.](#)
- e. [When receiving pay for sick leave usage, pay protection, premium pay, and Boarding Pay will not be included \(Sections 16.D. \[Sick Leave Pay...\], 21.M. \[Pay Protection...\], and 21.U. \[Premium Pay\]\).](#)
- f. [Boarding Pay TFP does not count toward the qualification thresholds for uniform allotment \(Section 13.D. \[Uniform Allotment...\]\), vacation accrual \(Section 14.A. \[Vacation Entitlement\]\), and Attendance Policy point reduction Section 32.G. \[Record Improvement\].](#)

[Flight Attendants’ estimated TFP step rates with the addition of Boarding Pay \(Sections 21.A.1 and A.2.\).](#)

	DOR	DOR +1	DOR +2
	w/ Boarding Pay	(+3%)	(+3%)
	w/ Boarding Pay	w/ Boarding Pay	w/ Boarding Pay
	8/14/2024	8/14/2025	8/14/2026
Year 1	\$33.50 - \$42.75	\$34.51 - \$44.03	\$35.55 - \$45.36
Year 2	\$35.60 - \$45.42	\$36.67 - \$46.79	\$37.77 - \$48.19
Year 3	\$37.95 - \$48.43	\$39.09 - \$49.89	\$40.27 - \$51.38
Year 4	\$40.31 - \$51.44	\$41.52 - \$52.99	\$42.77 - \$54.58
Year 5	\$44.50 - \$56.78	\$45.84 - \$58.49	\$47.21 - \$60.24
Year 6	\$50.26 - \$64.13	\$51.76 - \$66.05	\$53.31 - \$68.03
Year 7	\$54.97 - \$70.14	\$56.62 - \$72.25	\$58.32 - \$74.42
Year 8	\$56.80 - \$72.48	\$58.51 - \$74.66	\$60.27 - \$76.90
Year 9	\$58.63 - \$74.82	\$60.39 - \$77.06	\$62.20 - \$79.37
Year 10	\$60.73 - \$77.49	\$62.55 - 79.81	\$64.42 - \$82.20
Year 11	\$62.45 - \$79.69	\$64.33 - \$82.08	\$66.25 - \$84.54
Year 12	\$65.18 - \$83.17	\$67.13 - \$85.66	\$69.14 - \$88.23
Year 13	\$75.38 - \$96.19	\$77.65 - \$99.08	\$79.97 - \$102.04
Year 14+	\$77.48 - \$98.86	\$79.80 - \$101.83	\$82.20 - \$104.89

[Boarding Pay is calculated by taking a Flight Attendant’s current Step Base Rate of pay and multiplying it by 0.42TFP per boarding as defined in A.2., above. The above compensation ranges are calculated using the minimum and maximum range of Boarding Pay to scheduled TFP ratio per duty period based on the Company’s current route network as of Date of Ratification. This equates to between an additional four and seven-tenths percent \(4.7%\)](#)



to thirty-three and six-tenths percent (33.6%) increase in compensation when adding on Boarding Pay. Individual experience will vary based on actual flying and number of boardings completed.

Examples:

One (1) boarding in a maximum-TFP duty period:

ANC-JFK: $0.42 \text{ TFP Boarding Pay} \div 8.9 \text{ TFP} = 4.7\%$

Four (4) boardings in a duty period with a five (5.0) TFP ADPG:

ANC-FAI-ANC-BET-ANC turn: $1.68 \text{ TFP Boarding Pay} \div 5.0 \text{ TFP} = 33.6\%$.

3. Block Hour Equivalents of TFP Step Base Rates

For industry comparison purposes, Flight Attendants' estimated effective Step Base Rates (exclusive of Boarding Pay) converted to block hours are as follows:

	<u>DOR</u>	<u>DOR +1</u> <u>(+3%)</u>	<u>DOR +2</u> <u>(+3%)</u>
	<u>8/14/2024</u>	<u>8/14/2025</u>	<u>8/14/2026</u>
<u>Year 1</u>	<u>\$35.52</u>	<u>\$36.59</u>	<u>\$37.68</u>
<u>Year 2</u>	<u>\$37.74</u>	<u>\$38.87</u>	<u>\$40.04</u>
<u>Year 3</u>	<u>\$40.24</u>	<u>\$41.45</u>	<u>\$42.69</u>
<u>Year 4</u>	<u>\$42.74</u>	<u>\$44.02</u>	<u>\$45.34</u>
<u>Year 5</u>	<u>\$47.18</u>	<u>\$48.60</u>	<u>\$50.05</u>
<u>Year 6</u>	<u>\$53.28</u>	<u>\$54.88</u>	<u>\$56.52</u>
<u>Year 7</u>	<u>\$58.28</u>	<u>\$60.03</u>	<u>\$61.83</u>
<u>Year 8</u>	<u>\$60.22</u>	<u>\$62.03</u>	<u>\$63.89</u>
<u>Year 9</u>	<u>\$62.16</u>	<u>\$64.02</u>	<u>\$65.95</u>
<u>Year 10</u>	<u>\$64.38</u>	<u>\$66.31</u>	<u>\$68.30</u>
<u>Year 11</u>	<u>\$66.21</u>	<u>\$68.20</u>	<u>\$70.24</u>
<u>Year 12</u>	<u>\$69.10</u>	<u>\$71.17</u>	<u>\$73.30</u>
<u>Year 13</u>	<u>\$79.92</u>	<u>\$82.32</u>	<u>\$84.78</u>
<u>Year 14+</u>	<u>\$82.14</u>	<u>\$84.60</u>	<u>\$87.15</u>

The above Base TFP Step Rates are converted to block hours at one and eleven-hundredths (1.11) TFP per block hour, which is calculated from a rolling annual average ratio (for Flight Attendants of total scheduling "hard" TFP, not inclusive of deadhead and/or MPRs) to total block hours. These rates are for industry comparison purposes only as Alaska Airlines Flight Attendants are not paid in block hours.

B. ANNIVERSARY STEP INCREASES (IF APPLICABLE)

Flight Attendants will move to the "Year 2" step rate of pay one (1) year from their Flight Attendant Occupational Seniority date and will thereafter move up one (1) step on the anniversary of their Flight Attendant Occupational Seniority date. Flight Attendants on the payroll as of the date of execution of this Agreement will retain their step rate and move into the next step on their anniversary date.

C. LONGEVITY PREMIUM

~~After a Flight Attendant has achieved sixteen (16) years of Occupational Seniority s/he will be compensated one dollar (\$1.00) Longevity Premium on Worked TFP (exclusive of vacation and sick leave).~~

1. After a Flight Attendant has achieved twenty (20) years of Occupational Seniority s/he~~they~~ will be compensated one dollar and fifty cents (\$1.50) Longevity Premium on Worked TFP (exclusive of vacation and sick leave).



2. After a Flight Attendant has achieved twenty-five (25) years of Occupational Seniority ~~s/he~~they will be compensated two dollars (\$2.00) Longevity Premium on Worked TFP (exclusive of vacation and sick leave). A Flight Attendant will be compensated an additional one-dollar (\$1.00) Longevity Premium on Worked TFP (exclusive of vacation and sick leave) for each subsequent five (5) years of Occupational Seniority achieved (e.g. 30 - \$3.00, 35 - \$4.00, 40 - \$5.00, 45 - \$6.00, 50 - \$7.00, etc.).

Flight Attendants' TFP Step Rate with the addition of Longevity Premium on Worked TFP are as follows:

	<u>Pre-DOR</u>	<u>DOR</u>	<u>DOR +1</u> <u>+3%</u>	<u>DOR +2</u> <u>+3%</u>
	<u>12/17/2021</u>	<u>8/14/2024</u>	<u>8/14/2025</u>	<u>8/14/2026</u>
<u>Year 20 (+\$1.50)</u>	<u>\$61.81</u>	<u>\$75.50</u>	<u>\$77.72</u>	<u>\$80.01</u>
<u>Year 25 (+\$2.00)</u>	<u>\$62.31</u>	<u>\$76.00</u>	<u>\$78.22</u>	<u>\$80.51</u>
<u>Year 30 (+\$3.00)</u>	<u>\$63.31</u>	<u>\$77.00</u>	<u>\$79.22</u>	<u>\$81.51</u>
<u>Year 35 (+\$4.00)</u>	<u>\$64.31</u>	<u>\$78.00</u>	<u>\$80.22</u>	<u>\$82.51</u>
<u>Year 40 (+\$5.00)</u>	<u>\$65.31</u>	<u>\$79.00</u>	<u>\$81.22</u>	<u>\$83.51</u>
<u>Year 45 (+\$6.00)</u>	<u>\$66.31</u>	<u>\$80.00</u>	<u>\$82.22</u>	<u>\$84.51</u>
<u>Year 50 (+\$7.00)</u>	<u>\$67.31</u>	<u>\$81.00</u>	<u>\$83.22</u>	<u>\$85.51</u>
<u>Year 55 (+\$8.00)</u>	<u>\$68.31</u>	<u>\$82.00</u>	<u>\$84.22</u>	<u>\$86.51</u>
<u>Year 60 (+\$9.00)</u>	<u>\$69.31</u>	<u>\$83.00</u>	<u>\$85.22</u>	<u>\$87.51</u>

Flight Attendants' estimated Step Rates with the addition of Longevity Premium on Worked TFP and Boarding Pay are as follows:

	<u>DOR</u> <u>w/ Boarding Pay</u> <u>8/14/2024</u>	<u>DOR +1</u> <u>(+3%)</u> <u>w/ Boarding Pay</u> <u>8/14/2025</u>	<u>DOR +2</u> <u>(+3%)</u> <u>w/ Boarding Pay</u> <u>8/14/2026</u>
<u>Year 20 (+\$1.50)</u>	<u>\$79.05 - \$100.87</u>	<u>\$81.37 - \$103.83</u>	<u>\$83.77 - \$106.89</u>
<u>Year 25 (+\$2.00)</u>	<u>\$79.57 - \$101.54</u>	<u>\$81.90 - \$104.50</u>	<u>\$84.29 - \$107.56</u>
<u>Year 30 (+\$3.00)</u>	<u>\$80.62 - \$102.87</u>	<u>\$82.94 - \$105.84</u>	<u>\$85.34 - \$108.90</u>
<u>Year 35 (+\$4.00)</u>	<u>\$81.67 - \$104.21</u>	<u>\$83.99 - \$107.17</u>	<u>\$86.39 - \$110.23</u>
<u>Year 40 (+\$5.00)</u>	<u>\$82.71 - \$105.54</u>	<u>\$85.04 - \$108.51</u>	<u>\$87.43 - \$111.57</u>
<u>Year 45 (+\$6.00)</u>	<u>\$83.76 - \$106.88</u>	<u>\$86.08 - \$109.85</u>	<u>\$88.48 - \$112.91</u>
<u>Year 50 (+\$7.00)</u>	<u>\$84.81 - \$108.22</u>	<u>\$87.13 - \$111.18</u>	<u>\$89.53 - \$114.24</u>
<u>Year 55 (+\$8.00)</u>	<u>\$85.85 - \$109.55</u>	<u>\$88.18 - \$112.52</u>	<u>\$90.58 - \$115.58</u>
<u>Year 60 (+\$9.00)</u>	<u>\$86.90 - \$110.89</u>	<u>\$89.23 - \$113.85</u>	<u>\$91.62 - \$116.91</u>

Boarding Pay is calculated by taking a Flight Attendant's current Base Step Rate of Pay and multiplying it by 0.42 TFP per boarding as defined in A.2., above. The above compensation ranges are calculated using the current route network as of Date of Ratification. This equates to between an additional four and seven-tenths percent (4.7%) to thirty-three and six-tenths percent (33.6%) increase in compensation when adding on Boarding Pay. Individual experience will vary based on actual flying and number of boardings completed.

Examples:

One (1) boarding in a maximum-TFP duty period:

$$\text{ANC-JFK: } 0.42 \text{ TFP Boarding Pay} \div 8.9 \text{ TFP} = 4.7\%$$

Four (4) boardings in a duty period with a five (5.0) TFP ADPG:



ANC-FAI-ANC-BET-ANC turn: $1.68 \text{ TFP Boarding Pay} \div 5.0 \text{ TFP} = 33.6\%$.

D. MINIMUM PAY RULES (MPRs)

1. Duty Period Minimum (DPM)

A Flight Attendant will receive a minimum of four (4.0) TFP for each duty period in a sequence.

2. Extended Overnight Rule (EOR)

A Flight Attendant will receive an additional four (4.0) TFP minimum for each scheduled or actual period of time in a sequence completely free from duty between 1:00 AM and 11:00 PM (local time).

3. Multiday Sequence Minimum (MSM)

A Flight Attendant will receive a minimum of four (4.0) TFP times the number of calendar days in a multiday sequence with two (2) or more duty periods that is scheduled with or actually has fewer duty periods than the number of calendar days. A Flight Attendant will not be paid MSM on any sequence traded away at a SIP or as a jet bridge trade of a partial sequence.

4. Average Duty Period Guarantee (ADPG)

A Flight Attendant will be paid a minimum of five (5.0) TFP times the number of duty periods in a sequence. Sick Leave and/or pay protection will not be paid on ADPG (Sections 16.D. [Sick Leave Pay...] and/or 21.M. [Pay Protection...]). A Flight Attendant will not be paid ADPG on any sequence partially or completely dropped due to illness or injury, or on a partial sequence traded away at a SIP or as a jet bridge trade.

5. MPRs as Applied to SIPs and Jet Bridge Trades

If a Flight Attendant initiates a modification to a sequence excluding Base Turns in Section 8.T. [Base Turns] (e.g. SIPs or Jet Bridge Trades), the resulting sequence(s) will not be subject to the ADPG and MSM. The DPM will be retained in all duty periods not affected by such modification but will not apply to duty periods affected by the SIP(s) or Jet Bridge Trade(s). If Crew Scheduling subsequently modifies the sequence(s) (e.g. for assignment to a Reserve or creating a Premium OT sequence), the aforementioned MPRs will apply.

6. MPR Credit Towards Two-hundred Forty (240.0)/Four-hundred Eighty (480.0) TFP Thresholds and Line Building

All MPRs will be considered credit towards two-hundred forty (240.0)/four-hundred eighty (480.0) TFP thresholds, Reserve guarantee, sick leave accrual and pay.

DPM(s) EOR(s) and MSM will be credited toward line building per Section 10.Y. [Sequence Construction] if known prior to bidding.

7. DPM, MSM and EOR will apply to pay protection calculations (21.M. [Pay Protection...], below).

8. MPRs will be credited and paid consistent with Section 10.Y.6. [Sequence Construction]. In the event that the sum total TFP value of a sequence does not meet the minimum TFP requirement of the ADPG, additional TFP will be compensated in order to bring the TFP value of the sequence up to the ADPG once the sequence has been flown pursuant to D.4., above.

9. Sit Pay will be paid in addition to all Minimum Pay Rules pursuant to 21.T. [Sit Pay], below.

10. Premium pay will not be paid on Minimum Pay Rules (21.U. [Premium Pay], below).

11. Boarding Pay will be paid in addition to all MPRs pursuant to 21.A., above.

E. TFP CALCULATION

1. Standard TFP

For the purposes of pay computation, a standard TFP will be any flight for which the nonstop mileage according to the U.S. Department of Transportation (DOT) Bureau of Transportation Statistics inter-airport distance is two-hundred forty-three (243) miles or less. A non-standard TFP will be any flight for which the nonstop mileage exceeds two-hundred forty-three (243) miles. In the event, however, there is in effect during the term of this Agreement, a non-standard TFP pay formula for Alaska Airlines pilots that would, if applied to Flight Attendants, be more beneficial to the Flight Attendants, then the nonstandard TFP formula used for pilots will also apply to Flight Attendants.

2. Non-standard TFP



115 Flight Attendants will be paid for non-standard TFP at the rate of one (1.0) standard TFP as set forth in E.1.,
116 above, plus one-tenth (0.1) TFP for each forty (40) mile increment over two-hundred forty-three (243) miles,
117 rounded up or down to the nearest forty (40) mile increment, unless a formula more favorable to the Flight
118 Attendants is required under E.1., above.

119 F. COMPENSATION IN A BID MONTH AND MONTH END OVERLAP

120 A Flight Attendant's pay for a given bid month will include all TFP that is flown or credited in that bid month, except
121 when a duty period overlaps from one bid month to the next, in which case the TFP for the entire overlapping
122 duty period is included in the pay for the bid month in which the duty period began.

123 G. "A" POSITION PAY

- 124 1. Each flight will have an "A" position (~~"B" on a Combi Aircraft~~) Flight Attendant.
- 125 2. Each Flight Attendant who flies in the "A" position will receive ~~two dollars (\$2.00)~~ the following for each TFP
126 flown or credited.
 - 127 a. At Date of Ratification (DOR): three dollars (\$3.00)
 - 128 b. At Date of Ratification plus one year (DOR+1): three dollars and fifty cents (\$3.50)
 - 129 c. At Date of Ratification plus two years (DOR+2): four dollars (\$4.00)
- 130 3. Such compensation will be paid on Minimum Pay Rules (21.D. [Minimum Pay Rules] above) and will not be
131 paid on Sit Pay (21.T. [Sit Pay], below).

132 H. HOLIDAY PREMIUM

- 133 1. A Flight Attendant will be paid two times (2.0x) ~~her/his/their~~ trip rate for flights flown and/or Airport Standby,
134 including surface deadhead, on Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve, New Year's
135 Day, and Independence Day.
 - 136 a. The New Year's Eve/Day holiday will be defined as the twenty-four (24) hour period beginning at 2:00
137 PM Local Time on New Year's Eve and ending at 2:00 PM Local Time on New Year's Day.
 - 138 b. For Reserves, one times (1.0x) goes toward the ~~R~~Reserve's guarantee and one times (1.0x) is paid above
139 the Reserve's guarantee on flights actually flown and/or ~~Airport Standby~~APSB, including surface
140 deadhead.
- 141 2. A Flight Attendant will be eligible for this holiday pay for any flight and/or ~~Airport Standby~~APSB, including
142 surface deadhead, which begins and/or ends on the actual day of the holidays named or twenty-four (24)
143 hour period as defined in H.1., above. in this provision. However, if the flight operates and is scheduled to
144 touch the holiday, but as a result of the operation does not touch the actual holiday, the Flight Attendant will
145 be eligible for the holiday premium.
- 146 3. Holiday RON Premium
147 A Flight Attendant will receive an additional four (4.0) TFP for each scheduled or actual day of the holidays
148 named or twenty-four (24) hour period as defined in H.1.a., above, that are free from duty during a sequence.

149
150 Examples:
151 For a sequence departing on July 3rd, a Flight Attendant will receive Holiday RON Premium of four (4.0) TFP
152 for July 4th (Independence Day) since they were free from duty for the entire calendar day of July 4th (midnight
153 to midnight).

<u>Day</u>	<u>Flt</u>	<u>DPT</u>	<u>ORG</u>	<u>DST</u>	<u>ARR</u>	<u>TFP</u>
<u>1</u>	<u>821</u>	<u>7:00</u>	<u>SAN</u>	<u>LIH</u>	<u>10:20</u>	<u>7.1</u>
			<u>48:00 hr. Layover</u>			
<u>3</u>	<u>818</u>	<u>10:20</u>	<u>LIH</u>	<u>SAN</u>	<u>19:00</u>	<u>7.1</u>

154 As shown in Rainmaker:

<u>FLT</u>			<u>1.0</u>		<u>1.0</u>	<u>2.0</u>	<u>2.5</u>	
	<u>NBR</u>	<u>ORG</u>	<u>DST</u>	<u>TRIP</u>	<u>EOR</u>	<u>HOL</u> <u>RON</u>	<u>HOL</u>	<u>TRIP</u>
								<u>TRIP</u> <u>GRNTE</u>



821	SAN	-	LIH	7.1		
818	LIH	-	SAN	7.1	4.0	4.0

For a sequence departing on July 3rd, a Flight Attendant would not receive Holiday RON Premium of four (4.0) TFP for July 4th (Independence Day) since they were not free from duty for the entire calendar day of July 4th (midnight to midnight). However, they would receive Holiday Premium Pay pursuant to H.1., above.

<u>Day</u>	<u>Flt</u>	<u>DPT</u>	<u>ORG</u>	<u>DST</u>	<u>ARR</u>	<u>TFP</u>
<u>1</u>	<u>298</u>	<u>22:00</u>	<u>SEA</u>	<u>EWR</u>	<u>07:00</u>	<u>6.4</u>
			<u>35:00 hr. Layover</u>			
<u>3</u>	<u>477</u>	<u>19:00</u>	<u>EWR</u>	<u>SEA</u>	<u>22:00</u>	<u>6.4</u>

As shown in Rainmaker:

<u>FLT</u>			<u>1.0</u>		<u>1.0</u>	<u>2.0</u>	<u>2.5</u>		
	<u>NBR</u>	<u>ORG</u>		<u>DST</u>	<u>TRIP</u>	<u>EOR</u>	<u>HOL</u>	<u>TRIP</u>	<u>TRIP</u>
	<u>298</u>	<u>SEA</u>	-	<u>EWR</u>			<u>6.4</u>		<u>GRNTE</u>
	<u>477</u>	<u>EWR</u>	-	<u>SEA</u>	<u>6.4</u>				

For a sequence departing on July 3rd, a Flight Attendant would not receive Holiday RON Premium of four (4.0) TFP for July 4th (Independence Day) since they were not free from duty for the entire calendar day of July 4th (midnight to midnight). However, they would receive Holiday Premium Pay pursuant to H.1., above

4. If a Flight Attendant reports for a sequence containing a flight that is scheduled to operate on a holiday and that flight subsequently cancels, then the Flight Attendant will receive one (1) TFP at two times (2.0x) ~~her/his~~their trip rate for the canceled flight in addition to all other appropriate pay premiums and pay provisions (including pay protection, if applicable). For a Reserve, one (1.0) TFP will be paid above the guarantee and one (1.0) TFP will be credited towards guarantee, both at straight time.

I. INTERNATIONAL PAY

Flights Attendant will be paid one dollar ~~and fifty cents~~ (\$1.0050) per TFP for each flight flown into and out of the United States for all international destinations ~~for which customs paperwork is not pre-cleared~~.

J. BLOCK AND GROUND DELAYS

1. Block Delays

Flight Attendants will receive compensation for ~~block and ground~~delays paid at ~~one-half (0.5) TFP per hour~~one ~~and eleven-hundredths (1.11) TFP per block hour~~, prorated and rounded up to the nearest one tenth (0.1) TFP, at the Flight Attendant's ~~s~~Step ~~B~~ase ~~r~~Rate.

2. Ground Delays

Flight Attendants will receive compensation for ~~block and~~ground delays paid at one-half (0.5) TFP per hour, prorated and rounded up to the nearest one tenth (0.1) TFP, at the Flight Attendant's ~~s~~Step ~~B~~ase ~~r~~Rate.

3. Block and ground delays are calculated separately and will not be paid unless the delay meets or exceeds eleven minutes (:11). If the delay meets or exceeds eleven minutes (:11), the first eleven minutes (:11) of the delay ~~is~~are also counted. Block and ground delays are paid in the following circumstances:

- a. When the aircraft is held awaiting departure, regardless of where the aircraft is positioned, and the Flight Attendant is required to remain on duty (not including turn times).
- b. When the actual flight time exceeds the scheduled block-to-block time.
- c. When an aircraft is diverted enroute due to conditions at the originally scheduled destination, the actual block-to-block time will be compared with that of the originally scheduled segment for the purpose of this Section. It is understood that the airport pair of the actual segment will be different from that of the

188 originally scheduled segment. Compensation under this Section, if appropriate, will be in addition to any
189 other applicable compensation as provided by the agreement.

190 d. When there is a delay of an aircraft that delays the scheduled departure time of a Flight Attendant's first
191 flight of a sequence, the Flight Attendant will be entitled to ground delay pay until the flight blocks out if
192 the actual departure is eleven minutes (:11) or more past the scheduled departure.

193 e. When there is a delay of an aircraft that delays the scheduled departure time of a Flight Attendant's
194 subsequent flights of the sequence, the Flight Attendant will be entitled to ground delay pay until the
195 flight blocks out if the actual ground time exceeds the scheduled ground time by eleven minutes (:11).

196 K. PUBLICITY, PROMOTIONAL AND OTHER SPECIAL ASSIGNMENTS

197 When a Flight Attendant is assigned to publicity, promotional or other special assignments and as a result is
198 removed from her/his/their regular sequence assignment in order to participate in the special assignment, s/he/they
199 should receive the appropriate trip rate for flights or sequences missed as a result of the special assignment. If
200 the Company requests a Flight Attendant accepts a special assignment on her/his/their duty time and the Flight
201 Attendant accepts such assignment, the Company will compensate the Flight Attendant at a rate acceptable to the
202 Flight Attendant. A Reserve Flight Attendant will be credited with six (6.0) TFP at the "A" position.

203 L. DEADHEAD COMPENSATION (INCLUDING SURFACE DEADHEAD)

204 (*See also Section 10.X. [Deadhead].*)

205 1. A Flight Attendant who deadheads at the Company's request will be paid or credited the appropriate trip rate
206 for the flight on which s/he/they deadheads.

207 2. For each surface deadhead, Flight Attendants will be paid and credited at one-half-three-quarters (0.75) TFP
208 per hour, prorated. In no case will the Flight Attendant receive less than one (1.0) TFP for each surface
209 deadhead segment.

210 M. PAY PROTECTION DUE TO WEATHER, MECHANICAL OR TO SUIT COMPANY CONVENIENCE

211 1. If any flights appearing on a Flight Attendant's line of time are cancelled due to weather, mechanical or to
212 suit Company convenience, and such flights are not made up the same day or days in the case of a multiday
213 sequence(s) including an overnight(s), the Flight Attendant will be paid according to the TFP scheduled
214 (excluding Boarding Pay, Sit Pay, and Average Duty Period Guarantee (ADPG)), except as provided for in Section
215 10.S. [Pre-Cancellations].

216 2. A Flight Attendant who has cancelled flying in a duty day, and a surface deadhead segment during the same
217 duty day, will be paid the one-half (0.5)-TFP associated with the value of the surface deadhead in Section
218 28.F.2. [Co-terminals] in addition to any pay protection already due under this Paragraph.

219 3. A Flight Attendant may pick up additional flying on a day in which s/he/they is-are pay protected and will
220 receive both pay protection and the value of the additional scheduling obligation; however, sick leave will not
221 be paid on such picked up flying not flown on any day(s) in which s/he/they is-are already receiving pay
222 protection (Section 16.D. [Sick Leave Pay...]). A Flight Attendant may pick up additional flying on a day in
223 which s/he/they is-are receiving pay protection for jury duty pursuant to Section 24.A. [Jury Duty] as long as
224 s/he/they has/have satisfied all other notification requirements and scheduling obligations set forth in that
225 Section.

226 N. STRANDED PAY

227 In the event a Flight Attendant is stranded, i.e. unable to fly her/his/their sequence (the sequence that is on
228 her/his/their line following check-in) as scheduled for more than two hours (2:00), due to weather, mechanical
229 problems, or to suit Company convenience, s/he/they will receive pay for such stranding (i.e. the act of being
230 stranded) as described below.

231 1. When a Flight Attendant is stranded, s/he/they will be compensated on a day-for-day basis except as provided
232 for under 1.e. (stranded pay in a sequence with a Multiday Sequence Minimum (MSM)) and 1.f. (stranded pay
233 in a sequence with an Average Duty Period Guarantee (ADPG)), below, as follows:

234 a. The TFP value of flights flown including surface deadhead in addition to any TFP added to achieve the
235 Duty Period Minimum; and

236 b. Sit Pay; and

- 237 c. Any applications of the ~~Extended-Overnight-Rule (EOR)~~ not related to the stranding(s); and
238 d. If the sequence in which the stranding occurs does not contain a ~~Multiday Sequence Minimum (MSM)~~,
239 the greater of:
240 1. ~~(Stranded pay:)~~ The TFP value of all instances of stranded pay in the day pursuant to N.2., below;
241 or
242 2. ~~(Pay protection:)~~ The scheduled TFP value of scheduling obligations not flown or made up that day
243 as a result of the stranding(s) plus the TFP value of any scheduling consequence(s) resulting from
244 the applicable stranding(s) that directly affects any duty or rest period in the same or subsequent
245 sequence(s) (e.g. when related to the stranding: any ~~Extended-Overnight-Rule~~ application(s),
246 adjustments due to compensatory "double-out" rest or other contractual legalities, etc.); or
247 e. If the sequence in which the stranding occurs contains a ~~Multiday Sequence Minimum (MSM)~~, the greater
248 of:
249 1. ~~(Stranded pay in the entire sequence:)~~ The TFP value of all instances of stranded pay in the sequence
250 pursuant to N.2., below; or
251 2. ~~(All pay protection:)~~ The scheduled TFP value of all scheduling obligations not flown or made up in
252 the entire sequence plus the TFP value of any MSM over the life of the sequence plus the TFP value
253 of any scheduling consequence(s) resulting from the applicable stranding(s) that directly affects any
254 duty or rest period in the same or subsequent sequence(s) (e.g. when related to the stranding: any
255 ~~Extended-Overnight-Rule~~ application(s), adjustments due to compensatory "double-out" rest or other
256 contractual legalities, etc.); and
257 f. TFP added to the sequence to achieve the ~~Average Duty Period Guarantee (ADPG)~~.
258 g. If a duty period crosses midnight such duty period will be credited in the day in which the duty period
259 starts for the purposes of calculating pay protection or stranded pay pursuant to this provision.
260 2. Stranded Pay
261 a. Commencing with the time the aircraft blocks in at the gate or is scheduled to depart from the gate,
262 whichever is appropriate, at the station at which it is stranded and terminating with the time the aircraft
263 blocks out of the station at which it is stranded, each Flight Attendant will be paid one (1.0) TFP for each
264 four hours (4:00) of such period (over two hours (2:01 or more) will count as a full four hours (4:00),
265 two hours (2:00) or less will not count).
266 b. Each stranding will be considered separately whenever possible and calculated accordingly for pay
267 purposes; however, if the sequence in which a stranding occurs contains a Multiday Sequence Minimum,
268 all instances of stranded pay are considered across the entire sequence pursuant to 1.e., above. If
269 multiple strandings occur in a sequence such that it is not possible to isolate which scheduling
270 consequence(s) is directly related to a particular stranding for the purposes of determining the greater of
271 stranded pay or pay protection pursuant to N.1.b.2., above, the TFP value of such scheduling
272 consequence(s) will be considered against each applicable stranding separately.
273 c. Each occurrence of stranded pay between flights in the same duty period will reduced by one (1.0) TFP
274 for Sit Pay already compensated for ground time in excess of two hours (2:00) during the same period
275 pursuant to 21.T. [Sit Pay], below.
276 d. Unless otherwise provided elsewhere in this Agreement, receiving Stranded Pay will not negate a Flight
277 Attendant's right to receive other pay provisions.
278 3. If a Flight Attendant has been given an alternate assignment (such as under Sections 10.R. [Reassignments],
279 10.S. [Pre-cancellations] and/or 16.L. [Calling in Well], etc.) and ~~s/he~~they ~~is-are~~ stranded during the alternate
280 assignment, the baseline for the pay protection comparison pursuant to 1.d.2. and 1.e.2., above, is the greater
281 of the following on a day-for-day comparison:
282 a. The TFP value of the sequence on the Flight Attendant's line prior to any scheduling adjustment(s); or
283 b. The TFP value of the alternate assignment flown.
284 4. If a Flight Attendant is stranded and such stranding leads to a RON that results in flying during a duty period
285 commencing on a scheduled day off, stranded pay under 21.N. will be calculated separately from
286 compensation under Section 9.D.1.d [Company's Right to Assign JA]. The period used to calculate stranded

287 pay under this Section will continue up to the time the duty period preceding the unscheduled RON was
288 scheduled to end (i.e. the time the final duty period of the sequence that was on the Flight Attendant's line
289 following check-in was scheduled to end). The compensation under [Section 9.D.1.d \[Company's Right to](#)
290 [Assign JA\]](#) of one (1.0) TFP for every four hours (4:00) until release at domicile will begin thereafter.

291 O. PAY SHORTAGE

292 In the event there is a shortage of payment in a Flight Attendant's paycheck of one-hundred dollars (\$100.00) or
293 more due to Company error, and the Flight Attendant desires payment for such shortage prior to the next payday,
294 the Flight Attendant will notify Crew Administration who will arrange for the payment for such shortage within
295 three (3) work-days of normal office hours.

296 P. OVER-DUTY COMPENSATION

297 If a Flight Attendant's duty day exceeds twelve hours and thirty minutes (12:30), ~~s/he~~they will be compensated in
298 accordance with [Sections 8.F. \[Over-Duty Pay\]](#), [8.G. \[Fourteen Hour \(14:00\) Duty...\]](#) and [8.H. \[Compensatory](#)
299 [\(Double-Out\) Rest\]](#), unless provided for elsewhere in the Agreement.

300 Q. COMPENSATION FOR FLYING GREATER THAN SCHEDULED

301 If a Flight Attendant is given a Reassignment on a scheduled day of work, ~~s/he~~they will be compensated for flying
302 greater than scheduled per [Section 10.R.5. \[Reassignments\]](#) and [21.N. \[Stranded Pay\]](#), if applicable. If a Flight
303 Attendant is JA'd at the completion of a scheduled sequence, ~~s/he~~they will be compensated per [Section 9.D.1.d.](#)
304 [\[Company's Right to Assign JA\]](#).

305 R. PRODUCTIVITY PREMIUM PROGRAM (PPP)

306 ~~The Productivity Premium Program (PPP) for the bid months of June, July, August, and December will be~~
307 ~~considered individually.~~

- 308 1. ~~To qualify for the PPP in any of these months,~~ a Flight Attendant's Worked TFP, [State Sick Leave TFP](#), plus
309 any paid vacation credit ~~(inclusive of Longevity Paid Time Off)~~ and unpaid vacation credit of four (4.0) TFP
310 per day in ~~that~~ [each four \(4\) bid month \(trimester\) period](#) must meet or exceed the TFP equivalent of the
311 Flight Attendant's [combined PBS bid award over those four \(4\) months](#) by at least ~~fortyfive (405.0) TFP.~~ ~~PPP~~
312 ~~in these months will be compensated at three hundred and fifty dollars (\$350) per month.~~
- 313 2. [PPP "trimesters" of four \(4\) bid months will be pre-determined and posted by the Company no later than](#)
314 [August 1st of the year prior. The Company, at their discretion, may select different months for each "trimester"](#)
315 [each year.](#)
- 316 3. [The monetary amount for each PPP "trimester" of four \(4\) bid months will be pre-determined and posted by](#)
317 [the Company no later than August 1st of the year prior. The Company, at their discretion, may select different](#)
318 [monetary amounts for each "trimester" each year.](#)
- 319 4. [The total value of all three \(3\) PPP "trimesters" of four \(4\) bid months will be four-thousand dollars](#)
320 [\(\\$4,000.00\).](#)
- 321 5. [In no case will the PPP for a singular "trimester" of four \(4\) bid months total less than five-hundred dollars](#)
322 [\(\\$500.00\).](#)

323 ~~Individual Block Months: TFP Requirement for each individual month*:~~

June	June's bid award TFP equivalent plus 5.0 TFP
July	July's bid award TFP equivalent plus 5.0 TFP
August	August's bid award TFP equivalent plus 5.0 TFP
December	December's bid award TFP equivalent plus 5.0 TFP

324 ~~*\$350 premium paid for each qualifying month. Vacation credit (paid and unpaid) and Longevity PTO~~
325 ~~count toward meeting the premium TFP goal. See 1.a., above.~~

326 6. The Productivity Premium Program (PPP) for the pre-determined "trimesters" of four (4) bid months of
327 ~~January, February, March, April, May, September, October and November~~ will be considered collectively as a
328 block.

329 a. ~~To qualify for the PPP in this block of months, a Flight Attendant's Worked TFP plus any paid vacation~~
330 ~~credit (inclusive of Longevity Paid Time Off) and unpaid vacation credit of four (4.0) TFP per day in that~~
331 ~~block must meet or exceed the TFP equivalent of the Flight Attendant's combined monthly PBS bid awards~~
332 ~~by at least forty (40.0) TFP. PPP for this block of months will be compensated at one thousand one~~
333 ~~hundred (\$1100).~~

334 b. ~~Collective Block of Months: TFP Requirement for combined months*:~~

~~January, February, March, April, All 8 month's combined bid award TFP equivalent plus~~
~~May, September, October and 40.0 TFP.~~
~~November.~~

335 ~~*\$1100 premium paid when qualifying for the entire block of 8 months. Vacation credit (paid and unpaid)~~
336 ~~and Longevity PTO count toward meeting the premium TFP goal. See 2.a., above.~~

337 7. If a Flight Attendant is awarded a Reserve Line the TFP equivalent of her/his/their bid award is five (5.0) TFP
338 multiplied by the number of reserve days awarded, plus any of the following if applicable: carry-in, vacation
339 credit and non-recurrent Company-required training.

340 8. Sick Leave Make-Up TFP is excluded, except for TFP in excess of sick bank restoration.

341 9. PPP is eligible for 401(k) Company match (pursuant to Section 27.B. [401(k) Company Match]).

342 10. Taxes on PPP will be withheld consistent with the applicable Internal Revenue Service Individual Tax Rate
343 Schedule and the Flight Attendant's current Form W-4 withholding allowances.

344 11. PPP payouts are considered "incentive pay" under the Performance Based Pay (PBP) plan. The determination
345 of whether PPP payouts are PBP eligible earnings are governed by plan rules and therefore PPP payouts are
346 not PBP eligible earnings under the current plan.

347 12. For any full bid month in which a Flight Attendant is on a "no-bid" status, the TFP equivalent of her/his/their
348 bid award will be seventy-five (75.0) TFP. The TFP value of any month-end overlap carry-in or pre-planned
349 absences will be excluded in a "no-bid" month for the purposes of determining the TFP equivalent of
350 her/his/their bid award.

351 13. To be eligible for the PPP payout in a "trimester" of four (4) bid months, at least forty (40.0) TFP must be
352 credited from TFP other than Company Business/Union Business (CB/UB) TFP.

353 S. PRE-BOARDING COMPENSATION

354 1. Lineholder: One-half (0.5) TFP

355 2. Reserve on duty except for Airport Standby: One-half (0.5) TFP paid towards guarantee (Section 11.F.8.
356 [Airport Standby])

357 3. Reserve off duty: One-half (0.5) TFP paid above guarantee

358 4. Airport Standby Reserve: No additional compensation other than Airport Standby credit (Section 11.F.8.
359 [Airport Standby])

360 T. SIT PAY

361 1. Scheduled or actual ground time in excess of two hours (2:00) between flights in the same duty period will
362 be paid an additional one (1.0) TFP.

363 2. Sit Pay will be paid in addition to all ~~Minimum Pay Rule~~MPPRs (21.D. [Minimum Pay Rules], above).

364 3. Sit Pay will be paid above a Reserve's guarantee.

365 4. Sick Leave, pay protection and/or premium pay will not be paid on Sit Pay (Section 16.D. [Sick Leave Pay...]),
366 21.M. [Pay Protection...], and 21.U. [Premium Pay]).

367 U. PREMIUM PAY



368 Whenever premium pay (i.e. pay at one and one-half times (1.5x) the trip rate or greater) is due, such pay applies
369 only to flights flown including surface deadhead, training pay and other pay as specifically provided for elsewhere
370 in the Agreement. Premium pay is not paid on Minimum Pay Rules (21.D. [Minimum Pay Rules]) or Sit Pay (21.T.
371 [Sit Pay]), above.

372 V. "SCHEDULED" OR "ACTUAL" FOR MINIMUM PAY RULES (MPRs) AND / OR SIT PAY

373 When determining the greater of "scheduled or actual" for the purposes of Minimum Pay Rules (21.D. [Minimum
374 Pay Rules]) or Sit Pay (21.T. [Sit Pay]), above, "scheduled" will mean the sit time and/or TFP scheduled when the
375 sequence was originally constructed by Crew Planning, created by Crew Scheduling, or when picked up from or
376 traded with Open Time or another Flight Attendant unless specifically excluded pursuant to provisions related to
377 Jet Bridge Trades (Section 12.C.7. [Trading Procedures]) or SIPs (Section 12.G. [Sequence Interruption Point...]).
378 An automated scheduling adjustment by Winds Aloft or a successor program (i.e. a program that calculates
379 projected flying time due to winds at altitude) made to a sequence already on a Flight Attendant's line is not
380 considered "scheduled" for the purposes of determining eligibility for Minimum Pay Rules and/or Sit Pay.

381 W. DRUG AND ALCOHOL TESTING

382 A Flight Attendant will be paid thirty dollars (\$30.00) for each drug or alcohol test. If a Flight Attendant must
383 submit to an alcohol and drug test on the same day, they will be paid thirty dollars (\$30.00) for each test, for a
384 total of sixty dollars (\$60.00) for both tests.

385

386

387 **ADDENDUM**

388

389 1. **How am I paid if my aircraft diverts enroute?**

390 When an aircraft is diverted enroute due to conditions at the originally scheduled destination, the actual block-to-
391 block time is compared with that of the originally scheduled segment for calculation under Section 21.J.3. [Block
392 and Ground Delays]. The TFP under Sections 21.D. [Minimum Pay Rules], 21.E. [TFP Calculation] and 21.F.
393 [Compensation in a Bid Month] will be paid for the greater of scheduled or actual flying.

394 2. **How am I paid if I am on an unscheduled overnight?**

395 See Section 9.D.1.d. [Company's Right to Assign JA] and Addendum to Section 9 #2 for an unscheduled overnight
396 into days off subsequent to being JA'd at the completion of your sequence. See Sections 9.D.1.d. [Company's
397 Right to Assign JA] and 21.N.4. [Stranded Pay] for a stranding that leads to an unscheduled overnight into days
398 off. See Sections 10.R.5. [Reassignments], 21.M. [Pay Protection] and Addendum to Section 21 #8 for an
399 unscheduled overnight(s) into days on.

400 3. **What is stranded pay?**

401 Stranded pay: If you are on a sequence that does not contain a Multiday Sequence Minimum (MSM) and you are
402 stranded in excess of two hours (2:01 or more) due to weather, mechanical problems or to suit Company
403 convenience, you will generally be paid the greater of (see Section 21.N. [Stranded Pay] for exact details):

404 The scheduled TFP value of cancelled flights not flown or made up that same day; or

405 Commencing with the time the aircraft blocks in at the gate or is scheduled to depart from the gate, whichever is
406 appropriate, at the station at which it is stranded and terminating with the time the aircraft blocks out of the
407 station at which it is stranded, you will be paid one (1.0) TFP for each four hours (4:00) of such period (over two
408 hours (2:01 or greater) will count as a full four hours (4:00); two hours (2:00) or less will not count) .

409 The time period for calculation of stranded pay commences at the time the aircraft blocks in at the gate, or is
410 scheduled to depart from the gate, whichever is appropriate, and terminates at the time the aircraft actually
411 departs.

412 Example: Stranded Pay

413

Scheduled Sequence

DAY	FLT NBR	ORG	DST	DEP	ARR	BLK TIME	TFP	TOTAL TFP
SU	530	SEA	- BUR	1000	1218	218	2.7	
SU	583	BUR	- PDX	1255	1505	210	2.4	5.1



MO	504	PDX	-	LAX	0655	0908	213	2.5	
MO	553	LAX	-	PDX	0950	1208	218	2.5	
MO	712	PDX	-	PHX	1355	1710	223	2.9	7.9
TU	725	PHX	-	PDX	0700	0844	244	2.9	
TU	723	PDX	-	SEA	0915	1000	45	1.0	3.9

414 TOTALS 16.9 hard-time TFP + 4.0 TFP Duty Period Minimum (DPM) of 0.1 TFP = 17.0 total TFP.

415 Assume you fly Flight 725 PHX-PDX on Day Three, and that Flight 725 PDX-SEA cancels due to a mechanical. You
416 deadhead to domicile on Flight 723, departing PDX at 1655. You have been stranded in Portland for over eight
417 hours (8:00). You will be paid the greater of one (1.0) TFP Stranded Pay (two (2.0) TFP Stranded Pay for a
418 stranding over eight hours (8:00) but reduced by one (1.0) TFP already paid as Sit Pay over two hours (2:01+))
419 or the scheduled TFP value of cancelled flights not flown or made up the same day.

420 Revised Sequence

DAY	FLT NBR	ORG	DST	DEP	ARR	BLK TIME	TFP	TOTAL TFP
SU	530	SEA	-	BUR	1000	1218	218	2.7
SU	583	BUR	-	PDX	1255	1505	210	2.4
MO	504	PDX	-	LAX	0655	0908	213	2.5
MO	553	LAX	-	PDX	0950	1208	218	2.5
MO	712	PDX	-	PHX	1355	1710	223	2.9
TU	725	PHX	-	PDX	0700	0844	244	2.9
TU	DH 723	PDX	-	SEA	1655	1745	50	1.0
								3.9

421 TOTALS 16.9 hard-time TFP + 4.0 TFP Duty Period Minimum (DPM) of 0.1 TFP + Stranded Pay of 1.0 TFP + Sit Pay of 1.0 TFP = 19.0 total TFP.

422 TFP paid for Stranded Pay can be identified on your Flight Attendant Pay Detail by the absence code "SR". [Section](#)
423 [21.N. \[Stranded Pay\]](#)

424 4. **How am I paid when the aircraft is held awaiting departure (ground delays)?**

425 If your actual ground time exceeds your scheduled ground time by eleven minutes (:11) or more (not including
426 turn times), you are paid one-half (0.5) TFP per hour, prorated and rounded up to the nearest one-tenth (.1) TFP,
427 at the Flight Attendant's step rate including the first eleven minutes (:11), for block and ground delays. [Section](#)
428 [21.J. \[Block and Ground Delays\]](#)

429 5. **How am I paid if my actual block time exceeds my scheduled block time?**

430 If your actual block time exceeds your scheduled block time by eleven minutes (:11) or more, you are paid ~~one-~~
431 ~~half (0.5)~~ [one and eleven-hundredths \(1.11\)](#) TFP per hour, prorated and rounded up to the nearest one-tenth
432 (0.1) TFP, at the Flight Attendant's step rate including the first eleven minutes (:11) for block and ground delays.
433 ~~Block delays will be paid automatically for:~~

434 6. **What happens if my flight(s) cancels? Am I released? How am I paid?**

435 If a flight(s) cancels due to weather, mechanical, or to suit Company convenience, you must contact Crew
436 Scheduling for a release and/or an alternate assignment. You will be paid according to your scheduled sequence
437 or what you fly, whichever is greater. [Section 21.M.2. \[Pay Protection...\]](#) If your flight cancels in advance of the
438 day of departure, the provisions of [Section 10.S. \[Pre-Cancellations\]](#) will apply.

439 7. **Does ground holding accrue during debrief?**

440 No. [Section 21.J. \[Block and Ground Delays\]](#)

441 8. **How am I paid if I report to work and I am reassigned on a scheduled day of work?**

442 You will be paid for any TFP flown over scheduled at one and one-half times (1.5x) the trip rate on a duty period
443 by duty period basis. If reassigned to a sequence worth fewer TFP, you will be guaranteed the TFP value of your
444 originally scheduled sequence. The Company will not include any TFP added as Minimum Pay Rules and/or Sit Pay
445 when comparing sequences for the purposes of calculating the pay for the reassignment in accordance with
446 [Sections 10.R.5. \[Reassignments\]](#) and/or [21.M. \[Pay Protection...\]](#).

447 9. **Is it possible to receive stranded pay and delay pay?**

448 Yes, if you are stranded for over two (2) ~~ht~~ hours while you are on duty. Once you are released into crew rest, you
449 will receive only stranded pay under [Sections 21.N. \[Stranded Pay\]](#) (or pay under [9.D.1.d. \[Company's Right to](#)
450 [Assign JA\]](#) if released into an unscheduled RON).

451 10. **-What do I get paid for alcohol or drug testing?**

452 You will receive ~~fifteen~~ [thirty](#) dollars (~~\$15~~[30](#).00). [Section 21.W. \[Drug and Alcohol Testing\]](#)

453 11. **How am I paid for the taxi leg in Phoenix from the international to domestic terminal?**



454 You will receive fifteen dollars (\$15.00). If block-in at the international gate (including clearing customs and taxi)
 455 to block-in at the domestic gate exceeds one (1) hour, you will receive an additional fifteen dollars (\$15.00) for
 456 each hour of duty worked, prorated to the nearest minute. You will also be compensated the fifteen dollars
 457 (\$15.00) if you call in sick for the sequence that includes the taxi leg.

458 The following will apply to inbound Flight Attendant crews from Mexico to Phoenix:

- 459 a. Continuing Flight Attendant crews may be required to re-board the aircraft at the Phoenix International
 460 Terminal for taxi to the domestic gate. In this circumstance, each Flight Attendant will receive fifteen dollars
 461 (\$15.00).
- 462 b. Flight Attendants who terminated their duty day in Phoenix and who were required to re-board the aircraft at
 463 the Phoenix International Terminal for taxi to the domestic gate will receive fifteen dollars (\$15.00). In this
 464 circumstance, if the Flight Attendant's duty time continued beyond one (1) hour after initial block-in time at
 465 the international terminal, ~~s/he~~they will receive fifteen dollars (\$15.00) for each additional hour of duty
 466 worked, prorated to the nearest minute. Duty time will be extended to the time the Flight Attendant was
 467 relieved from duty at the Phoenix Domestic Terminal.

468 Flight Attendant crews inbound from Mexico who are scheduled to terminate the duty day in Phoenix may not
 469 be required to re-board the aircraft at the Phoenix International Terminal for taxi to the domestic gate.

470 12. **Do I accrue sick leave on stranded pay?**

471 No. [Section 16.A. \[Sick Leave Accrual...\]](#)

472 13. **When do I receive "A" pay?**

473 Flight Attendant must actually fly a sequence or portion thereof, in order to receive the two dollars (\$2.00) for
 474 each TFP flown or credited. For example, if a Flight Attendant is awarded the "A" position on a sequence for which
 475 she calls in sick, the Flight Attendant would not be compensated the two dollars (\$2.00) "A" premium pay for the
 476 sequence. However, if a Flight Attendant actually flies the sequence and is credited beyond what is actually flown,
 477 as in the case of a four (4.0) TFP minimum, the Flight Attendant would receive the ~~two dollars (\$2.00)~~ "A" premium
 478 pay for each TFP flown or credited.

479 14. **When do I advance to the next pay step?**

480 You will advance a pay step based on the anniversary of your Occupational Seniority date unless otherwise
 481 provided for in the [LOA 7 \[Virgin America "Red Circle" Pay Rates\]](#).

482 15. **Minimum Pay Rule and/or Sit Pay Examples:**

483

Example of a 1-day pairing: (w/ ADPG & Sit Pay)						Example of a 3-day pairing: (w/ EOR)					
Day	Flight	DEP	ARR	TFP	SIT	Day	Flight	DEP	ARR	TFP	SIT
1	187	ANC14:05	FAI 15:04	1.0	:46	1	473	LAX 19:10	SEA 21:50	2.8	1:10
	188	FAI 15:50	ANC 16:54	1.0	2:13		698	SEA 23:00	GEG 23:58	1.0	
	45	ANC 19:07	BET 20:20	1.4	:50	2	(30:02 layover in GEG)				
	46	BET 21:10	ANC 22:15	1.4		3	699	GEG 06:00	SEA 07:06	1.0	1:54
							456	SEA 09:00	LAX 11:38	2.8	
			Actual TFP:	4.8						8.0 TFP (w/ DPM) Actual TFP:	7.6
			Bid TFP:	4.8						Bid TFP:	12.0
			Paid TFP:	6.0						Paid TFP:	12.0
[Average Duty Period Guarantee (ADPG) 5.0 x 1 duty period (5.0 TFP)] + [Sit over 2 hours paid at 1.0 TFP x 1 sit (1 TFP)] = 6.0 TFP						The new Extended Overnight Rule pays 4 TFP for Day 2 (30hr layover) for a same total value of 12 TFP.					
Example of a 4-day pairing: (w/ ADPG & Sit Pay)						Example of a 1-day pairing: (w/ Sit Pay)					
Day	Flight	DEP	ARR	TFP	SIT	Day	Flight	DEP	ARR	TFP	SIT
1	527	ONT 17:00	SEA 19:37	2.8	1:44	1	470	SEA 06:55	LAX 09:25	2.8	2:35
	372	SEA 21:21	SMF 23:13	1.9			479	LAX 12:00	SEA 14:43	2.8	
2	373	SMF 10:33	SEA 12:28	1.9	2:22						
	362	SEA 14:50	SMF 16:29	1.9						Actual TFP:	5.6
3	365	SMF 06:53	SEA 09:09	1.9	:49					Bid TFP:	5.6
	346	SEA 09:58	OAK 11:56	2.1							



4	359	OAK 09:55	SEA 11:56	2.1	1:59		Paid TFP: 6.6	
	532	SEA 13:55	ONT 16:30	2.8				
				Actual TFP:	17.4			
				Bid TFP:	17.4			
				Paid TFP:	21.0			
[Average Duty Period Guarantee (ADPG) 5.0 x 4 duty periods (20 TFP)] + [Sit over 2 hours paid at 1.0 TFP x 1 sits (1 TFP)] = 21.0 TFP								Additional pay for sit over 2 hours paid at 1.0 TFP x 1 sit (1 TFP)

1 A. PER DIEM

2 A Flight Attendant will receive an hourly per-diem allowance for each hour ~~s/he~~they ~~is~~are away
3 from ~~her/his~~their domicile, starting at the time of required check-in and ending fifteen minutes
4 (:15) after the arrival of ~~her/his~~the last flight in ~~her/his~~their sequence. This per diem is
5 designated as compensation for meals. The per diem allowance will be two dollars and ~~fifty~~
6 seventy-five cents (\$~~2.50~~75) per hour at Date of Ratification (DOR). The per diem allowance
7 will increase an additional five cents (\$0.05) to two dollars and eighty cents (\$2.80) per hour
8 on the first anniversary of the effective date of this Agreement. The per diem allowance will
9 increase an additional five cents (\$0.05) to two dollars and eighty-five cents (\$2.85) per hour
10 on the second anniversary of the effective date of this Agreement.

11 B. TRANSPORTATION

12 The Company will provide timely and dependable transportation for layovers (to and from the
13 airport ~~to and~~ layover point ~~and return~~) and for applicable surface deadheads. When
14 transportation is not provided within thirty-five minutes (:35) from block-in or within ten
15 minutes (:10) of the scheduled departure time from the hotel, Flight Attendants will be
16 reimbursed for the actual expenses incurred for transportation to or from the airport and
17 layover point or for applicable surface deadhead.

18 C. BUY-ON-BOARD FOOD DISCOUNT FOR WORKING CREW

19 If perishable or non-perishable food items are available for sale on a flight, a Flight Attendant
20 may purchase one (1) item per duty period at fifty percent (50%) of the retail price.
21 Perishable items left over may be consumed upon completion of the service at no cost.

22 D. PASSPORT RENEWALS

23 *(For procedures when a Flight Attendant does not have ~~her/his~~their passport during the*
24 *renewal process and has international flying, see Section 10.S.12. [Pre-Cancellations].)*

- 25 1. The Company will pay for all Flight Attendant passport renewals, including a renewal
26 required due to a name change ~~-, at the US Department of State rate and associated~~
27 required passport photographs up to the regular fee charged by the United States Postal
28 Service (USPS).
- 29 2. Flight Attendants may choose to utilize expedited passport services and the associated
30 costs for expedited passport services will be reimbursed by the Company (up to the
31 amount charged by the US Department of State, optional expedited shipping excluded).
32 ~~are responsible for any other costs associated with renewal, such as photographs or~~
33 ~~expedited fees.~~
- 34 3. Instructions for the passport renewal process and reimbursement will be posted on the
35 Company's Flight Attendant website.

36
37 **ADDENDUM**

38 ~~1. **What are the rules for passport renewal?**~~

39 ~~Company policy requires Flight Attendants to carry a valid passport while on duty. s~~

40 ~~To renew a passport, it may be necessary for a Flight Attendant to mail in her/his current~~
41 ~~passport. If a Flight Attendant does not have her/his passport during the renewal process and~~
42 ~~has international flying, Section 10.S.12. [Pre-Cancellations], will be used to find alternate~~
43 ~~flying for the Flight Attendant. If no flying is available for the Flight Attendant, s/he will be~~
44 ~~pay protected, in accordance with Section 10.S. [Pre-Cancellations], as long as her/his~~
45 ~~attempts to renew the passport have been initiated at least fifteen (15) days prior to passport~~
46 ~~expiration date.~~

47 ~~If a Flight Attendant has not initiated the renewal process at least fifteen (15) days prior to~~
48 ~~passport expiration date, the Flight Attendant will be removed from international flying,~~
49 ~~without pay, until the passport is received.~~

50 ~~If a Flight Attendant who checks in for international flying has forgotten her/his passport, s/he~~
51 ~~will be removed from the flying without pay.~~



A. FLIGHT ATTENDANT INSURANCE PLAN(S)

The Flight Attendants' insurance plan will be separated from the Company-wide plan and will provide benefits comparable to those offered under the Alaska Airlines pilots' insurance program, subject to the following limitation:

1. Premiums: A Flight Attendant's contribution toward PPO medical/dental/vision costs for the respective coverage tiers will be in accordance with the schedule below. However, in no event will the annual increase in the Flight Attendant cost exceed fifteen percent (15%) per year irrespective of the table below.

Year	Cost Sharing
2019 2024	20% Rates frozen at 2019 contribution rates
2019 and beyond 2025	Rates frozen at 2019 contribution rates during life of Agreement, including status quo period. <u>18%, but no more than a 15% increase from 2024 rates</u>
2026	<u>20%, but no more than a 15% increase from 2025 rates</u>
2027	<u>20%, but no more than a 15% increase from 2026 rates</u>

~~The 2019 rates will remain in effect until re-negotiated in a successor agreement to the 2018-2021 JCBA.~~

2. The Company will offer a high-deductible group-insurance plan.
 - a. Flight Attendants will pay no more than any other workgroup to participate in the plan.
 - b. The premium contribution for the high-deductible group insurance plan will not exceed the premium contribution for the regular PPO plan in A.1., above, for the respective coverage tiers.
3. For Health Maintenance Organizations (HMO), where offered, the Flight Attendant will pay the difference between the entire cost of the HMO and the Company contribution for the PPO plan, subject to a minimum Flight Attendant contribution of the amount charged to PPO plan participants.
4. Flight Attendants will receive no less favorable adoption assistance benefit than the adoption assistance policy covering Company management personnel and any company-wide benefit implemented in the future.
5. In the future, should all other Company labor leaders agree to participate in an all-union "Benefits Coalition" for the sole purpose of negotiating common medical, dental, and vision plans and rates for all labor groups, the Association will agree to participate. This does not obligate the Association to reach any agreement as a result of participating in any such "Benefits Coalition".

B. ELIGIBILITY FOR INSURANCE

1. Flight Attendants must fly or be credited four-hundred eighty (480.0) TFP in a calendar year to be eligible for Company-paid medical, dental and vision insurance inclusive of the following:
 - a. Worked TFP;
 - b. Sick leave TFP; and

34 c. Maximum vacation (based on Company Seniority)/~~Longevity PTO~~ TFP (based
35 on Occupational Seniority), no pay or flying requirement for either.

36 Examples:

37 1. A Flight Attendant has five (5) years of Company Seniority and could
38 potentially have eighty-four (84.0) TFP vacation credit, but ~~s/he~~they did
39 not meet the four-hundred eighty (480.0) TFP threshold the year prior and
40 therefore has no vacation pay. Regardless, eighty-four (84.0) TFP will be
41 credited towards her/his four-hundred eighty (480.0) TFP threshold for
42 insurance qualification. This "soft credit" will not apply for qualification for
43 any other threshold (e.g. uniform or vacation).

44 2. A Flight Attendant has sixteen (16) years of Company Seniority and could
45 potentially have one-hundred and twelve (112.0) TFP vacation credit, but
46 ~~s/he~~they did not meet the four-hundred eighty (480.0) TFP threshold the
47 year prior and therefore has no vacation pay. Regardless, one-hundred
48 and twelve (112.0) TFP will be credited towards her/his four-hundred
49 eighty (480.0) TFP threshold for insurance qualification. This "soft credit"
50 will not apply for qualification for any other threshold (e.g. uniform or
51 vacation).

52 2. In B.1. above, unpaid TFP credit will be applied and/or the look-back period will be
53 modified consistent with Sections 15.M. [Leaves with Coordination...] and 15.N. [Unpaid
54 Leaves...], as applicable.

55 3. If the Flight Attendant is not credited with four-hundred eighty (480.0) TFP in the calendar
56 year pursuant to B.1. and B.2., above, ~~s/he~~they may elect to forego Company insurance
57 coverage or to pay the entire premium.

58 4. Company-paid coverage will be restored in the first full month after the Flight Attendant
59 flies or is credited four-hundred eighty (480.0) TFP in a calendar year.

60 c. SHORT-TERM DISABILITY (STD) INSURANCE PLAN

61 1. At the Flight Attendant's option, ~~s/he~~they may coordinate available sick leave and/or
62 vacation/~~Longevity PTO~~ with Short-Term Disability pursuant to Section 15.M. [Leaves
63 with Coordination...].

64 2. When a Flight Attendant's average monthly TFP earnings generate a benefit from Workers'
65 Compensation or Short-Term Disability that exceeds the maximum TFP allowed per
66 Section 16.B. [Coordinating Sick Leave...] ~~s/he~~they will be allowed to retain her/his/their
67 group health-care coverage (medical, dental, vision) by paying the active employee rate
68 for the Flight Attendant and dependent(s), if applicable, for the duration of the leave.
69 Eligibility under this provision will satisfy the "active coverage at the commencement of
70 Long-Term Disability (LTD)" requirement in Section 23.C.6.a. [Group Health Care
71 Benefits] for the purposes of continued Group Health Care Benefits.

72 3. A Flight Attendant who qualifies for STD part way through a bid month will be afforded
73 the ability to coordinate sick leave in addition to compensation from the STD benefit. The
74 maximum amount of sick leave that may be coordinated is based on the TFP credit of the
75 scheduling obligation(s) on her/his/their line at the time of the STD-eligible illness or injury
76 and ~~that~~ which remains on her/his/their line at the time the STD benefit is processed by



77 Crew Administration. The TFP value of the remaining scheduling obligation(s) will be
78 multiplied by the Flight Attendant's step rate and reduced by her/his/their STD benefit. The
79 remainder will be divided by the Flight Attendant's step rate and the result is the calculated
80 sick leave TFP equivalent that may be drawn from her/his/their sick leave bank.
81 Alternatively, a Flight Attendant may coordinate vacation/Longevity PTO using the same
82 calculation method by dividing the TFP equivalent by four (4) and rounding to the nearest
83 whole number in order to determine the number of vacation/Longevity PTO day(s). See
84 15.M.1. and 15.M.2. [Leaves with Coordination...], below.

85 D. LONG-TERM DISABILITY (LTD) INSURANCE PLAN

86 1. The Company will pay one-hundred percent (100%) of the premiums to an insurance
87 carrier for a ~~Long-Term Disability insurance (LTD)~~ policy for all eligible Flight Attendants.
88 The insurance carrier will be selected by the Company, so long as the LTD policy meets
89 the following minimum specifications.

90 a. Eligibility:

91 A Flight Attendant will be eligible for the LTD plan if the date of her/his/their qualifying
92 disability occurs no earlier than the first day of the bid month following her/his/their
93 initial thirty (30) days of service. ~~S/he/They~~ will remain eligible for any month during
94 which the date of her/his/their qualifying disability occurs while ~~s/he/they is-are~~ on the
95 active payroll or on an approved leave of no more than thirty-one (31) days unless a
96 longer duration is allowed by the insurance contract. Provided the Flight Attendant has
97 met the qualifications for the LTD benefit and ~~s/he/they is-are~~ employed by the
98 Company on the date of her/his/their qualifying disability, ~~s/he/they~~ will continue to
99 receive such benefit after separation from the Company, subject to the provisions of
100 this Section and plan rules.

101 b. Elimination Period:

102 The plan will have an elimination (waiting period) of one-hundred eighty (180) days
103 after the date that the Flight Attendant becomes disabled.

104 c. Duration:

105 LTD benefits will continue to be paid as long as the Flight Attendant remains disabled
106 under the terms set forth in the LTD policy, but will cease upon reaching Social Security
107 Normal Retirement Age (SSNRA), unless the insurance carrier underwriting the plan
108 extends benefits to meet a minimum benefit period it establishes.

109 d. Duration for disabilities after SSNRA:

110 Covered Flight Attendants who become disabled after their SSNRA will receive no
111 fewer than twelve (12) months of benefits, provided that ~~s/he/they~~ remains disabled
112 under the terms set forth in the plan.

113 e. Pre-Existing and Certain Other Medical Conditions:

114 LTD benefits will be subject to pre-existing condition limitations and exclusions
115 established by the insurance carrier. Also, the insurance carrier may not provide
116 coverage, or may limit the length of benefits, for certain conditions see C.5.e.1., below,
117 for list of examples.

- 118 1. An otherwise covered disability will be deemed pre-existing if it is due to a medical
119 condition for which ~~s/he~~they received a diagnosis or treatment during the three
120 (3) month period prior to the date of eligibility for LTD coverage.
- 121 2. After twelve (12) months of coverage under the LTD plan, the medical condition
122 will no longer be considered pre-existing for the purposes of determining eligibility
123 for benefits.
- 124 2. Benefits
- 125 a. The monthly LTD benefit will equal fifty percent (50%) of the Flight Attendant's
126 average monthly TFP earnings for the last twelve (12) months of active service prior
127 to date of disability (excluding approved leaves or furlough).
- 128 1. "TFP earnings" includes all amounts paid in TFP, but does not include Visa
129 payments, per diem, PBP, OPR, other bonuses or forms of compensation.
- 130 2. The "TFP earnings" will be prorated for Flight Attendants who do not have twelve
131 (12) months of active service. For example, a Flight Attendant who has six (6)
132 months of active service, with a total of four-hundred twenty (420.0) paid TFP,
133 will be prorated to average monthly earnings of seventy (70.0) TFP.
- 134 b. The maximum monthly benefit will be five-thousand dollars (\$5,000.00).
- 135 c. The minimum monthly benefit will be the greater of fifteen percent (15%) of "TFP
136 earnings" or one-hundred dollars (\$100.00).
- 137 d. If a Flight Attendant becomes deceased while eligible to receive benefits under the
138 LTD plan, ~~her/his~~their designated survivor will receive a lump sum equal to six (6)
139 months' gross benefit.
- 140 3. Definition of Disability
- 141 a. For the first twenty-four (24) months that a Flight Attendant receives LTD benefits,
142 ~~s/he~~they will be considered disabled if ~~s/he~~they is-are unable to perform ~~her/his~~their
143 own occupation due to a covered disabling illness or injury.
- 144 b. After twenty-four (24) months of receiving LTD benefits, a Flight Attendant will be
145 considered disabled if ~~s/he~~they is-are unable to perform any occupation, due to a
146 covered disabling illness or injury, that pays at least sixty percent (60%) of ~~her/his~~their
147 pre-disability earnings.
- 148 If the carrier selected by the Company offers an "any occupation" definition of eighty
149 percent (80%) of pre-disability earnings (versus sixty percent (60%)) at a cost load
150 for the definition of disability that is no more than five percent (5%) higher than for
151 the "any occupation" definition of sixty percent (60%), the Company will specify that
152 the "any occupation" definition be eighty percent (80%) of pre-disability earnings. If
153 the cost load of an "eighty percent (80%) definition" is more than five percent (5%)
154 greater than the "sixty percent (60%) definition", but a lower percentage definition
155 would not exceed the five percent (5%) cost load, and it is offered by the carrier, then
156 that percentage definition will be used (e.g. "seventy percent (70%) definition" or
157 "seventy-five percent (75%) definition").
- 158 4. Offsets

- 159 a. The following will be offset from the Flight Attendant's gross monthly LTD benefits:
160 1. Social-security disability for the member only (not family members).
161 2. Workers' Compensation benefits, except that there is no offset for payments
162 received attributable to "permanent impairment" (i.e. payments received for loss
163 of limb or other complete impairment, which are paid in addition to income
164 continuation payments under Workers' Compensation laws).
165 3. Sick leave paid to the Flight Attendant by the Company that, when added to the
166 amount of the LTD benefit, exceeds one-hundred percent (100%) of pre-disability
167 earnings.
168 4. Any other offset required by the insurance carrier and not specifically set forth in
169 C.4.b., below.
- 170 b. The following will not be offset from the Flight Attendant's gross monthly LTD benefits:
171 1. Work incentive (alternate duty), up to one-hundred percent (100%) of pre-
172 disability earnings.
173 2. Sick leave up to one-hundred percent (100%) of pre-disability earnings.
174 3. Vacation pay, grievance settlements or awards, profit sharing, and imputed
175 income.
176 4. Income from a job/self-employment that the Flight Attendant held prior to the date
177 of disability.
178 5. Pensions received from an employer other than Alaska Airlines.
- 179 5. Request for Proposal (RFP) Process
180 a. The MEC President, or her/his/their designee, will be engaged in the RFP process.
181 b. The MEC President, or her/his/their designee, will have the right to review quotes
182 received and plan descriptions.
183 c. AFA will not object to any plan that meets the requirements of 23.C. [Long Term
184 Disability...].
185 d. The Company will provide the insurance carrier(s) with the then-current Flight
186 Attendant job description as part of the RFP and renewal process(es).
187 e. The Company will attempt (but not be required, initially or upon renewal) to achieve
188 additional plan benefits/design components. Examples of such components include,
189 but are not limited to:
190 1. Elimination of or limiting exclusions for self-reported conditions; muscular-skeletal
191 conditions; mental or nervous disorders, such as schizophrenia or bipolar disorder,
192 Alzheimer's disease/organic brain disease.
193 2. Limiting offsets that would reduce the LTD benefit.
194 3. Providing custom communications to members.
195 4. Providing those who are receiving benefits with a non-mandatory ten percent
196 (10%) rehabilitation incentive.

- 197 5. Maintaining eligibility for continuous, uninterrupted coverage while on approved
198 leaves of a duration longer than thirty-one (31) days as outlined in C.1.a., above.
- 199 6. Group Health Care Benefits
- 200 a. While receiving LTD benefits under this plan, a Flight Attendant may continue group
201 health care coverage (medical/dental/vision) at active-employee rates for the Flight
202 Attendant and dependents (if applicable) for the duration of disability benefits, twenty-
203 four (24) months, or until Medicare-eligible, whichever is earlier. Coverage must be
204 continuous (i.e. the Flight Attendant must be on active coverage at the
205 commencement of LTD benefits in order to be eligible to continue health care benefits
206 while on LTD). Flight Attendants will be required to remit premiums by the first of the
207 month for each month's coverage, with a thirty (30) day grace period. If a premium
208 is not received by the end of the thirty (30) day grace period, active coverage will be
209 terminated and cannot be reinstated.
- 210 b. Flight Attendants returning to active service from LTD will be eligible for group health
211 care coverage (medical/dental/vision) at active-employee rates for the Flight
212 Attendant and dependents (if applicable) for no less than twelve (12) active bid
213 months. At the end of twelve (12) bid months following return to active service from
214 an LTD a Flight Attendant must fly or be credited four-hundred eighty (480.0) TFP in
215 the preceding twelve (12) bid months in order to remain eligible for group health care
216 coverage (medical/dental/vision).
- 217 7. Miscellaneous
- 218 a. A Flight Attendant receiving LTD benefits will not be on active payroll, unless s/he/they
219 is-are coordinating with sick leave or vacation/~~Longevity PTO~~ or performing work
220 incentive (alternate duty). S/he/They will receive an unpaid credit of one and one-
221 third (1.333) TFP towards the four-hundred eighty (480.0) TFP.
- 222 b. A Flight Attendant receiving LTD as a result of a compensable, work-related injury will
223 retain and accrue seniority.

1 A. JURY DUTY

2 The Company should be notified by a Flight Attendant of any impending jury duty or
3 subpoenaed to appear as a witness or deponent in any proceeding arising out of or connected
4 with her/his/their employment as soon as possible. For the purposes of this sSection, any
5 provisions referring to jury duty will also apply to situations in which a Flight Attendant is
6 subpoenaed to appear as a witness or deponent in any proceeding arising out of or connected
7 with her/his/their employment. For job-related court appearance compensation, see Section
8 24.F. ~~[JobRelated Court Appearance...]~~, below. If the Flight Attendant does serve on jury
9 duty, s/he/they will be paid the TFP actually scheduled and missed or the appropriate credit
10 for any Company Business scheduled. The Flight Attendant will furnish written proof of the
11 time served on jury duty. A Flight Attendant may pick up additional flying on a day in which
12 s/he/they is-are receiving pay protection for jury duty pursuant to Section 21.M.3. [Pay
13 Protection...] as long as s/he/they has-have satisfied all other notification requirements and
14 scheduling obligations set forth in this Section.

- 15 1. Flight Attendants will coordinate jury duty or subpoenas with Crew Administration as soon
16 as possible after the notification of jury duty or subpoena is received. A copy of the jury
17 duty notice must be submitted before schedules will be adjusted.
- 18 2. If a Flight Attendant has jury duty during all five (5) days of the work week (Monday-
19 Friday) and has a sequence, a portion of a sequence with a SIP, or reserve days on the
20 weekend (Saturday and/or Sunday) and is scheduled for jury duty the following week, the
21 Flight Attendant may choose whether or not s/he/they wishes to fly on the weekend. The
22 Flight Attendant will not be paid if s/he/they chooses to drop the weekend sequence(s) or
23 reserve day(s). Five (5.0) TFP will be deducted from the reserve guarantee for each
24 weekend reserve day(s) dropped. A Reserve will be pay protected for any sequence(s) or
25 reserve day(s) during the work week (Mon.-Fri.) at five (5.0) TFP per day for reserve or
26 the total value of the sequence(s) dropped. If the Reserve picked up flying prior to
27 receiving the summons, s/he will be pay protected for the value of the sequence(s) and/or
28 picked up reserve day(s). The Flight Attendant must inform Crew Administration at least
29 forty-eight (48) hours prior to the departure of the sequence or the beginning of the
30 reserve day midnight (12:00 AM) whether or not s/he/they will fly. The Flight Attendant
31 will not be required to fly a sequence with a destination determined by Crew Scheduling
32 to have circumstances that could cause considerable delay such as weather, floods,
33 earthquakes, etc., if the Flight Attendant is scheduled for jury duty the following week. If
34 the Flight Attendant does not fly the originally scheduled sequence on the weekend due
35 to a circumstance listed above, they Flight Attendant may be reassigned and will be pay
36 protected.
- 37 3. If a Flight Attendant has a sequence prior to jury duty, which overlaps into the day jury
38 duty is scheduled to begin, the Flight Attendant will be replaced at the SIP in order to
39 return her/him/them to her/his/their domicile to attend jury duty. If there is not a SIP, the
40 sequence will be dropped.
- 41 4. If a Reserve Flight Attendant is on-call with the court on a daily basis, they Flight Attendant
42 must notify Crew Administration if s/he/they is-are not needed by the court at first
43 knowledge, and will go back on reserve for the day. The Reserve will not be assigned to
44 a sequence with a destination, determined by Crew Scheduling, to have circumstances

45 that could cause considerable delay ~~such as~~ (weather, floods, earthquakes, etc.); if the
46 Flight Attendant is scheduled to continue jury duty the following day. If the Reserve is
47 assigned a sequence, ~~s/he~~they will be scheduled to block-in at home domicile no later
48 than midnight (12:00 AM).

49 5. If a Lineholder is on-call with the court on a daily basis; the Company will, upon request,
50 drop a sequence with pay protection; in its entirety or at the SIP, when check-in for the
51 sequence is after the time ~~s/he~~they is-are required to call the court; or would be
52 considering reasonable travel time to the airport.

53 6. If a jury duty notice confirms that a Flight Attendant will be needed with certainty for a
54 period of time or the Flight Attendant is sequestered, sequences will be dropped with pay
55 for the entire period. If not, sequences will be dropped on a sequence-by-sequence basis.
56 It is the Flight Attendant's responsibility to call Crew Administration and advise the
57 Company if the next scheduled sequence must be dropped for jury duty. No Show points
58 will not be adjusted if a Flight Attendant forgets to advise Crew Administration to drop a
59 sequence for jury duty.

60 7. If a Flight Attendant's jury duty ends in the middle of a scheduled sequence and there is
61 a SIP, ~~s/he~~they will be required to pick up ~~her/his~~their sequence at the SIP. Failure to pick
62 up the remainder of the sequence will result in a No Show and loss of pay.

63 8. Flight Attendants will be paid the TFP actually scheduled on the Flight Attendant's line
64 when written proof of the time served on jury duty is submitted to Crew Administration.
65 A Flight Attendant who properly notifies the Company will be compensated as long as the
66 Flight Attendant provides supporting paperwork (e.g. copy of any service paperwork
67 received from the court, etc.) designating those days ~~s/he~~they served or was available for
68 jury duty. If the Flight Attendant has not yet bid or been awarded ~~her/his~~their bid line,
69 ~~s/he~~they will be paid for the TFP missed from the line that ~~she~~they was-were awarded.

70 9. Flight Attendants will not be paid for sequence(s) picked up and missed due to jury duty,
71 unless ~~s/he~~they picked them up no later than the postmark date on ~~her/his~~their
72 notification of jury duty.

73 10. Upon request, a Flight Attendant will be afforded contractual rest before and after jury
74 duty but will not be pay protected for any such adjustment to ~~her/his~~their line on any
75 day(s) in which ~~s/he~~they does not have jury duty. The entire sequence will be dropped,
76 unless the Flight Attendant elects to be placed on or removed from ~~her/his~~their sequence
77 at the SIP, as applicable. If the Flight Attendant elects to break the sequence at the SIP,
78 ~~s/he~~they will not receive the four (4.0) TFP Duty Period Minimum (DPM). The Flight
79 Attendant who picks up or is assigned the SIP will receive the four (4.0) TFP DPM.

80 11. Provisions for Registered Air Commuters

81 Registered air commuters who have received a summons for jury duty must comply with
82 the rules stated above. In addition, upon request, the Company will drop sequence(s)
83 and/or reserve day(s) without pay when:

84 a. ~~S/he~~They must call the court on a daily basis to learn whether ~~s/he~~they has-have jury
85 duty the following day, and ~~s/he~~they must begin ~~her/his~~their commute (including
86 adequate time to travel to the airport) prior to the time ~~she~~they would learn whether
87 ~~she~~they has jury duty; or

- 88 b. ~~S/he~~They ~~is-are~~ scheduled to fly a sequence that ends too late for ~~her/him~~them to
89 commute to ~~her/his~~their registered commuter city to perform jury duty the following
90 day.
- 91 c. The scheduled arrival time of ~~her/his~~their commuter flight into the registered
92 commuter city is less than ten hours (10:00) prior to the start of jury duty.
- 93 d. The scheduled check-in of the first commuter flight (of the "two flight difference"
94 under the air commuting provisions of the Commuter Policy) is less than ten hours
95 (10:00) following the release from jury duty.
- 96 B. FLIGHT ATTENDANT AND ELIGIBLE DEPENDENT(S) PASS AND REDUCED FARE PRIVILEGES
97 All Alaska Airlines Flight Attendants and their immediate families will be allowed the same
98 pass and reduced fare privilege afforded to other Alaska Airlines employees in accordance
99 with Company policy.
- 100 C. WRITTEN DOCUMENTATION REQUIREMENTS
101 All orders involving furloughs, leaves of absence, discipline, or anything else affecting pay will
102 be in writing.
- 103 D. MISCELLANEOUS JOB DUTIES CLARIFICATION
104 A Flight Attendant will not be required to perform work normally assigned to a cleaner,
105 provisioner, ramp, or operations agent. The Flight Attendant will make a reasonable effort to
106 tidy up the aircraft.
- 107 E. RIGHT TO RECEIVE PERSONNEL FILE
108 A Flight Attendant will be entitled to receive ~~from the Company~~ a copy of the entire personnel
109 file from the Company, upon request, within seven (7) calendar days.
- 110 F. JOB-RELATED COURT APPEARANCE COMPENSATION
111 A Flight Attendant who, at the Company's request or who is subpoenaed, appears in
112 connection with any occurrence arising out of the Flight Attendant's service with the Company
113 will be paid the greater of the TFP missed or a minimum of six (6.0) TFP under the provisions
114 of Section 27.P.1.e. [Company Business...] and such TFP will count toward ~~her/his~~their
115 monthly credit. For job-related court appearance(s) arising from crewmember physical
116 assault, see Section 25.I. [Crewmember Physical Assault].
- 117 G. CONTRACTUAL NON-REVENUE PASS TRAVEL COMPANY REQUIREMENT(S)
118 Flight Attendants are not required to wear their uniform when riding on the jumpseat, when
119 not on duty or when a deadheading Flight Attendant is not scheduled for a subsequent flying
120 leg in the same duty period. Flight Attendants will be required to be in possession of their
121 Company identification badge and comply with the Company dress code for non-revenue
122 passengers.
- 123 H. LACTATING ACCOMMODATIONS
124 The Company will make accommodations for lactating Flight Attendants on the aircraft
125 provided it does not interfere with Flight Attendant duties and flight schedules. The Company
126 will also provide private areas at domiciles and training centers as long as it does not require
127 expenditures of funds.
- 128 I. DEPENDENT CHILD ACCOMPANYING A WORKING FLIGHT ATTENDANT

129 The child of a Flight Attendant may accompany the Flight Attendant when ~~s/he~~they ~~is~~is-are a
130 working crewmember only if:

- 131 1. The child is old enough to fly unaccompanied (i.e., not as an unaccompanied minor)
132 according to Company policy in effect at the time of the flight; or
- 133 2. The child is accompanied by another adult.

134 J. ELECTRONIC RECORDING DEVICES

135 Should electronic recording devices, such as flight data recorders and video recording
136 systems, be placed on the aircraft, any information obtained by means of such device will be
137 used to discipline a Flight Attendant only in cases involving serious incidents or accidents.

138 K. VOLUNTARY FOREIGN LANGUAGE TRAINING

139 The Company may at its discretion offer Voluntary Foreign Language Training as follows:

- 140 1. Flight Attendants who volunteer for language training will enroll in and begin a Company-
141 approved language course.
- 142 2. The Company will reimburse the cost of tuition and required materials associated with the
143 language course at a Company approved school. All training will be subject to the following
144 conditions:
 - 145 a. The employee was classified as a Flight Attendant while enrolled in the language
146 course;
 - 147 b. The Company has approved the language course prior to the Flight Attendant's
148 enrollment; and
 - 149 c. The Flight Attendant must maintain a minimum of a "C" grade average and complete
150 the course within the recommended time frame.
- 151 3. When offered, the Company will make a reasonable effort to approve at least one (1)
152 language training facility at each domicile location in addition to an online course.
153 Alternatively, a Flight Attendant may locate a training program on ~~her/his~~their own and
154 request that it be approved by the Company.

155 L. COMPANY-PROVIDED INFLIGHT MOBILE DEVICE (IMD)

- 156 1. The Company will provide, at no cost to the Flight Attendant, ~~each~~-Flight Attendants with
157 an Inflight Mobile Device (IMD) (e.g., cellular phone, tablet, or successor device) to be
158 used to ~~scan-in~~check-in for ~~her/his~~their sequence or Airport Standby assignment. The
159 Company may require a Flight Attendant to use ~~their~~the IMD for additional tasks in
160 accordance with Company Policy, provided such tasks are in compliance with the
161 provisions of this Agreement.
- 162 2. If the ~~check-in~~check-in application referenced in the preceding paragraph is relocated to a device
163 other than the IMD or a successor IMD, then it must be to a mutually agreed successor
164 device and successor system.
- 165 3. An Information Technology (IT) Review Process will be handled through the Alternative
166 Dispute Resolution (ADR) meeting. The ADR committee members will review all claims
167 brought forward by a Flight Attendant(s). If the parties determine that IT support was



168 provided by a Flight Attendant over and above reasonable maintenance of the IMD and
169 related Company-required applications, the Flight Attendant will be compensated one
170 (1.0) TFP; additional compensation must be at the mutual agreement of the parties as
171 determined on a case-by-case basis. The committee will meet, at a minimum, on a
172 monthly basis in conjunction with a scheduled ADR meeting if there are claims that need
173 adjudicating. If the parties disagree regarding "reasonable maintenance", the Association
174 reserves the right to resolve the dispute pursuant to Section 19 [Grievance Procedures]
175 and all related provisions of this Agreement.

176 4. The Company will provide sufficient training for the use of the IMD and related Company-
177 required applications, including any subsequent add-ons/upgrades, software
178 modifications, and equipment changes. Such training will be administered and
179 compensated in accordance with Section 30 [Training] and all related provisions of this
180 Agreement.



1 A. COMPANY RECOGNITION OF AIR SAFETY, HEALTH, AND SECURITY COMMITTEE

2 The Company recognizes the importance of health and safety to Alaska Airlines and all Flight
3 Attendants and agrees to the formation and utilization of the Air Safety, Health, and Security
4 Committee (ASHSC) to be appointed by the Association.

5 B. SAFE AND HEALTHY WORKPLACE

6 The Company will provide a safe and healthy workplace. The Company will inform Flight
7 Attendants of potential environmental hazards.

8 C. SAFETY MEETINGS

9 1. The ASHSC will be notified and may send a representative to any and all Company health
10 and safety meetings affecting Flight Attendants. The Company will consider the
11 recommendations of the ASHSC in matters affecting the safety and health of Flight
12 Attendants.

13 2. The Company's safety committee and the ASHSC will meet quarterly to study and evaluate
14 matters relating to the safety of Flight Attendants.

15 D. SAFETY INFORMATION

16 1. The MEC ASHSC Chair or their designee will be allowed to attend Company-FAA
17 emergency evacuation demonstrations or partial demonstrations of airplanes that the
18 Company plans to operate. The Company will seek the approval of the FAA, the respective
19 government authority, and/or the manufacturer, to permit the attendance of Association
20 designee(s) at government-required certification tests.

21 2. The Company will notify the MEC President or their designee of a decision to add new
22 aircraft to its fleet or to reconfigure or re-design the interior of any aircraft. The Company
23 will discuss with the ASHSC the parties' interests and concerns for inflight safety prior to
24 making a final decision and allow the Association to comment on the aircraft acquisition
25 or changes to the cabin interior of the current fleet. The Company retains the right to
26 make all decisions regarding aircraft or changes to the cabin interior.

27 3. The Company will provide the Association an opportunity to review maintenance reports,
28 records and equipment repair, and/or equipment performance analysis reports upon
29 request, provided that the request be made within forty-five (45) days of the incident
30 giving rise to the request.

31 4. Material Safety Data Sheets for all chemicals used to clean, disinfect, exterminate, seal,
32 or otherwise treat aircraft interiors will be available to Flight Attendants for review upon
33 request.

34 5. The ASHSC, on at least a quarterly basis, will review all job-related Flight Attendant
35 accidents, illnesses, and Hazard Reports and will issue written recommendations. The
36 ASHSC will be provided with full copies of Company I-21 reports or equivalent information
37 should the form title change. The Company will also provide copies of its Cabin Safety
38 Reports or equivalent information should the form title change, unless the Flight
39 Attendant(s) requests otherwise. The Company will supply the results of any health or
40 safety surveys conducted that affect Flight Attendants as they become available to Alaska
41 Airlines.

42 6. Air contamination and noise level information, if monitored by Government agencies and

43 furnished to the Company, will be furnished to the ASHSC.

44 E. ACCIDENTS, SERIOUS INCIDENTS, OR HIJACKING

45 1. Upon notification of an accident, serious incident, or hijacking involving Flight Attendants,
46 the Company will promptly notify the MEC President or [their](#) designee.

47 a. Aircraft Accident - An occurrence that causes damage to a Company aircraft with Flight
48 Attendants on board in which any person suffers death or serious injury or in which
49 the aircraft receives substantial damage.

50 b. Hijacking (Air Piracy) - Seizure or attempted seizure of a Company aircraft with Flight
51 Attendants on board by actual or threatened force or violence.

52 c. Serious Incident - An occurrence with Flight Attendants on board a Company aircraft
53 involving any of the following:

54 1. Serious injury to a Flight Attendant;

55 2. Actual passenger evacuation of an aircraft;

56 3. Fire or smoke on the aircraft (including on the ground);

57 4. Assault or crew interference;

58 5. Rapid decompression;

59 6. Severe turbulence;

60 7. Cabin preparation for evacuation and/or emergency landing;

61 8. Death on board, where a Flight Attendant provided medical assistance;

62 2. The Company will promptly notify the designated emergency contact of each Flight
63 Attendant involved in a serious accident or hijacking.

64 3. In the event of an aircraft accident involving Company aircraft and Flight Attendants, the
65 Company will permit the Association designee(s) immediate release from duty after the
66 accident. If the Association is granted access by the FAA, NTSB or other governmental
67 agency to a crash site, the Company will facilitate and expedite the arrival of the
68 Association representatives to the crash site.

69 4. A Flight Attendant requested or required by the Company, governmental agency, or court
70 of law to be interviewed or questioned regarding an accident or incident will be released
71 from her/his schedule to do so and will be furnished free, positive space transportation by
72 the Company, if applicable, and will be pay protected.

73 F. COMPANY NOTIFICATION TO ASSOCIATION OF HOSTILITIES AND POLITICAL DISRUPTIONS

74 The Company will notify the MEC President or [their](#) designee as soon as practicable of
75 information it receives regarding hostilities and/or political disruptions that may present a
76 danger to the safety of Flight Attendants at stations into which they are required to fly. At the
77 request of the MEC President or [their](#) designee, the Company will meet and review the effect
78 of such hostilities and/or disruptions on Flight Attendants.

79 G. CABIN ENVIRONMENT AND WORKING CONDITIONS

80 1. The Company will perform maintenance checks of aircraft environmental systems and
81 ensure these systems perform to applicable governmental regulations.

82 2. Each Flight Attendant will be provided with one (1) pair of ear-plugs, and will be provided
83 with one (1) pair each year thereafter at Company expense.

- 84 3. A Flight Attendant will not be required to fly on a ferry flight on which there is an
85 inoperative engine.
- 86 4. The Company will reimburse ~~employees~~ Flight Attendant(s) for their out-of-pocket costs
87 for a Hepatitis B vaccination cycle (currently three (3) shots, once per lifetime), one (1)
88 confirmation antibody, and one (1) additional vaccination cycle, if necessary. Such
89 vaccination(s) must be administered at a Company approved clinic.
- 90 5. If an annual influenza vaccination is not paid at one hundred percent (100%) by Company
91 insurance, a Flight Attendant will be reimbursed up to a maximum of twenty-five dollars
92 (\$25.00) per calendar year. Reimbursement will be made through the normal expense
93 report process (receipt required).
- 94 6. When a Flight Attendant becomes ill or injured at an international destination, the
95 Company, once notified, will endeavor to ensure health care access locally. A Flight
96 Attendant will be liable for reimbursing the Company any payments made on her/his/their
97 behalf under this provision that are not covered by her/his/their personal health care
98 coverage or Workers' Compensation coverage.
- 99 7. If a Flight Attendant becomes ill or injured at any station other than her/his/their domicile
100 or co-terminal, the Company will attempt to arrange for another Flight
101 Attendant/crewmember, if willing, or another Company employee, or manager/supervisor
102 to accompany the ill/injured Flight Attendant to the hospital or treatment center. The ill
103 or injured Flight Attendant may decline this provision. If a Company manager/supervisor
104 is not available, any Flight Attendant who accompanies an injured crewmember (Flight
105 Attendant or pilot) will be pay protected and receive per diem until returned to domicile
106 for scheduling purposes. Such Flight Attendant will be provided overnight
107 accommodations, transportation, and/or positive space travel back to domicile (or their
108 registered commuter city if served by AAG).
- 109 8. The Company will ensure the online transportation (on AAG) of a deceased Flight
110 Attendant's remains or the remains of her/his/their immediate family (as defined in Alaska
111 Airlines System Regulations) by the Company without charge.

112 H. EMPLOYEE ASSISTANCE PROGRAM (EAP)

- 113 1. The Company will provide the Association's EAP Chair with complete copies of Flight
114 Attendant work-group reports on EAP and behavioral health care access, utilization, and
115 management when they are provided to the Company by their vendor or other source.
- 116 2. The Company will provide the Association with annual copies of statistical reports on Flight
117 Attendant ~~Work Group~~workgroup Department of Transportation (DOT) drug and alcohol
118 tests. The reports will contain the same information that is reported to DOT by the
119 Company.
- 120 3. The Company will recognize and promote all avenues of assistance including the
121 Association's EAP.
- 122 4. Changes to Behavioral Health, EAP, Drug Testing, and Critical Incident Response Policies
123 and Procedures will be discussed with the Association. The Company will consider the
124 Association's recommendations.
- 125 5. The Company will provide no less support and resources to the Association's EAP

126 Committee than it provides to any other workgroup assistance program or service, if ~~so~~
127 requested by the Association.

128 6. A Flight Attendant who refers ~~her/himself~~ themselves to EAP assistance prior to the
129 notification of any drug or alcohol test will be considered a self-referral.

130 7. When the Company becomes aware of a conflict involving a Flight Attendant and another
131 co-worker, management will assess the conflict. At management's discretion, the situation
132 will be referred to EAP/Professional Standards.

133 I. CREWMEMBER PHYSICAL ASSAULT

134 1. The Company will continue to maintain zero tolerance for assaults and/or interference
135 involving ~~e~~Crewmembers.

136 2. Any employee subjected to assault while at work will receive the Company's full support,
137 including appropriate in-house legal assistance, reasonable travel expenses, and paid
138 absence for time away from work necessary to attend criminal proceedings associated
139 with the prosecution of the attacker.

140 3. Criminal Charges or Civil Suits (~~in which criminal charges are filed~~ involving the Company
141 and/or an employee)

142 a. A Flight Attendant may be required to testify in court.

143 b. The Company will provide a Flight Attendant who is assaulted on the job, additional
144 legal advice, and supervisory assistance necessary to pursue appropriate criminal
145 charges. However, the Company cannot represent a Flight Attendant in criminal or
146 civil suits.

147 c. The Company will pay essential food, lodging, transportation, and salary requirements
148 of a Flight Attendant necessary for criminal prosecution of the assault.

149 d. The Company will counsel a Flight Attendant pursuing a civil suit regarding ~~her/his~~ their
150 rights and assist ~~her/him~~ them in finding an attorney.

151 J. PANDEMIC PROVISIONS

152 If a pandemic is declared by the Center for Disease Control and Prevention (CDC) and/or the
153 World Health Organization (WHO) that significantly impacts the Company's operations, it will
154 be considered a change to working conditions that may require bargaining on the effects of
155 changes to working conditions. The Association and the Company will immediately meet and
156 confer to establish pandemic-related provisions for Flight Attendants (e.g., personal protective
157 equipment (PPE), applicable leaves, required notification of exposure, modification of
158 Company policies, attendance point mitigations, inoculations, etc.). Nothing in this provision
159 will prohibit the Company from implementing legally-required prevention and/or mitigation
160 measures.

1 A. MEMBERSHIP CONDITION OF EMPLOYMENT

2 Any Flight Attendant who, on the effective date of this Agreement, is eligible to become a
3 member of the Association, will do so as a condition of continued employment with the
4 Company. A Flight Attendant will become an Association member within sixty (60) days
5 following the beginning of ~~her/his~~their employment or as provided for in the Association's
6 Constitution and Bylaws, whichever is later. For the purpose of this Section, a Flight Attendant
7 will be considered a member of the Association if ~~s/he~~they tenders the initiation fees and
8 periodic dues uniformly required as a condition of membership.

9 B. NEW HIRE APPLICATION AND MEMBERSHIP REQUIREMENT

10 All new Flight Attendants of the Company hired on or after the effective date of this
11 Agreement, will make an application for membership in the Association within sixty (60) days
12 after their date of employment with the Company, and will thereafter maintain membership
13 in the Association as provided for in Section 26.A., above.

14 C. MEMBERSHIP DUES DELINQUENCY NOTIFICATION

15 If a member becomes delinquent in the payment of ~~her/his~~their initiation fee or membership
16 dues, such member will be notified by mail, with delivery confirmation, copy to the Company,
17 that ~~s/he~~they is-are delinquent in the payment of initiation fee or membership dues as
18 specified herein and is-are subject to discharge as an employee of the Company. Such letter
19 will also notify the Flight Attendant that ~~s/he~~they must remit the required payment within a
20 period of fifteen (15) calendar days or be discharged.

21 D. FAILURE TO REMEDY DUES AFTER DELINQUENCY NOTIFICATION

22 If upon the expiration of the fifteen (15) days, the Flight Attendant ~~still~~remains delinquent,
23 the Association will certify in writing to the Company and copy to the Flight Attendant that
24 ~~they Flight Attendant~~has failed to remit payment within the grace period allowed and is,
25 therefore to be discharged. The Company will then take proper steps to discharge such Flight
26 Attendant from the services of the Company. Such discharge will be deemed to be for just
27 cause.

28 E. SECTION DETERMINATION SOLELY ON DELINQUENCY

29 Any determination under the terms of this Section will be based solely upon the failure of the
30 Flight Attendant to pay or tender payment of initiation fee or membership dues and not
31 because of denial or termination of membership in the Association upon any other grounds.

32 F. DUES CHECK-OFF

33 1. During the life of this Agreement, the Company will deduct from the pay of each member
34 of the Association and will electronically remit to the Association initiation fees and
35 monthly membership dues uniformly levied in accordance with the Constitution and By-
36 Laws of the Association, provided such member of the Association voluntarily executes

37 the agreed form, which is hereinafter included in this Agreement to be known as "Check-
38 Off Form" that will be furnished by the Association. The Company will endeavor to remit
39 payment to the Association within five (5) business days after the first (1st) of the month
40 following the paycheck on the twentieth (20th) of the prior month. In no circumstances
41 will remittance be later than the tenth (10th) day of the month. The Company will not be
42 required to deduct initiation fees or monthly membership dues unless the Company has
43 received a Check-Off Form and has not received a notice of revocation thereof as provided
44 in the Check-Off Form. Initiation fees, if levied in accordance with the Association's
45 Constitution and Bylaws, will be deducted in five equal installments from the paycheck
46 that the Flight Attendant receives on the twentieth (20th) day of the month beginning with
47 her/his first paycheck. The wording of the Check-Off Form ~~will be as follows:~~is located at
48 the end of this Section.

- 49 2. Separate and apart from all deductions for initiation fees and dues referenced herein, the
50 Company will deduct an additional amount equal to one (1) month's dues for the purpose
51 of satisfying any current or future dues arrears obligation from the reconciliation paycheck
52 of each month. Such arrears deduction shall continue until the entire dues arrearage is
53 satisfied.

54 G. SUBMISSION OF CHECK-OFF FORM

55 All Check-Off Forms will be submitted through the Secretary/Treasurer of the Association who
56 will forward the original signed copy to the payroll manager of the Alaska Airlines Accounting
57 Department. A properly executed Check-Off Form will become effective no later than two (2)
58 weeks after it is received by the payroll ~~section—department~~ of the Accounting
59 ~~Department~~Division. Improperly executed forms will be returned to the Association.

60 H. COMPANY FAILURE TO RESUME DEDUCTIONS UPON RETURN TO SERVICE

61 The Company will ensure that a Flight Attendant's payroll dues deduction is resumed upon
62 a return to active service (from a leave of absence, furlough, etc.). If the Company fails to
63 resume deductions, the Company will reimburse the Flight Attendant for the first (1st) month
64 of dues if the Flight Attendant has contacted payroll within ten (10) days after the first
65 paycheck is issued upon ~~her/his~~their return and advised the Company that dues are not
66 being deducted.



67 ASSIGNMENT AND AUTHORIZATION CHECK-OFF OF ASSOCIATION DUES

68 TO: ALASKA AIRLINES

69 As provided in and subject to the terms of the Agreement between Alaska Airlines and the
70 Association of Flight Attendants-CWA, AFL-CIO, I hereby authorize the Company, as a
71 benefit and service to me, to deduct monthly from my earnings my Association dues for
72 that month in the amount established and levied in accordance with the Constitution and
73 By-Laws of the Association and to pay such amount monthly to the designated officer of
74 the Association. I also authorize the Company to deduct monthly from my earnings any
75 initiation fee, if levied by the Association, until such amount is paid in full.

76 Separate and apart from all deductions for initiation fees and dues referenced herein, I
77 also direct the Company to deduct from the reconciliation paycheck of each month, an
78 additional amount, equal to one month's dues, for the purpose of satisfying any current
79 or future dues arrears obligation and to pay such amount directly to the designated officer
80 of the Union. Such arrears deduction shall continue until the entire dues arrearage is
81 satisfied.

82 I agree this authorization will be effective from the date set forth below and will continue
83 for a period of one (1) year and will continue in full force and effect from year to year
84 unless I give the Company and the Association a written notice of revocation within the
85 fifteen (15) day period prior to the anniversary date of this Agreement, and as provided
86 by law. and if not so revoked by me, this authorization will continue to be irrevocable
87 except in the manner above during subsequent periods of revocation.

88 This authorization will automatically be terminated if at any time the Association ceases
89 to be my recognized bargaining representative.

90

Date: _____
Amount: _____
Name: _____
PeopleSoft: _____

Signature: _____

91



1 A. COMPANY DISTRIBUTION OF AGREEMENT

2 The Company will distribute to each Flight Attendant a printed copy of this ~~a~~Agreement within a reasonable amount
3 of time after ratification of the Agreement. All new Flight Attendants will be given a copy of this ~~a~~Agreement during
4 training. The Company and the Association may mutually agree that the copies will be in digital form.

5 B. DEVIATION OF AGREEMENT

6 Any deviation from this Agreement may be made by mutual agreement between the Company and the Association.
7 Such mutual agreement must be in writing and signed by the ~~p~~Parties thereto and will be printed and distributed
8 by the Company to all Flight Attendants ~~for~~as an addition to their Association contract. The Parties may mutually
9 agree to distribute a side letter electronically.

10 C. NO LOCK-OUT PROVISION

11 During the term of this Agreement, it is understood and agreed ~~that~~the Company will not lock-out any employee
12 covered hereby, and the Association will not authorize or take part in any slow-downs, sit-downs, work stoppage,
13 striking, or picketing of Company premises.

14 D. ASSOCIATION NO-BID STATUS

15 At least ten (10) Flight Attendants will be granted relief from flight status for purposes of official Association
16 ~~B~~business. Requests for granting additional Flight Attendant relief from flight status will be approved on a case-
17 by-case basis. Relief will be requested by telephone or in writing by the MEC President or ~~her/his~~their designee(s).
18 Such Flight Attendants will be paid by the Company during such period and the Association will reimburse the
19 Company.

20 E. ASSOCIATION BULLETIN BOARD

21 ~~A locked glass enclosed bulletin board, will be provided by t~~The Company will provide a locked glass enclosed
22 bulletin board at each Flight Attendant domicile for use by the Association ~~of Flight Attendants~~ for posting notices
23 of Association recreation, ~~and~~ social affairs, elections, membership meetings, and official notices from the
24 Association. Posted notices will not contain anything ~~of a~~defamatory or personal in nature attacking the Company
25 or its representatives.

26 F. MONTHLY ADDRESS REPORT

27 The Company will provide to the Association ~~by electronic means~~a monthly digital copy of current addresses and
28 phone numbers of all Flight Attendants with the inclusion of unlisted numbers, as authorized by the Flight
29 Attendant.

30 G. ASSOCIATION USE OF COMPANY MAIL MAILBOXES (MAILFILES)

31 The Association will be permitted by the Company to utilize Company mail and/or the individual ~~mailboxes-mailfiles~~
32 in the Flight Attendant lounge for all official Association Business.

33 H. RECOGNITION AND UTILIZATION OF ASSOCIATION COMMITTEES

34 The Inflight Services Department will recognize and utilize Association committees.

35 I. ASSOCIATION LOCK BOX

36 The Association will have a locked deposit box in the Flight Attendant crew lounge to be used for official Association
37 ~~B~~business.

38 J. COMPANY-PROVIDED NEW HIRE LIST

39 The Company will provide the Association, upon hiring, the names and addresses of Flight Attendants who are
40 eligible for Association membership.

41 K. ELECTRONIC SENIORITY LIST

42 A digital copy of the permanent Flight Attendant Seniority List will be provided ~~electronically~~to the MEC President
43 and LEC Presidents monthly during the term of this Agreement ~~and monthly to the LEC Presidents.~~

44 L. POSITIVE SPACE TRAVEL FOR ASSOCIATION, CWA STAFF, AND INTERNATIONAL OFFICERS

45 The Company will provide positive space passes for Alaska Airlines Flight Attendants for Association ~~B~~business.
46 The Company will also provide positive space passes for Association, ~~and~~CWA staff, and International Officers to
47 use for business related to Alaska Airlines.

48 M. LIST OF FLIGHT ATTENDANTS TO NON-FLYING / SUPERVISORY DUTIES

49 Upon request, the Company will provide the Local President with a list of all Flight Attendants on leaves of thirty
50 (30) days or more and of Flight Attendants who have transferred to non-flying or supervisory duties. Current
51 additions or deletions may be requested on a monthly basis. Such list will include names, ~~employee~~ PeopleSoft
52 numbers, dates leaves began, and expected dates of return, if known.

53 N. NEW HIRE INITIAL TRAINING PRESENTATION

54 The Company will provide ~~one-two (1-2)~~ hours for the purpose of an Association orientation on a regularly scheduled
55 training day during the new hire class period.

56 O. OFFICE SPACE

57 Upon request, the Company will provide the Association with reasonable office space on Company property that
58 may be used for representation purposes and Association ~~B~~business. The Company will maintain any lease it has
59 for office space for the Association. With written notice of no less than sixty (60) calendar days, the Company may
60 discontinue any leases it maintains for Association office space, but will provide new space for occupancy no later
61 than the termination date of the prior lease. The Company will provide the Association upon request one (1) work
62 station/desk at each Flight Attendant domicile in or immediately adjacent to a crew room. Requests must be made
63 at least twenty-four (24) hours prior to the event.

64 P. COMPANY BUSINESS FLIGHT PAY LOSS (CB)

65 1. It is expressly recognized that the MEC President, LEC President(s), and other named positions with the
66 Association are an integral part of the resolution of disputes between the Company and Association.
67 Furthermore, it is expressly recognized that Flight Attendants are in a unique situation in that they work by
68 design at intermittent intervals. Flight Attendants are not regularly scheduled to be on the Company premises
69 during the regular work week. The parties expressly recognize the need to have Association officers and other
70 named positions regularly available for weekly meetings and conferences related to the administration of the
71 Agreement. In consideration of the Association's agreement to make the President(s) and other named
72 Association positions available on a regular basis during the regular work week and business hours of the
73 Company, the listed Association officers will be compensated as follows:

- 74 a. MEC President: one-hundred thirty (130.0) TFP ~~per~~ per month
75 b. LEC President(s): seventy-five (75.0) TFP ~~per~~ per month
76 c. Flight Attendants serving in any of the above capacities, described in 1.a. and 1.b., above, may, during
77 extended LOA, sick leave or vacation, delegate to a designee the responsibilities and pay assigned above.
78 Any delegation will be for at least one full week at a time. Monthly payments and accruals will be
79 prorated, if necessary.
80 d. If a Flight Attendant holds a position of MEC President and elected, acting, or appointed LEC President
81 concurrently, that Flight Attendant will receive the MEC President flight pay loss per 1.a., above, and the
82 LEC President flight pay loss will be paid to the acting, elected or appointed LEC Vice President for the
83 duration of the MEC President's term. This provision will not preclude an MEC or LEC President from
84 receiving Union Business pay and other pay, such as training pay, vacation cash-out and flight pay.
85 e. Other Company-designated non-flying responsibilities

86 A Flight Attendant who completes approved work throughout the month will track ~~her/his~~ their hours and
87 submit them at the end of the month. Those hours will be summed and paid at the rate of three-quarters
88 (.75) TFP ~~per~~ per hour rounded to the nearest tenth (0.1). For Flight Attendants utilizing the "tracking
89 process", any Company Meeting the Flight Attendant attends during the month being tracked will be
90 included in the "tracking process" and paid according to 1.f., below, at no less than four (4.0) TFP per
91 meeting.

92 f. Company Meetings

93 "Company meetings" will be paid at the greater of three-quarters (.75) TFP per hour for the actual
94 meeting time or a minimum of four (4.0) TFP. A "Company meeting" will be any work (excluding training
95 pursuant to Section 30 [Training]), but including work performed by Flight Attendant Trainers) performed
96 at a location stipulated by the Company (e.g. Company premises, airports, hiring events located at special
97 venues, locations in relation to special projects, etc.). For the convenience of the ~~p~~Parties, conference

- 98 calls or video calls may be scheduled in lieu of a physical meeting(s) and will be considered a "Company
99 meeting" for the purposes of this provision. However, if a conference or video call is scheduled for and
100 lasts thirty minutes (:30) or fewer, the Flight Attendant will be paid two (2.0) TFP.
- 101 g. All Flight Attendants will receive a five percent (5%) override in lieu of per diem and an eight percent
102 (8%) override to account for boarding pay for all Association and Company Business pay.
- 103 h. All Flight Attendants receiving Company Business pay will also receive "A" pay.
- 104 i. Flight Attendants attending a "Company meeting" at the request of the Company will be compensated
105 for flight travel based upon the TFP value of the distance of the most direct AAG route operating at the
106 time of travel from their domicile to and from the location of the meeting. The Flight Attendant will be
107 responsible for submitting a Company Business form on the Inflight website documenting the most direct
108 AAG route they traveled. Surface deadhead will be paid in accordance with Section 21.L. [Deadhead
109 Compensation...]. ~~Additionally, Flight Attendants will be compensated three-quarters (.75) TFP per hour~~
110 ~~for the actual meeting time, or four (4.0) TFP, whichever is greater.~~
- 111 j. If a "Company meeting" is cancelled by the Company with seven (7) or fewer days' notice, ~~s/he~~the Flight
112 Attendant will be pay protected for the meeting. If notice of cancellation is given more than seven (7)
113 days prior or if cancellation is by mutual agreement of the ~~p~~Parties, there will be no pay protection.
- 114 k. Flight Attendants facilitating Company-sponsored training event (e.g., Care Retreat, Flight Path, Beyond
115 Service, etc.), including instructors facilitating all regulatory training, will make no less TFP than Flight
116 Attendants attending the event/training for the same number of hours on a day-for-day basis.
- 117 1. If a Flight Attendant facilitates a Company-sponsored training event for a fewer number of hours
118 than the attendees, they will be paid three-quarters TFP (0.75) per hour of facilitation or four (4.0)
119 TFP, whichever is greater.
- 120 2. If a Flight Attendant facilitates a Company-sponsored training event for a greater number of hours
121 than the attendees, they will be paid three-quarters TFP (0.75) per hour of facilitation or four (4.0)
122 TFP, whichever is greater.
- 123 2. AFA Scheduling Chair
- 124 a. Access and Responsibilities:
- 125 1. The AFA Scheduling Chairperson will be advised of important day-to-day scheduling issues including
126 but not limited to Open Time, Reserve Assignment, Reserve Repositioning, JA, and other related
127 concerns.
- 128 2. The AFA Scheduling Chairperson will participate in the Scheduling Review Committee, Sequence
129 Analysis, PBS, and other scheduling related groups/committees. ~~S/he~~They will comprise one (1) of
130 the three (3) PBS committee members.
- 131 3. The AFA Scheduling Chairperson will have the same access as the ALPA Scheduling Chairperson to
132 the Crew Management System (CMS) and other equivalent systems/programs to include crew
133 tracking, pairing optimization (will not perform transactions affecting production without
134 management's consent), PBS, Virtual Private Network (VPN), etc.
- 135 4. ~~S/he~~They will have a dedicated desk with Crew Scheduling and/or Crew Scheduling management in
136 the Scheduling Department and twenty-four (24) hours access to Flight Attendant Crew Scheduling
137 and a Company laptop.
- 138 5. The access described in a.1., above, may require that the AFA Scheduling Chairperson sign a Non-
139 Disclosure Agreement (NDA).
- 140 b. Schedule and Compensation:
- 141 1. This will be a Company-paid position and the Flight Attendant will be compensated on-hundred
142 (100.0) TFP per bid month.
- 143 2. ~~S/he~~They will not bid a schedule but may pick up trip(s) provided doing so does not adversely impact
144 ~~her/his~~their duties as Scheduling Chairperson.
- 145 3. The AFA Scheduling Chairperson may, during extended a LOA, sick leave, or vacation, delegate to a
146 designee the responsibilities and pay assigned above. Any delegation will be for at least one full

- 147 week at a time. Monthly payments and accruals will be prorated, if necessary.
- 148 c. Selection:
- 149 1. The AFA Scheduling Chairperson will be selected by the ~~Master Executive Council (MEC)~~ after an
- 150 interview process. The Association agrees to consider input from the division leader of Inflight, or
- 151 ~~her/his~~ their designee.
- 152 2. The Association's Scheduling Chairperson serves at the pleasure of the MEC.
- 153 3. Guaranteed Drops for EAP Committee
- 154 ~~The~~ Company-paid flight pay loss will be provided to the EAP committee on a monthly basis as follows:
- 155 a. The MEC EAP Chair(s) or their designee(s): one-hundred fifty (150.0) TFP per month. However, no more
- 156 than seventy-five (75.0) TFP may be paid to any one individual without MEC approval. The MEC EAP
- 157 Chair(s) ~~or their~~ designee(s) may, during extended LOA, sick leave, or vacation, delegate to a designee
- 158 the responsibilities and pay assigned above. Any delegation will be for at least one full week at a time.
- 159 Monthly payments and accruals will be prorated, if necessary.
- 160 b. Total committee member pay for each domicile will be predicated on domicile population and will be
- 161 prorated as follows:
- 162 1. The first two-hundred fifty (250) Flight Attendants – one (1.0) TFP for each ten (10) FAs or portion
- 163 thereof.
- 164 2. The second two-hundred fifty (250) Flight Attendants – one (1.0) TFP for each fifteen (15) FAs or
- 165 portion thereof.
- 166 3. Five-hundred one (501) or more Flight Attendants – one (1.0) TFP for each twenty (20) FAs or
- 167 portion thereof.
- 168 Example: If a domicile has one-thousand five-hundred and ten (1510) Flight Attendants, the
- 169 Company would pay ninety-three (93.0) TFP: Twenty-five (25.0) TFP for the first two-hundred fifty
- 170 (250) at one for ten (1:10); seventeen (17.0) TFP for the second two-hundred fifty (250) Flight
- 171 Attendants at one for fifteen (1:15); and fifty (50.0) TFP for the remaining one-thousand and ten
- 172 (1010) Flight Attendants at one for twenty (1:20).
- 173 4. Scheduling Committee
- 174 A Scheduling Committee composed of Flight Attendant representatives will be maintained for the purpose of
- 175 reviewing at appropriate intervals, the rules and procedures, other than those set forth in this Agreement,
- 176 affecting scheduling procedures; to maintain written Flight Attendant Scheduling Policy and to adopt and
- 177 implement such action as may be necessary to accomplish these things. This committee will meet monthly
- 178 with the Company for the purpose of reviewing problems with scheduling.
- 179 Q. UNION BUSINESS UB FLIGHT PAY LOSS ADMINISTRATION
- 180 Flight Pay Loss submitted by the Association coded as ~~Union Business~~ UB will be paid by the Company to the Flight
- 181 Attendant. Such pay will be reimbursed by the Association to Alaska Airlines at one-hundred percent (100%) of
- 182 the cost at the rate of pay of the Flight Attendant that was dropped for ~~Union Business~~ UB (fringe benefit costs will
- 183 be carried by the Company).
- 184 R. ASSOCIATION VOLUNTARY CONTRIBUTIONS
- 185 The Company will collect and transmit each month to the Treasurer of the Association of Flight Attendant's Political
- 186 Action Committee (AFA-Flight PAC) and Disaster Relief Fund the voluntary contributions to Flight PAC and Disaster
- 187 Relief Fund from the earnings of those employees who voluntarily authorize such contributions on forms provided
- 188 for that purpose.
- 189 1. The contributions will be deducted from the employee's paycheck issued by the Company on the twentieth
- 190 (20th) of each month until such time the employee submits a written request to discontinue said contributions.
- 191 2. The amount of such monthly deductions and the transmittal of such voluntary contributions will be as specified
- 192 by the individual employee in such forms and in conformance with any applicable state and/or federal laws.
- 193 S. ASSOCIATION USE OF ELECTRONIC BULLETIN BOARD ON COMPANY INTRANET
- 194 The Association may use an electronic Bulletin Board on the Company's intranet system for posting notices of



- 195 Association recreation and social affairs, elections, membership meetings, and official notices from the Association.
196 Posted notices will not contain anything of a defamatory or personal nature attacking the Company, its
197 representatives, or employees. Should the Association and the Company become involved in a labor dispute the
198 Company may restrict the operation of the electronic bulletin board assigned to the Association.
- 199 T. COLLECTIVE BARGAINING AGREEMENT AND FLIGHT ATTENDANT MANUAL ELECTRONIC ACCESS
- 200 If the Company supplies Flight Attendants with electronic devices for use on the aircraft, it will ensure that the
201 Alaska Airlines Flight Attendant Collective Bargaining Agreement (CBA) and Flight Attendant Manual (FAM) are
202 available in mobile applications for use on the devices in accordance with Company Policy.
- 203 U. ON DUTY ELECTRONIC ACCESS TO CBA AND FAM
- 204 If provided with electronic devices, a Flight Attendant may use such device while on duty (both in flight and on
205 the ground) to access the CBA and FAM in digital format in accordance with Company Policy.
- 206 V. LOBBYING IN UNIFORM
- 207 A Flight Attendant, if requested and mutually agreed to by the Company, will be allowed to lobby in uniform and
208 have access to crew rooms to assist with voter registration. Such activity will not reflect unfavorably on the
209 Company.
- 210 W. AFA / CWA / AFL-CIO LEAVE OF ABSENCE
- 211 A Flight Attendant may be granted a leave of absence to accept an official elected or staff full-time position(s) with
212 the Association, Communications Workers of America (CWA), and/or with the American Federation of Labor and
213 Congress of Industrial Organizations (AFL-CIO) will continue to accrue seniority during such leave. At the Flight
214 Attendant's option, ~~s/he~~they will retain the ability to work trips and attend Recurrent Training. While on this leave
215 of absence the Flight Attendant will continue to accrue uniform allotment. Upon return, ~~s/he~~they will be entitled
216 to full medical benefits at the active employee rate and the full-time equivalent vacation entitlement.
- 217 X. ASSOCIATION OFFICIAL PIN
- 218 Flight Attendants will be permitted to wear the official Association pin on a place visible on the Flight Attendant
219 uniform. The pin must be the official pin recognized by AFA-CWA International and worn by a majority of the AFA-
220 CWA members. The Company reserves the right to designate the location where the official Association pin may
221 be worn. With the consent of the Company, a special limited edition or commemorative pin may be worn.
- 222 Y. SPECIAL PROJECTS
- 223 1. The Company may maintain a special projects pool and select Flight Attendants in the pool to participate in
224 Company-directed special projects or to augment Association committee work. Flight Attendants interested
225 in being a part of the pool should apply [by submitting the Special Project Pool application form on the Inflight](#)
226 [website apply to the Director, Inflight Training, Standards, & Product Development](#). Periodically, the Company
227 will interview applicants on file and make additions to the pool. All questions concerning applications and
228 interviews should be directed to the Company.
- 229 2. If, due to special circumstances, the Company is unable to utilize a Flight Attendant from the pool; for a
230 special project, the Company will make a reasonable effort to notify the MEC President or ~~her/his~~their designee
231 as soon as possible.
- 232 3. Special Projects Flight Attendants will be paid in accordance with P.1.e. [Company Business...], above.
- 233 4. The Company ~~agrees to~~will provide the MEC President; or ~~her/his~~their designee a monthly list of ~~the~~-Flight
234 Attendants in the special projects pool and all Flight Attendants who are utilized, whether in the special project
235 pool or not, and the project(s) in which they participated.
- 236 Z. MONTHLY COMPANY REPORTING REQUIREMENT
- 237 The Company agrees to provide the Association with a monthly report detailing the number of reassignments,
238 JA's, premium pay, Premium OT, ARC, ~~M~~management flying and other reports as appropriate (modeled on ALPA's
239 monthly report). The report will be due no later than the fifteenth (15th) of the following month.
- 240 AA. UNION BUSINESS AND/OR COMPANY BUSINESS WHILE ON A LEAVE AND/OR COLLECTING SICK LEAVE



241 Flight Attendants may continue to perform Union Business (UB) and/or Company Business (CB) while on a leave
242 [of absence](#) and/or collecting sick leave, and while doing so, will be compensated for such UB or CB as if they were
243 not on a leave.

1 A. RULES GOVERNING MULTIPLE DOMICILES

2 If, during the term of this Agreement, the Company chooses to operate multiple Flight
3 Attendant domiciles, the following rules will apply:

4 1. A Master bid form for transfer to a new domicile, which will be made before the opening
5 of the new domicile, may include a contingency proposed by the Flight Attendant. The
6 contingency may include a specific seniority number range. If the Flight Attendant's
7 contingency bid is possible at the time bids are closed for the new domicile, the Flight
8 Attendant will be awarded the domicile.

9 2. After the opening of the new domicile, vacancy bids may not include a contingency
10 proposed by the Flight Attendant.

11 3. All hours of service and scheduling regulations will apply to all additional domiciles.

12 4. Reserves may be cross-utilized between or among domiciles, provided that applicable
13 deadhead rates will apply when a Reserve is required to deadhead to or from her/his/their
14 domicile (Sections 11.I. [Reserve Cross Utilization...] and 21.L. [Deadhead
15 Compensation...]).

16 5. Sequence trades will be allowed between domiciles pursuant to Section 12.H. [Out of
17 Domicile Trades...].

18 6. No vacation slots may be traded between domiciles (Section 14.B. [Vacation/Longevity
19 PTO Bidding...]).

20 7. No "JA'ing" will be allowed between domiciles (Section 9.B. [Company's Right to Assign]).

21 8. In case of irregular operations, the Company will make all reasonable efforts to return the
22 Flight Attendant to her/his/their proper domicile at the end of the sequence. If such return
23 is impossible, applicable deadhead rates will apply for return to the proper domicile
24 (Section 21.L. [Deadhead Compensation...]).

25 9. Voluntary temporary base trade (swap)

26 Flight Attendants may trade domiciles on the following terms:

27 a. Base trades will be granted on a monthly basis, provided that Crew Administration is
28 notified in writing by the first (1st) day of the prior month.

29 b. The trade must be for a minimum of three (3) months.

30 c. Moving expenses will not be paid.

31 d. Probationary Flight Attendants are not eligible for base trades (Section 7.H. [Voluntary
32 Temporary Base Trades...]).

33 e. If a base-trading Flight Attendant is awarded a Master bid transfer request, the base
34 trade is terminated and the other Flight Attendant must return to her/his/their
35 permanent domicile.

36 f. Staffing adjustment leaves will be awarded to a base-trading Flight Attendant only
37 after such leaves have been awarded to permanently domiciled Flight Attendants.

38 g. A base-trading Flight Attendant will bid at her/his/their own system seniority.

39 h. Legalities will apply to month-end overlap.

- 40 i. Each Flight Attendant is responsible for trips or reserve days at the new domicile in
41 the new bid month.
- 42 j. If a base-trading Flight Attendant is awarded a leave of absence, the other Flight
43 Attendant (the base trade "partner") will remain in the traded domicile.
- 44 k. The provisions of [28.E. \[Voluntary Transfer of Domiciles\]](#), below, apply to Flight
45 Attendants participating in base trades.
- 46 l. The Flight Attendant will retain [her/his/their](#) awarded vacation slot(s) occurring during
47 the term of a base swap. [S/he/They](#) may trade the vacation slot(s) with "vacation open
48 time" or with another Flight Attendant in [her/his/their](#) permanent domicile.
- 49 m. For Company required training procedures while on a base trade, see [Section 30.A.6.](#)
50 [\[General Training...\]](#).

51 B. RELOCATION EXPENSES

52 Moving expenses incurred in connection with transfer to another domicile will be compensated
53 as follows:

54 1. New Domicile

55 A newly established domicile will be considered to be a "new domicile" for a period of six
56 (6) consecutive months. Flight crews transferred during such period will be considered as
57 transferred at Company request and their moving expenses will be paid by the Company per
58 [B.6.](#), below. In such a circumstance, the Company will pay for broken lease penalties and
59 reimburse utility hook-up expenses incurred due to relocation (supported by
60 documentation).

61 2. New Hire

62 Moving expenses as a result of new employment as a Flight Attendant will be borne by
63 the individual.

64 3. Recall from Furlough

65 Flight Attendants who are recalled from furlough into a domicile other than [his/her/their](#)
66 last assigned domicile will be moved at Company expense subject to the provisions of
67 [B.6.](#), below.

68 4. Involuntary Domicile Transfer

69 Moving expenses of Flight Attendants who are assigned during a vacancy bid to domiciles
70 which are not new domiciles will be paid by the Company per [B.6.](#), below. A Flight
71 Attendant is considered to be assigned for purposes of this Paragraph if, due to
72 [her/his/their](#) seniority, [s/he/they](#) would have been required to accept a vacancy bid
73 regardless of the choices expressed on [her/his/their](#) Master bid form.

74 5. Successful bidders on a vacancy bid will pay their own moving expenses, except when
75 bidding to a new domicile.

76 6. Flight Attendants eligible for Company paid moving expenses must provide proof of a
77 physical change of address to qualify for reimbursement. Reimbursement will be as
78 follows:

- 79 a. Actual moving expenses, including packing, unpacking and insurance for household

80 effects up to fourteen-thousand (14,000) pounds or fourteen-hundred (1,400) cubic
81 feet and up to sixty (60) days of storage for such effects.

82 b. Reimbursement for expenses for driving two (2) vehicles (registered to the Flight
83 Attendant or a member of [her/his/their](#) household), from the former domicile to the
84 new domicile, at the maximum IRS allowable mileage rate for moving purposes based
85 on the most direct American Automobile Association (AAA) mileage or the full cost of
86 water transportation, whichever is most cost effective.

87 c. Actual expenses (within reason and supported by receipt) for meals and lodging
88 enroute for the Flight Attendant and members of [her/his/their](#) dependent family.
89 [S/he/They](#) will be reimbursed a maximum of one-hundred and fifty (\$150.00) dollars
90 per night per family for lodging.

91 d. Travel time will be allowed at the rate of one calendar day for each three-hundred
92 fifty (350) miles or fraction thereof, based on the shortest AAA mileage between [the](#)
93 old and new domicile. Flight Attendants will be provided with a minimum of three (3)
94 consecutive or nonconsecutive calendar days (by mutual agreement) free from duty,
95 with pay, for the purposes of moving. Day(s) to be mutually agreed to by the Flight
96 Attendant and Manager of Inflight Scheduling. [The Flight Attendant does not need to](#)
97 [actually drive in order to receive travel time.](#)

98 e. For each day of travel time, a Flight Attendant will receive pay for all lost TFP or four
99 (4.0) TFP per day, whichever is greater.

100 f. If a Flight Attendant's present residence is other than the present domicile, the
101 Company will pay for the move from the Flight Attendant's present residence to the
102 new domicile but not greater than an amount equivalent to be paid for a move from
103 [her/his/their](#) present domicile.

104 g. The Company's obligation for a paid move to the new domicile will terminate if not
105 used within twelve (12) calendar months. [The twelve \(12\) calendar months begin on](#)
106 [the day the Flight Attendant returns to active service.](#)

107 h. Reconnaissance Visit
108 A Flight Attendant who is eligible for moving expenses will be eligible to receive one
109 (1) night lodging at a Company-provided hotel and reimbursement of meal
110 expenses up to a maximum of fifty dollars (\$50.00) per day. The Company
111 will provide a positive space bumpable (C1 or its equivalent) pass for
112 employee and spouse, registered domestic partner or one dependent. For
113 the purpose of seeking permanent lodging at the new domicile, the Flight
114 Attendant will receive two (2) days off to accomplish the visit and such days,
115 if requested, will be without pay. Day(s) to be mutually agreed to by the Flight
116 Attendant and Manager of Inflight Scheduling.

117 c. [BASE TRANSFERS: VACANCY BIDS](#)

118 1. The Company will determine when a vacancy exists at a domicile due to additional aircraft
119 to the schedule, new Flight Attendant classes and attrition.

120 2. Domicile vacancies will be posted for a period of fourteen (14) days prior to closing. The
121 bid will include the number of vacancies in each domicile, the date the bid is effective and

- 122 any other relevant information.
- 123 3. The vacancies will be awarded by system seniority using the Master bid form(s) on file.
124 Any vacancies assigned will be done in reverse seniority.
- 125 4. Any Flight Attendant may submit an updated Master bid form (no contingency) at any
126 time prior to a vacancy bid closing.
- 127 5. Moving expenses incurred by a successful vacancy bid will be paid by the Flight Attendant
128 per [B.5. \[Relocation Expenses\]](#), above.
- 129 6. Moving expenses of Flight Attendants who are assigned during a vacancy will be paid by
130 the Company per [B.6. \[Relocation Expenses\]](#), above.
- 131 7. The Company will furnish the LEC President of the domicile(s) affected and the MEC
132 President with an updated seniority list reflecting any Flight Attendants successful in
133 bidding a vacancy bid.
- 134 8. For involuntary transfers a Flight Attendant, upon request, must be provided with no less
135 than forty-eight (48) hours free from duty between assignments in different domiciles at
136 month-end overlap prior to reporting for an assignment in [her/his/their](#) new domicile. Such
137 time will be treated as a planned absence for bidding purposes.
- 138 D. STANDING BID AWARDS WHEN NO VACANCIES EXIST AT A DOMICILE
- 139 1. For the bid month of February and August of each calendar year, voluntary permanent
140 transfers will be granted to Flight Attendants with standing bids on file to exchange
141 domiciles in seniority order. Permanent transfers will be granted after monthly vacancies,
142 if any, are awarded pursuant to [28.C. \[Vacancy Bids\]](#), above, or when vacancies do not
143 exist at either domicile.
- 144 2. Transfers will be awarded provided that no vacancies or un-awarded vacancies exist in
145 one (1) or both of the domiciles. Such transfers will be considered a voluntary transfer
146 and do not qualify for any Company-paid moving expenses. Probationary Flight Attendants
147 are ineligible for transfers under this provision.
- 148 E. [SCHEDULE ADJUSTMENTS INVOLVING](#) VOLUNTARY TRANSFER OF DOMICILES
- 149 1. A Flight Attendant voluntarily transferring to another domicile or participating in a base
150 trade will contact Crew Scheduling when [her/his/their](#) line of time of reserve day(s) of
151 availability interferes with [her/his/their](#) ability to report to the other domicile for [her/his/their](#)
152 first sequence or reserve day in the other domicile. Crew Scheduling will adjust the Flight
153 Attendant's schedule to allow [her/him/them](#) adequate time to relocate to the new domicile.
- 154 2. Relocation drops without pay for the purpose of moving may be provided to the Flight
155 Attendant upon request and with management approval. Such approval will not be
156 unreasonably withheld.
- 157 F. CO-TERMINALS
- 158 1. The term "co-terminal" will mean certain designated airports proximate to the Los Angeles
159 International (LAX) domicile. The designated airports are: Burbank Airport (BUR), Ontario
160 International Airport (ONT), John Wayne (Orange County) Airport (SNA), and Long Beach
161 Airport (LGB).
- 162 2. In the event a sequence does not return to the co-terminal from which it departed, the

163 Company will provide prompt transportation back to the departure co-terminal. A Flight
164 Attendant's duty period will be extended by one (1) hour for such time spent returning to
165 the departure co-terminal. Such time will be considered scheduled deadhead time and the
166 Flight Attendant will receive one-half (0.5) TFP. A Flight Attendant's rest period will be
167 determined from the one (1) hour or actual arrival time at the departure co-terminal
168 whichever is later.

- 169 3. The Company will provide free paved and lighted parking facilities in accordance with
170 28.H. [Security and Lighting...], below, at all co-terminals and provide transportation from
171 such parking to the terminal, if necessary.

172 ~~At co-terminals from which sequences depart, the Company will provide Flight Attendants~~
173 ~~with manual revisions that will be kept current. The Company may discontinue providing~~
174 ~~Flight Attendants with manual revisions in the event that there are no published sequences~~
175 ~~that originate at that co-terminal.~~

- 176 4. Flight Attendants domiciled at the LAX domicile, including Reserves, will receive "co-terminal
177 pay" at the rate of twenty-five (\$25.00) dollars per sequence flown, show-no-go and
178 cancellation/reassignment within two (2) hours of check-in or airport standby assignment
179 from a co-terminal. Such co-terminal pay will not exceed twenty-five (\$25.00) dollars per
180 report up to a maximum of one-hundred and seventy-five (\$175.00) dollars per bid month.

- 181 5. The Company will construct sequences departing from the ONT and SNA co-terminals
182 equal to no less than three times (3.0x) the line average for the month, evenly distributed
183 through the month. (i.e. The total TFP value of all sequences in each applicable co-
184 terminal is no less than three times (3.0x) the line average for the month.)

- 185 6. Should the Company open co-terminals at any other domicile, the Company, and
186 the Association will negotiate provisions similar to those in 28.F. to cover the new co-
187 terminals.

188 G. COMMUTER POLICY

189 *(Commuter policy moved to new Section 37.)*

190 ~~The following sets forth the provisions concerning a Flight Attendant traveling to work:~~

191 ~~1. Air Commuting Policy~~

192 ~~The provisions set forth in this Agreement regarding air commuting apply only to a Flight~~
193 ~~Attendant who lives in another city and commutes to her/his domicile/co-terminal on AAG~~
194 ~~operated flights and who enrolls her /himself with the Inflight Department as a "registered~~
195 ~~air commuter".~~

196 ~~a. Registered Commuter City~~

- 197 ~~1. A Flight Attendant living in a metropolitan area served by the Alaska Airlines flight~~
198 ~~schedule or airports served through Capacity Purchased Agreements (CPA) by~~
199 ~~Alaska Airlines from Horizon (QX) or Sky West (OO) must designate an airport in~~
200 ~~that metropolitan area as the "registered commuter city" and such designation will~~
201 ~~extend to all airports in that metropolitan area (e.g. A Flight Attendant living in Los~~
202 ~~Angeles, CA metropolitan area must designate LAX as the registered commuter~~
203 ~~city and could commute from any co-terminal).~~

- 204 ~~2. A commuter residing outside of a metropolitan area as described in 1.a.i., above,~~
205 ~~must designate the airport closest to her/his residence or another nearby airport~~
206 ~~with greater frequency to the Flight Attendant's domicile served by the Alaska~~
207 ~~Airlines flight schedule or airports served through CPAs by Alaska Airlines from~~
208 ~~Horizon (QX) or Sky West (OO) (e.g. A Flight Attendant living in Flagstaff, AZ would~~
209 ~~designate PHX as the registered commuter city).~~
- 210 ~~b. Commuter Policy recovery options in G.3., below, will be available for registered air~~
211 ~~commuters who have notified Crew Scheduling prior to the start of her/his scheduling~~
212 ~~obligation (e.g. prior to check in for scheduled sequences, prior to the commencement~~
213 ~~of a reserve availability period, etc.) if two (2) consecutive scheduled flights from the~~
214 ~~registered air commuter's designated registered commuter city to the domicile/co-~~
215 ~~terminal are:~~
- 216 ~~1. Cancelled due to weather (either in the registered commuter city or domicile/co-~~
217 ~~terminal);~~
- 218 ~~2. Cancelled due to mechanical problem;~~
- 219 ~~3. Cancelled due to Company convenience; or~~
- 220 ~~4. Significantly delayed (the second flight is posted at least thirty minutes (:30) or~~
221 ~~more late), and such flights would have arrived in the domicile or applicable co-~~
222 ~~terminal thirty minutes (:30) prior to scheduled check in time).~~
- 223 ~~2. Ground Commuting Policy~~
- 224 ~~a. The provisions set forth in this Agreement regarding ground commuting apply to all~~
225 ~~Flight Attendants (whether or not they are a "registered air commuter"), including~~
226 ~~Flight Attendants who have picked up out of domicile/co-terminal:~~
- 227 ~~1. Ground commuting will encompass traveling to work by car (e.g. personal vehicle,~~
228 ~~liveried transport, shared ride service excluding car pool options, etc.), public~~
229 ~~transportation (e.g. ferry, light rail/train, bus, etc.) or other ground transport~~
230 ~~method (e.g. bicycle, etc.).~~
- 231 ~~2. In the case of an unanticipated ground commuting failure, a Flight Attendant may~~
232 ~~utilize the Commuter Policy recovery options in G.3., below, provided that s/he~~
233 ~~calls Crew Scheduling at least one hour (1:00) prior to scheduled check in time~~
234 ~~(e.g. one hour (1:00) prior to the commencement of APSB or two hours (2:00)~~
235 ~~prior to departure for scheduled sequences) and submits dated proof to~~
236 ~~management within seven (7) days of the event.~~
- 237 ~~3. Dated proof may include, but is not limited to, evidence of vehicle breakdown or~~
238 ~~accident, light rail/train service interruption, screenshot of SIG Alert, 511.org~~
239 ~~snapshots showing unplanned road closures. If proof is not provided within seven~~
240 ~~(7) days, then the appropriate Attendance Policy points will apply.~~
- 241 ~~Example: A Flight Attendant who is stuck in traffic on a freeway that is shut down~~
242 ~~for three hours (3:00) due to a mudslide while on the way to work.~~
- 243 ~~Example: A Flight Attendant who is stopped on the light rail for one hour (1:00)~~
244 ~~due to a power outage while on the way to work.~~

~~b. A "registered air commuter" traveling to work from her/his registered commuter city to her/his domicile/co-terminal using air transportation then ground transportation to her/his domicile/co-terminal, may utilize the Ground Commuting Policy if s/he experiences an unanticipated ground commuting failure following her/his commuter flight, s/he contacts Crew Scheduling and submits dated proof timely.~~

~~Example: A Flight Attendant's report time is 3:00 PM out of BUR and s/he is domiciled in LAX. The Flight Attendant chooses an AAG flight that departs out of the New York metropolitan area (JFK, EWR, LGA) that lands at LAX at 12:00 PM. An unexpected shutdown of a roadway prevents her/him reaching BUR prior to the check-in time.~~

~~c. A "registered air commuter" traveling to work from her/his registered commuter city who experiences a delay getting to the departure airport, causing her/him to miss the two (2) flight requirement 1.b., above, may utilize the Ground Commuting Policy if s/he contacts Crew Scheduling timely.~~

~~Example: A PDX Flight Attendant has a planned SEA-PDX air commute to her/his domicile that is scheduled to arrive prior to start of her/his scheduling obligation. S/he encounters an unanticipated road closure that causes a significant traffic delay resulting in the FA missing her/his flight(s).~~

~~d. Normal heavy traffic and a car running out of gas due to inadequate planning are not legitimate uses for the Ground Commuting Policy.~~

~~3. Commuter Policy Recovery Options~~

~~a. Lincholders or Reserves picking up on days off (hereafter referred to as "Lincholders" for the purposes of this provision) must make all reasonable efforts to arrive in domicile/co-terminal prior to the commencement of their scheduling obligation. A Lincholder must also adhere to the requirements for air or ground commuting, as appropriate, set forth elsewhere in this Section. However, in the event of a commuting failure, Crew Scheduling will have the option of assigning the Lincholder to any one of the following:~~

- ~~1. Allow the Lincholder to rejoin the Lincholder's scheduled sequence at the SIP or at a point mutually agreed upon between the Lincholder and Crew Scheduling.~~
- ~~2. Give the Lincholder another sequence from the Lincholder's registered commuter city, if applicable, or a later sequence in the Lincholder's domicile/co-terminal.~~
- ~~3. Assign the Lincholder to APSB in her/his registered commuter city, if applicable.~~
- ~~4. If the Lincholder is assigned to APSB under 3.a.iii., above, and is not assigned a sequence within four hours (4:00) after being assigned APSB, the Lincholder will be assigned a sequence the following day from the domicile city.~~
- ~~5. If the options above are not used by Crew Scheduling, the Lincholder will be granted a personal leave for the Lincholder's scheduled sequence of flying. If the Lincholder is granted a personal leave, s/he will be required to pick up "comparable Open Time" to replace the sequences lost within thirty (30) days after the date of the personal leave. If the Lincholder does not pick up Open Time within thirty (30) days, Scheduling will assign the Lincholder to "comparable Open Time" and provide notification of the assignment.~~

- 287 ~~6. If a Lineholder is not a registered air commuter and receives a No Show for her/his~~
288 ~~flight, s/he will be released from any further scheduling obligation to that sequence~~
289 ~~and subject to Section 32 [Attendance Policy]. However, the Lineholder may be~~
290 ~~eligible for No Show Sequence Recovery per Section 10.CC. [No Show Sequence~~
291 ~~Recovery...].~~
- 292 ~~7. As used in 3.a.v., above, the term "comparable Open Time" will mean an equal~~
293 ~~number of day(s) (e.g., a one (1) day for a one (1) day, three (3) day for a three~~
294 ~~(3) day, etc.) In the event of a disagreement as to comparability, the Director of~~
295 ~~Crew Scheduling or her/his designee will make the final determination.~~
- 296 ~~b. Reserves or Lineholders picking up reserve days (hereafter referred to as "Reserves"~~
297 ~~for the purposes of this provision) must make all reasonable efforts to arrive in~~
298 ~~domicile/co-terminal prior to the commencement of their scheduling obligation (e.g.~~
299 ~~prior to their reserve availability period if commuting by air, or prior to airport standby~~
300 ~~or scheduled check-in time for a scheduled sequence if commuting by ground). A~~
301 ~~Reserve must also adhere to the requirements for air or ground commuting, as~~
302 ~~appropriate, set forth elsewhere in this Section. However, in the event of a commuting~~
303 ~~failure, Crew Scheduling will have the option of assigning the Reserve to any one of~~
304 ~~the following:~~
- 305 ~~1. Reassign the Reserve or allow the Reserve to return to the LTFA list once the~~
306 ~~Reserve arrives in her/his domicile/co-terminal.~~
- 307 ~~2. Assign the Reserve to APSB in her/his registered commuter city, if applicable.~~
- 308 ~~3. If the Reserve is assigned to APSB under 3.a.iii., above, and is not assigned a~~
309 ~~sequence within four hours (4:00) after being assigned APSB, the Reserve will be~~
310 ~~required to report for their next reserve assignment in her/his domicile/co-~~
311 ~~terminal.~~
- 312 ~~4. If the options above are not used by Crew Scheduling, the Reserve will be granted~~
313 ~~a personal leave for the impacted day(s). If the Reserve is granted a personal~~
314 ~~leave, s/he will be required to work with Crew Scheduling to restore an equal~~
315 ~~number of reserve day(s) missed as a result of the personal leave. Such restoration~~
316 ~~must occur within thirty (30) days after the date of the personal leave. If the~~
317 ~~Reserve does not contact Crew Scheduling to restore such day(s) within thirty (30)~~
318 ~~days, Scheduling will assign reserve day(s) to the Reserve and provide notification~~
319 ~~of the assignment.~~
- 320 ~~4. Flight Attendants will not be compensated for the TFP lost due to the personal leave~~
321 ~~granted as a result of commuting failure. Flight Attendants will be compensated for the~~
322 ~~TFP actually flown if given another sequence or reserve day(s), if applicable. If the Flight~~
323 ~~Attendant is assigned to APSB, the Flight Attendant will be credited one-tenth (0.1) TFP~~
324 ~~for each six minutes (:06) of APSB up to a maximum of five hours (5:00) on APSB and~~
325 ~~credited with five (5.0) TFP per duty period of APSB.~~
- 326 ~~5. "Registered Air Commuters" will be given boarding priority over Company employees (and~~
327 ~~dependents) on pleasure travel and over all employees of other airlines on Alaska Airlines~~
328 ~~mainline flights and on other airlines if applicable in accordance with current Company~~
329 ~~policy at the time of the commute.~~

330 H. SECURITY AND LIGHTING FOR PARKING AREAS

331 1. The Company will provide security and lighting in all parking areas designated as Flight
332 Attendant parking areas at no charge to the Flight Attendant. Where permitted by Port
333 Authority, a registered commuter whose commuter city is also a Flight Attendant domicile
334 may elect to have parking at the commuter city instead of at ~~her/his~~their domicile. If the
335 cost of ~~the~~parking at the commuter city is more than at the domicile, the Flight Attendant
336 will pay the difference.

337 2. A Flight Attendant may decline Company-provided parking and instead receive a flat rate
338 allowance of seventy-five dollars (\$75.00) per month regardless of domicile or whether
339 ~~s/he~~they ~~is~~are a registered commuter or not. The allowance will be included in ~~her/his~~their
340 paycheck and will be paid as taxable income.

341 I. COMPANY-PROVIDED COMPUTERS AND PRINTERS AT DOMICILE(S)

342 The Company will provide at least ~~fifteen~~~~five~~ (15) computers in Seattle, ~~two~~~~one~~ (21) in
343 Anchorage, ~~two~~~~one~~ (21) in Portland, ~~two~~~~one~~ (21) in Los Angeles, ~~two~~ (2) in Orange County,
344 ~~one~~ (1) in Ontario and ~~two~~~~one~~ (21) in San Diego. In addition, the Company may review
345 providing computer terminal access at outlying stations. ~~The~~ Company will also provide ~~four~~
346 ~~two~~ (42) printers in Seattle and one (1) in all other domiciles ~~and co-terminals~~. The Company
347 will provide a minimum of ~~two~~~~one~~ (21) computers and one (1) printer at each newly opened
348 Flight Attendant domicile.

349
350 ADDENDUM

351
352 ~~1. What is a contingency bid?~~

353 ~~Master bids for transfer to a new domicile made before opening of the new domicile may~~
354 ~~include a contingency proposed by the Flight Attendant. The contingency may include a~~
355 ~~specific seniority number or range. If your contingency bid is possible at the time bids are~~
356 ~~closed for the new domicile, you will be awarded the domicile. Section 28.A.1. [Rules~~
357 ~~Governing...]~~

358 ~~2. Can sequences be traded between domiciles?~~

359 ~~No, except give-aways between domiciles can occur. [Section 28.A.5. [Rules Governing...]]~~

360 ~~3. Do I have to drive to receive travel time?~~

361 ~~No. Section 28.B.6.d. [Relocation Expenses]~~

362 ~~4. If I am assigned to a vacancy at a domicile other than my current domicile while~~
363 ~~on a leave of absence, when does my twelve (12) calendar months in which to use~~
364 ~~my paid move begin?~~

365 ~~Your twelve (12) months begins on the day you return to active service. Section 28 B.6.g.~~
366 ~~[Relocation Expenses]~~

367 ~~5. Are newly hired Flight Attendants entitled to expenses incurred in moving to their~~

- 368 **~~initially assigned domiciles?~~**
- 369 ~~No. Section 28.B.2. [Relocations Expenses] [See Arbitration decision #20-96 (Gaunt 8/1/97).]~~
- 370 **~~6. Can I change my registered commuter city?~~**
- 371 ~~Yes, in accordance with Section 28.G.1. [Air Commuting Policy]~~
- 372 **~~7. Can registered air commuters and/or ground commuters use a Might Be Late?~~**
- 373 ~~Yes, registered air commuters may and/or ground commuters use the Might Be Late policy.~~
- 374 ~~Section 32.C.9. "Might Be Late" [Attendance Policy Definitions]~~
- 375 **~~8. Are Horizon cities or flights covered in the air commuting policy?~~**
- 376 ~~Yes, both Horizon (QX) and SkyWest (OO) as provided by the Agreement pursuant to Section~~
- 377 ~~28.G.1. [Air Commuting Policy].~~



1 A. PERFORMANCE-BASED PAY (PBP)

2 Each Flight Attendant will receive the same percentage of ~~her/his~~their eligible earnings (~~as~~
3 ~~described in the Alaska Airlines, Inc. Profit Sharing Plan~~) as currently received by represented
4 and non-represented front-line employees under the Performance Based Pay (PBP) plan. The
5 PBP plan provisions are subject to change by the AAG Board of Directors.

6 B. 401(K) COMPANY CONTRIBUTION AND MATCH

7 The Company will match any Flight Attendant's pre-tax contribution to the 401(k) plan
8 maintained by the Company, at the rate of one dollar (\$1.00) for each one dollar (\$1.00)
9 contributed by the Flight Attendant, up to a maximum company contribution of eight percent
10 (8%) at Date of Ratification of this Agreement. Two (2) years after the effective date of this
11 Agreement (August 14, 2026), the aforementioned maximum company contribution will
12 increase to eight and one-half percent (8.5%). ~~seven and one-half percent (7.5%).~~

13 C. TRUE-UP

14 Effective January 1, 2025, the Company will make a "true-up" matching contribution based
15 on a Flight Attendant's contributions from the previous year. A "true-up" matching
16 contribution takes into account what the Flight Attendant's matching contribution would be if
17 those contributions were based on eligible earnings for the entire plan year (instead of by
18 payroll periods).

19 1. For example, if the Flight Attendant were to contribute a high percentage of their eligible
20 earnings as pre-tax contribution and Roth contributions and reach the IRS contribution
21 limit early in the plan year, they may receive a lower amount of matching contribution
22 than if they had made their pre-tax contribution and Roth contributions evenly over the
23 course of the plan year. A "true-up" matching contribution takes this into account, so the
24 Flight Attendant receives the full amount of matching contribution to which they are
25 entitled based on their eligible earnings for the entire plan year (or the entire portion of
26 the plan year they are eligible for the plan) and their total deferrals for the plan year that
27 remain in the plan on the last day of the plan year.

28 2. The Flight Attendant must be employed as an Alaska Airlines Flight Attendant on the last
29 day of the plan year to be eligible for any "true-up" contributions made for that plan year.
30 All "true-up" payments are subject to all applicable plan limits.

31 D. VESTING SCHEDULE FOR 401(K) COMPANY MATCH

32 A ~~Member-Flight Attendant~~ will have a vested and non-forfeitable interest in that vested
33 percentage portion of the balance credited to the ~~Member's-Flight Attendant's~~ Matching
34 Contributions Account at any time determined by reference to ~~her/his~~their completed years
35 of Vesting Service in accordance with the following schedule:

Completed Years of Vesting Service Vested Percentage

Less than 1 year	0%
1 year	20%
2 years	40%
3 years	60%
4 years	80%



5 or more years 100%

36

37 E. ACCELERATED VESTING

38 A ~~Member~~ Flight Attendant will be fully vested and have a non-forfeitable interest in the
39 balance credited to ~~her/his~~their Matching Contributions Account if:

- 40 1. They ~~employee~~ becomes medically disabled; or
41 2. They ~~employee~~ retires at or after age sixty-five (65); or
42 3. They ~~employee~~ retires at or after age sixty (60) with a minimum ~~of~~ twelve (12) years of
43 Company Seniority, or at or after age sixty-one and one-half (61½) and a minimum of
44 ten (10) years of Company Seniority.

45 ~~RETIREE TRAVEL PRIVILEGES~~

46 ~~Receipt of monthly retirement benefits will not be required in order for a retired Flight~~
47 ~~Attendant to qualify for retiree travel privileges. However, all other age requirements and~~
48 ~~vesting, and/or Company service requirements as provided in the Alaska Airlines, Inc.~~
49 ~~Retirement Plan for Flight Attendants and the Alaska Airlines Pass Policy remain in effect for~~
50 ~~any retiree pass privileges.~~

51 *(Retiree Travel Privileges located in Section 29.F. now located in Section 36.C. [Jumpseat and*
52 *Pass Privileges])*

53 F. SICK LEAVE BUY-BACK

54 Upon retirement a Flight Attendant will have the ability to sell back ~~her/his~~their sick leave
55 pursuant to Section 16.E.34. [Sick Leave Conversions].

1 A. GENERAL TRAINING: RECURRENT TRAINING AND OTHER COMPANY-REQUIRED (NON-COMPUTER-BASED)
2 TRAINING

3 1. Bidding

- 4 a. Posting of dates and awards will be accessible via the Flight Attendant webpage. The recurrent dates and
5 bidding timeline will be posted in the Flight Attendants' monthly bid packet. Flight Attendants may
6 voluntarily bid for, but may not be assigned, training during vacation/~~Longevity-PTO~~ (Section 14.I.
7 [Vacation/~~Longevity-PTO~~ Conflict...]).
- 8 b. Even when training is offered in her/his domicile, Flight Attendants may submit a preference to attend
9 training out of domicile. Such preference will be awarded in seniority order after all preferences from
10 Flight Attendants in that domicile have been awarded.
- 11 c. Flight Attendants awarded training out of domicile pursuant to 1.b., above, will not be paid for the
12 deadhead or per diem during travel and will not be provided with a hotel.
- 13 d. All Required Training known by the first (1st) of month prior to the bid month will appear as a pre-planned
14 event before the Flight Attendant constructs her/his line of flying or reserve line for the month (Section
15 10.F. [Planned Absences/Carry-in]).
- 16 e. Training will not be considered one of a Flight Attendant's minimum days off (Section 10.E.1. [Line
17 Construction...]).

18 2. Hours

19 Training will be scheduled for no more than eight (8) hours and will occur between the hours of 7:00 AM and
20 5:00 PM local time— with the exception of Flight Attendant Level III Requalification training.

21 a. Under all circumstances, a Flight Attendant will not be required to remain in training in excess of eight
22 (8) hours and/or outside the hours indicated herein. If, due to unforeseen circumstances, training is
23 extended outside of these hours, the Flight Attendant may elect to remain in training and the following
24 pay will apply:

25 1. Flight Attendants attending Recurrent, Level I Requalification, or Level II Requalification training will
26 be paid an additional one (1.0) TFP for training that exceeds the contractual hours of training by one
27 (:01) minute to fifteen (:15) minutes due to irregular operations.

28 2. Flight Attendants attending Recurrent, Level I Requalification, or Level II Requalification training will
29 be paid an additional six (6.0) TFP for training that exceeds the contractual hours of training by sixteen
30 (:16) minutes or longer due to irregular operations.

31 b. If it is mutually acceptable between the Flight Attendant and Inflight Training management, a Flight
32 Attendant will be permitted to take supplemental Recurrent/Requalification Training and/or additional
33 Recurrent/Requalification drill attempts and/or written exam attempts on the same day that they are
34 already scheduled for eight (8) hours of Recurrent/Requalification Training and outside the hours
35 indicated in herein 30.A.2.. The supplemental training and/or additional drill attempts and/or written
36 exam attempts described herein will be treated separately from Recurrent/Requalification Training for
37 pay purpose, and the Flight Attendant will be compensated at six (6.0) TFP for such additional time.

38 3. Required Training Out of Domicile

39 The following provisions will apply for Flight Attendants required by the Company to attend training away
40 from her/his/their own domicile ~~will be provided with the following:~~

41 a. "Business, Positive Space Non-bumpable" (~~AS and QX~~) online travel and will be provided and Flight
42 Attendants will be paid the actual trip rate for deadheading to and from training. This travel will be
43 subject to the provisions of 30.A.9., below.

44 b. Flight Attendants on duty for more than twelve hours and thirty minutes (12:30) will be compensated
45 one (1) additional TFP. The additional compensation will apply to all Company-required trainings.

46 c. Pay for the deadhead, per diem during travel and lodging at Company expense.

47 d. When Company-required training is not offered in a Flight Attendant's domicile and s/he/they must attend
48 training in a different domicile, training will be awarded or assigned on consecutive days.

- 49 e. ~~S/he~~ They will bid for and be awarded training in another domicile where training is offered in accordance
50 with system seniority.
- 51 f. ~~The Company may restrict non-ANC based Flight Attendants from being awarded training in ANC during~~
52 ~~the bid months of May through August, due to lack of hotel availability and related constraints (e.g.,~~
53 ~~cruise season). Non-ANC based Flight Attendants will be allowed to subsequently trade into ANC training~~
54 ~~during these bid months, however, hotels will not be provided.~~
- 55 ~~d.g. However, a~~At the Flight Attendant's option, ~~s/he~~they may fly a sequence on ~~her/his~~their travel day,
56 provided that ~~s/he~~they allows at least one hour and forty-five minutes (1:45) block-to-block between the
57 last flight of the "working" sequence and the deadhead to training.
- 58 e.h. Flight Attendants attending training out of domicile will be compensated for flight travel based upon the
59 TFP value of the distance of the most direct AAG route at the time of travel from their domicile to and
60 from the location of the training. The Flight Attendant will be responsible for submitting the most direct
61 AAG route (inclusive of flight numbers and dates) they traveled to Payroll via Rainmaker query. If travel
62 to and from training occurs on a day without training, a four (4.0) TFP travel minimum applies. If travel
63 to and from training occurs on a day with training, a four (4.0) TFP travel minimum does not apply. Travel
64 minimums are a separate application from training minimums pursuant to Section 30.C. [Training Pay],
65 below.
- 66 f.i. Flight Attendants required to take training in a different domicile are subject to the same pay and
67 scheduling provisions as Flight Attendants taking training in their domicile.
- 68 g-j. If ~~s/he~~they does not make the scheduled training, ~~s/he~~they will not be pay protected. However, if the
69 Flight Attendant is unable to attend training due to operations or an action on the part of the company,
70 ~~s/he~~they will be pay protected. The Flight Attendant will be responsible for rescheduling training.
- 71 4. Rest
- 72 a. Recurrent Training and any Company-required training will be treated as a legal duty day inasmuch as
73 eleven (11) hours crew rest, measured from release to report, before and after training must be
74 scheduled.
- 75 b. If rest following Recurrent Training or any Company-required training is operationally reduced to less
76 than eleven (11) hours release to report, and the Flight Attendant has a sequence that provided eleven
77 (11) hours crew rest, release to report, ~~s/he~~they will be placed on the sequence at the SIP if possible, or
78 paid the TFP value of the sequence which was dropped to provide rest. A Flight Attendant at her/his
79 option may waive her/his eleven (11) hours crew rest, release to report, and will be paid one and one-
80 half times (1.5x) the trip rate until the Flight Attendant receives legal crew rest.
- 81 c. Those Flight Attendants not receiving ten (10) hours crew rest release to report, prior to Company-
82 required training or Recurrent Training due to crew re-route or reassignment online, may choose to be
83 pulled from training with pay protection for Company-required training or without pay protection for
84 Recurrent Training, or attend training at double time (i.e. two times (2.0x) the trip rate). Flight Attendants
85 who choose to be pulled from training to receive ten (10) hours, release to report, must take the
86 responsibility of rescheduling for training within the FAA requirements to remain legal.
- 87 d. If a Flight Attendant is due compensatory double-out rest (Section 8.H. [Compensatory (Double-Out)
88 Rest]) that conflicts with Company required training, ~~s/he~~they will be pulled from training with pay
89 protection for Company-required training or without pay protection for Recurrent Training. The Flight
90 Attendant may waive the compensatory rest and if ~~s/he~~they does so and attends the training, ~~s/he~~they
91 will be paid one and one-half times (1.5x) the trip rate for the training. Flight Attendants must take the
92 responsibility of rescheduling the training.
- 93 5. Training on a Reserve Day Off
- 94 a. A Reserve Flight Attendant will not be assigned any Company-required training on a scheduled day off if
95 they ~~Flight Attendant has have~~ minimum scheduled days off.
- 96 ~~b.—At her/his option s/he may bid any Company required training on a scheduled day off and be paid over~~
97 ~~and above her/his reserve guarantee.~~
- 98 6. Domicile Transfers and Base Swaps

If a Flight Attendant is awarded any Company-required training and subsequently transfers or base swaps to a new domicile, ~~s/he~~they will be afforded travel provisions, duty day limitations and pay pursuant to all the provisions of A.3., above, when attending the training.

7. Cancellation

If a Flight Attendant's training is cancelled with fourteen (14) days or less days' notice, ~~s/he~~they will be pay protected for the training. If notice of cancellation is given more than fourteen (14) days prior, there will be no pay protection.

8. Hotel and Transportation for Training in Domicile

A hotel will be provided for training for Flight Attendants whose address on file with the Company is more than fifty (50) straight line miles from the training facility for all Company-required training. Flight Attendants may book a hotel of their choice and the Company will reimburse lodging expenses up to \$200 per night through the standard reimbursement process. The Company shall not be required to reimburse any lodging expenses for hotel rooms that are not utilized for any reason outside of the Company's control (e.g., trade, sick, drop, etc.). This hotel may be booked by the Flight Attendant for the night prior to training and will also be available should the Flight Attendant be unable to make it to their home address on file with the Company within twelve hours and thirty minutes (12:30) from the start of the training day. Flight Attendants shall arrange their own transportation to and from the training facility if their selected hotel does not provide a free shuttle. For those who fly to attend training, the Company will reimburse ground transportation expenses to/from the hotel and training facility up to \$30 per day, through the standard reimbursement process. Nothing in this paragraph will cause a Flight Attendant covered by Paragraph A.3 to forfeit a hotel room for which they are otherwise eligible.

9. Travel to/from Training

1. Flight Attendants who choose to bid for and who are subsequently awarded training out of domicile will not be paid for the deadhead or per diem during travel and will not be provided with a hotel; however, such Flight Attendants are permitted to book a positive space, non-bumpable reservation in FLY (the Company's employee travel site).

2. All Flight Attendants, including registered commuters, required to attend training out of domicile may use Business, Positive Space Non-bumpable online travel to travel directly to the training location and will be paid the TFP value of the most direct flying available at the time of travel from domicile to the training location.

3. LAX, SEA and SFO Flight Attendants may utilize this travel to/from training to/from any airport within the domicile's metropolitan area served by Alaska Airlines (e.g., SEA: SEA, PAE; SFO: SFO, OAK, SJC; LAX: LAX, BUR, ONT, SNA).

10. All business, positive space, non-bumpable online travel to training must occur no earlier than the day before training, and all travel from training must occur no later than the day after the last day of training.

11. A Flight Attendant may use sick leave from either bank if they call in sick for any training except recurrent training. A Flight Attendant may use State Sick Leave bank if they call in sick for Recurrent Training.

14. In the event the Company offers voluntary in-person training that is directly related to the Flight Attendant role, and the Company at its sole discretion allows the Flight Attendant to attend the training, then the same pay, scheduling, and travel provisions as those provided for Company-required training above will apply.

B. RECURRENT TRAINING

1. The Flight Attendants will submit their preferences for an upcoming Recurrent Training date in her/his ~~domicile~~base/grace month. If a Flight Attendant fails to bid for Recurrent Training in her/his ~~domicile~~base month, a Recurrent Training date will be assigned. The requirements of Section 8.L. [Forty-eight in Seven...] do not apply to Recurrent Training assignments.

2. Seniority may be overruled to accommodate bid vacation or a Flight Attendant in a grace period due to circumstances beyond the control of the Company. Flight Attendants may sign up on her/his days off for any openings for Recurrent Training in the month prior to her/his domicile month after Recurrent Training assignments for Flight Attendants in her/his domicile/grace month have been posted.

3. Recurrent Training during or upon return from leave of absence the Company will offer a full Level I/Level II Requalification Training class within the first five (5) working days of every month. Flight Attendants who wish

- 150 to attend Recurrent, ~~or~~ Level I Requalification, or Level II Requalification Training, may attend one of the
151 classes offered throughout the month if space is available.
- 152 4. Flight Attendants on Leave of Absence
- 153 a. A Flight Attendant on medical or maternity leave may attend Recurrent or Level I Requalification Training
154 once ~~s/he~~they meets the following conditions:
- 155 1. Provide the attached medical release signed by both the Flight Attendant and the Flight Attendant's
156 treating physician.
- 157 2. A Flight Attendant whose medical condition limits her/his physical mobility or has psychological
158 factors that would interfere with performance of activities as specified in the Medical Release form,
159 may not attend Recurrent/Requalification Training under any circumstances.
- 160 3. The Flight Attendant is responsible for submitting the medical release to her/his supervisor at the
161 earliest possible date.
- 162 b. A Flight Attendant who meets the criteria outlined in the Medical Release form may attend any available
163 Recurrent/Level I Requalification Training class applicable to her/his qualification needs. Availability will
164 be determined by the Company after training dates have been assigned to active Flight Attendants
165 through the normal bid process.
- 166 c. Flight Attendants who attend Recurrent/Level I Requalification Training under the circumstances outlined
167 in 4.a. and 4.b., above, of the agreement will be paid six (6.0) TFP for attending training and any
168 applicable compensation for the home study per C.1. [Training Pay], below.
- 169 d. The Flight Attendant's approved leave of absence expiration date under Section 15 [Leaves of Absence]
170 will not be affected by virtue of attending Recurrent / Requalification training under the terms of this
171 agreement.
- 172 e. A Flight Attendant who has secured a release to attend Level II Requalification training may attend the
173 training and perform the required check-ride.
- 174 f. Flight Attendants attending Level I or Level II Requalification Training (returning from a leave of
175 absence).
- 176 1. The Flight Attendant will attend the first available Recurrent or Level I/Level II Requalification
177 Training class.
- 178 2. Flight Attendants who attend Recurrent, ~~or~~ Level I/ Requalification, or Level II Requalification
179 Training when returning from a leave of absence will be paid per 30.C. [Training Pay], below, and
180 scheduled as provided for in 30.A. [General Training...], above.
- 181 5. To the extent that it is medically possible, except as noted in Section 15.A.3. [General], a Flight Attendant
182 must remain current while on a leave of absence unless otherwise agreed to by Manager, Inflight Labor and
183 Work Performance. A Flight Attendant will be active for the month in which the Recurrent or Requalification
184 (Levels I/II) training occurs for the purposes of Company benefits.
- 185 6. The ASHSC will be given opportunity to provide input into the Recurrent Training.
- 186 7. Sick leave will not be paid on Recurrent Training dropped due to illness or injury (Section 16.D.2.d. [Sick
187 Leave Pay...]).
- 188 8. A Flight Attendant may trade into a Recurrent Training class on a day off during their Early, Base or Grace
189 months either by trading with another Flight Attendant or through available Recurrent Training classes in
190 Open Time. Such trade will be allowed with another Flight Attendant as long as the trade results in the other
191 Flight Attendant accepting a recurrent class on a day off during their respective Early, Base or Grace month.
- 192 9. If a Flight Attendant trades into their Grace month and then fails to attend the Recurrent Training class, it
193 is their responsibility to make a reasonable effort to become current prior to their Grace month. No pay
194 protection or credit will be provided for scheduling obligations that are dropped due to a Flight Attendant's
195 lack of training currency if they have traded into their Grace month.
- 196 10. Flight Attendants who have December as their Base month do not have a Grace month. Flight Attendants
197 who have January as their Base month do not have an Early month.



11. A Flight Attendant will not be pay protected if they are de-qualified (i.e., Flight Attendant Not Qualified - FNQ) as a result of the following:

- a. Non completion of Recurrent Training in their grace month or Requalification Training in any month; or
- b. Non completion of any FAA-mandated training.

12. Electronic Home Study for Recurrent Training

- a. The exam may be in the electronic home study and will contain twenty-five (25) questions, or the minimum number of questions required by the Federal Aviation Administration (FAA), whichever is greater. The exam will not be included in the time test that is outlined in MOU CBT Time-Testing Review Process 03.19.2020.
- b. Outside of the exam, the Company may add additional questions to the Home Study, and they will be included in the time test.
- c. The Home Study will include instructional videos of the emergency exit drills being evaluated in recurrent training that year.
- d. If the Company is approved to pursue Advanced Qualification Program (AQP) and/or the FAA requirement(s) change so that these provisions must be altered, then the provisions in 30.B.12 will be renegotiated between the parties.

C. TRAINING PAY

1. Recurrent Training

Flight Attendants will be paid six (6.0) TFP per day. Home Study for Recurrent Training (including recurrent Computer Based Training (CBT)): Flight Attendants will be paid ~~seventy five (\$75.00) dollars~~ one hundred fifty (\$150) for up to five (5) hours of home study Requalification Training.

2. Requalification Training

Flight Attendants will be paid as in C.1., above, and C.3., below, for attending Level I ~~or~~ Level II Requalification Training. With respect to Level II Requalification Training, the Flight Attendant will also be paid for the check-ride. ~~S/he~~They will not be reinstated for Company benefits unless ~~s/he~~they ~~have~~ has a medical release to return to regular duties from a leave of absence. Flight Attendants attending Level III Requalification Training (i.e., Initial Training) will be paid one and one-half times (1.5x) their pay rate for any hours scheduled, or attended, outside the contractual hours of 7:00 AM – 5:00 PM local time per 30.A.2., above.

3. Training other than Recurrent Training

Flight Attendants will be paid six (6.0) TFP for eight (8) hours of training. For training less than eight (8) hours, the TFP will be prorated at three-quarters (.75) TFP per hour. In no event will the Flight Attendant receive less than the five (5.0) TFP Average Duty Period Guarantee.

4. Computer Based Training (CBT) (not related to ~~R~~Recurrent/~~R~~Requalification)

- a. Flight Attendants will be paid three-quarters (.75) TFP per hour, with a minimum requirement of one (1.0) TFP.
- b. Such training will not exceed once per quarter or four (4) per calendar year.
- c. CBT will not require the presence of the Flight Attendant on Company property.
- d. Run-times will be determined by the Company with AFA input using the agreed-upon CBT Review Process.

5. As an exception to C.3., above, the Company may semi-annually require training under one (1) hour, prior to duty, subject to a one (1.0) TFP minimum.

6. A Flight Attendant will not be paid for Recurrent Training or other Company-required (non-computer-based) training when ~~s/he~~they ~~does~~ not attend such training in its entirety and receives a Failure to Report to Training Class (Section 32.C.10. [Attendance Policy Definitions], "Failure to Report to Training Class"), or ~~s/he~~they ~~is~~ are granted a Management Drop (Section 32.C.14. [Attendance Policy Definitions], "Management Drop") for such training.

D. CHECK-RIDES

Official check-rides may be conducted only by Inflight management.

E. PROBATIONARY OBSERVATION FLIGHTS AND INITIAL OPERATING EXPERIENCES (IOEs)

- 247 1. Probationary Observation Flights and Initial Operating Experiences (IOEs) will be performed by bargaining
248 unit members or Flight Attendant qualified Inflight management. These members must have at least five (5)
249 years of Flight Attendant seniority and be certified [within the Check Flight Attendant program](#) and listed in an
250 Inflight manual as ~~trainers~~[Check Flight Attendants](#). The Company will select sufficient trainers to form a pool
251 of Probationary Observation Flight Trainers and a pool of Initial Operating Experience (IOE) Trainers. Trainers
252 accepted into the pool of Trainers qualified to conduct an IOE. If the Company receives insufficient applications
253 to form an adequate pool for Probationary Observation Flights or for IOEs, the Manager of Inflight Training,
254 or her/his designee, and the AFA MEC President will determine alternative minimum qualifications. Once in
255 either pool, a Trainer may be removed by the Company only with cause, but ~~s/het~~[they](#) can remove ~~her-~~
256 ~~/himself~~[themselves](#) at any time.
- 257 2. No Trainer will be required to perform Probationary Observation Flights or to conduct IOEs.
- 258 3. The certifying Flight Attendant Trainer will fill out the checklist regarding the Probationary Observation Flight
259 or IOE. Using the checklist ~~s/het~~[they](#) will determine whether the probationary Flight Attendant or Trainee
260 successfully performed the flight(s). The certifying Flight Attendant Trainer will refer the probationary Flight
261 Attendant or Trainee to a supervisor if the probationary Flight Attendant or Trainee does not complete the
262 minimum requirements associated with successfully passing the Probationary Observation Flight or IOE, as
263 appropriate. A certifying Flight Attendant Trainer has no authority to remove a probationary Flight Attendant
264 or Trainee from service. If a probationary Flight Attendant is removed from a flight(s) by Inflight management,
265 the certifying Flight Attendant Trainer may complete the flight(s) as part of the FAA-required minimum crew
266 until ~~s/het~~[they](#) reaches a domicile where ~~s/het~~[they](#) may be replaced. ~~S/he~~[They](#) will be paid one and one-half
267 times (1.5x) the trip value for all such flights. Inflight management employees may not replace a probationary
268 Flight Attendant except to prevent a cancellation pursuant to Section 3.D.2. [Scope of Agreement].
- 269 4. A certifying Flight Attendant Trainer will receive the TFP value of the flying plus one (1.0) TFP for the
270 preparation and administrative work associated with each Probationary Observation Flight or IOE, as
271 appropriate.
- 272 a. If the certifying Flight Attendant Trainer conducts more than one (1) Probationary Observation Flight or
273 IOE, as appropriate, during the flight/trip, ~~s/het~~[they](#) will receive one (1.0) TFP for preparation and
274 administrative work for each probationary Flight Attendant or Trainee ~~s/het~~[they](#) observes.
- 275 b. In no event will ~~s/het~~[they](#) receive less than a five (5.0) TFP minimum in addition to one (1.0) TFP for
276 preparation and administration.
- 277 c. Probationary Flight Attendant/Trainee Unavailability
- 278 1. If the certifying Flight Attendant Trainer goes to the airport and is unable to conduct the Probationary
279 Observation Flight or IOE, ~~s/het~~[they](#) will be paid three (3.0) TFP in addition to the one (1.0) TFP for
280 the preparation and administrative work.
- 281 2. If the certifying Flight Attendant Trainer flies to an outstation to meet a probationary flight, and the
282 probationary Flight Attendant is not available, the certifying Flight Attendant Trainer will receive the
283 TFP value of the deadhead leg(s) to and from the departure domicile in addition to the one (1.0) TFP
284 for the preparation and administrative work.
- 285 d. The certifying Flight Attendant Trainer conducting a Probationary Observation Flight or IOE will receive
286 "A" pay and the override provided for in Sections 27.P.1.g and 27.P.1.h. [Company Business...] in lieu of
287 per diem.
- 288 e. If the Probationary Observation Flight or IOE is scheduled or rescheduled into an overnight, the certifying
289 Flight Attendant Trainer will receive local transportation and hotel accommodations pursuant to Section
290 34 [Hotels]. If the RON is unscheduled, ~~s/het~~[they](#) will receive any additional compensation that would be
291 due a Flight Attendant under these circumstances.
- 292 f. Duty and rest limitations will be consistent with the CBA and CFRs.
- 293 5. The certifying Flight Attendant Trainer performing the Probationary Observation Flight or IOE will not be
294 considered as part of the FAA-required minimum crew, except as provided in E.3., above.
- 295 6. The certifying Flight Attendant Trainer will not wear the Flight Attendant uniform when conducting
296 Probationary Observation Flight(s) or IOEs.

- 297 7. Certifying Flight Attendant Trainers will be booked non-bumpable positive space (currently B3) but may choose
298 to sit in the Flight Attendant jumpseat when conducting business associated with this Section.
- 299 8. The Company may determine that operational needs require that one (1) or more certifying Flight Attendants
300 Trainers be placed on no-bid status for a bid month for the purpose of conducting Probationary Observation
301 Flights.
- 302 a. The Company will determine the minimum number of Probationary Observation Flights that the certifying
303 Flight Attendant Trainer must conduct during the month.
- 304 b. The certifying Flight Attendant Trainer may pick up other flying during the month pursuant to Section 12
305 [Exchange of Sequences].
- 306 9. Assignment of Probationary Observation Flights and/or IOEs and selection for placing a trainer on no-bid
307 status will be offered in system seniority order to those included in the appropriate pool.
- 308 10. No single-source discipline may result from the certifying Flight Attendant Trainer's presence on the
309 flight/sequence. Safety issues will be eligible for submission under the Aviation Safety Action Program (ASAP).
310 If either party does not participate in the ASAP program, the Company and the Association will meet and
311 agree to an equivalent alternative process.

312

313 ADDENDUM

314

315 ~~1.—Do legalities apply to Company required Training?~~

316 ~~Crew rest of eleven hours (11:00), release to report, must be provided before and after Company required training~~
317 ~~per Section 30.A.4. [Rest]. You may waive this down to nine hours (9:00) prior to report for your next sequence~~
318 ~~after Company required training. You may also waive rest down to nine hours (9:00) prior to report for the next~~
319 ~~sequence after Company required training through trading with another Flight Attendant or picking up from Open~~
320 ~~Time. It will be presumed that you desire to waive crew rest by submitting the trade form unless the appropriate~~
321 ~~box on the trade form is marked ("I do not want to waive contractual rest and duty limitations to CFRs to approve~~
322 ~~this trade.")~~.

323 ~~If you waived your contractual rest and have scheduled rest under eleven hours (11:00) following Company~~
324 ~~required training and your rest is subsequently operationally reduced to fewer than eight hours (8:00), you will be~~
325 ~~placed on the sequence at the SIP, if possible, and paid the TFP value of the flights missed. If no SIP is possible,~~
326 ~~you will be removed from the sequence and pay protected. If you exercise the option to waive crew rest following~~
327 ~~Company required training, you are not entitled to the one and one-half times (1.5x) pay provisions outlined in~~
328 ~~Section 30.A.4.b. [General Training...]~~.

329 ~~2.—If my duty day goes over twelve hours and thirty minutes (12:30) on a day I am traveling to or from~~ 330 ~~Company required training, do I receive double rest as provided for in Section 8.H. [Compensatory~~ 331 ~~(Double-Out) Rest]?~~

332 ~~No, you are paid one (1.0) additional TFP. Section 30.A.3.b. [General Training...]~~

333 ~~3.—When deadheading to training, can I travel a day earlier or stay later if I choose?~~

334 ~~Yes, but you can only use the Business Travel for the day prior to training, and the day of training to return to~~
335 ~~your domicile. Using the PET Website, book yourself "Business, Positive Space—Non bumpable" ("B3" on AS and~~
336 ~~"Q3" on QX) When travelling on the day prior to training, book flights that arrive in SEA prior to 7:00 PM. On the~~
337 ~~day of training, book flights that depart from SEA at 6:00 PM or later.~~

338 ~~4.—Can I bid for Company required training in a domicile other than where I am domiciled?~~

339 ~~Yes. If Company required training is offered in your domicile, and you elect to trade into an opening at another~~
340 ~~domicile, per diem, hotel and deadhead will not be paid.~~

341 ~~5.—Can I deadhead to Company required training from a city other than my domicile?~~

342 ~~Yes, however per diem and over duty pay will be based on applicable flights to and from your domicile.~~

343 ~~6.—Can I trade my Recurrent Training days?~~



344 Yes, you may trade for an opening in another class on a day off. Trades will be processed by Crew Scheduling.

345 7. ~~What happens if I am assigned Company required Training and then call in sick?~~

346 For Recurrent Training, you will not receive sick pay; for all other Company required (non-computer-based) training,

347 you will receive sick pay. Absences will be processed under Section 32 [Attendance Policy].

1 Should any part or provision of this Agreement be rendered invalid ~~by existing or subsequently~~
2 ~~enacted legislation~~ by operation of law, the balance of the Agreement will remain in full force
3 and effect.

4 The Parties agree that should any part or provision of this Agreement be rendered invalid as
5 described above, either party may serve a Section 6 notice on the other party with respect to
6 the provision(s) and subject matter of this Agreement that has been rendered invalid. The
7 Parties will then undertake expedited Section 6 negotiations with respect to such provision(s)
8 and subject matter in accordance with the Railway Labor Act.

1 The Attendance Policy outlined below is not about finding fault with anyone. It is a tracking system to show whether
2 ~~or not you were~~ a Flight Attendant was at work when ~~you~~ they were scheduled to be there. The Company has an
3 obligation to ensure that all flights are properly staffed.

4 The Attendance Policy for Flight Attendants will be as follows:

5 A. REPORTING PROCEDURE

6 In all cases of absence, a Flight Attendant will be required to call the designated Company representative.

7 1. Unless otherwise specified, the call will be valid only for the Flight Attendant's next scheduled sequence. The
8 Flight Attendant may specify a longer period, covering sequences beginning within the six (6) consecutive
9 calendar days following the call.

10 2. Unless otherwise specified, a Reserve Flight Attendant's call will be valid only for one (1) day. The Reserve
11 Flight Attendant may specify a longer period, up to six (6) consecutive calendar days following the call.

12 3. Inflight management may reach out via ~~electronic communication~~ Company e-mail on the Company intranet
13 to a Flight Attendant anytime ~~s/he~~ they accrues attendance points in order to ensure the welfare of that Flight
14 Attendant. The Flight Attendant will not be obligated to respond.

15 4. Inflight management may contact the Flight Attendant via telephone or ~~electronic communication~~ Company e-
16 mail on the Company intranet and the Flight Attendant will be expected to return the contact as soon as
17 practical under the following circumstances:

18 a. If a Flight Attendant has accrued a total of four (4) points (regardless of points reduction and/or total
19 bank points) within two (2) consecutive calendar quarters; or

20 b. If a Flight Attendant calls in sick at or after scheduled check-in and prior to wheels-up of ~~her/his~~ their first
21 flight (Sick Leave On-Line at Scheduled Check-In). Inflight management may contact the Flight Attendant
22 via telephone or ~~electronic communication~~ Company e-mail on the Company intranet.

23 5. If a Flight Attendant calls out sick, sick child, or sick family, they will designate whether they are electing to
24 use State Sick Leave or CBA Sick Leave at the time of the call pursuant to Section 16.B.4 [Sick Leave Usage...].
25 If a Flight Attendant does not make a designation at the time of the sick leave call, then the designation will
26 default to CBA Sick Leave. A Flight Attendant may change any designation prior to the end of their next
27 sequence.

28 6. The Flight Attendant is responsible for notifying Crew Scheduling should their illness require that they remain
29 absent beyond the period specified prior to the end of the initial sick call.

30 B. TIMELINESS OF REPORTING

31 A Flight Attendant must check in at each domicile at least one ~~hour~~ (1:00) ~~hour~~ prior to scheduled push of the
32 aircraft. Sick calls must be made to the designated Company representative at least two hours (2:00) prior to
33 check-in (~~three hours (3:00) prior to scheduled departure~~).

34 C. ATTENDANCE POLICY DEFINITIONS

35 (For points values, see Section 32.E. [Control Procedure].)

36 1. No Show

37 (See also Section 10.CC. [No Show Sequence Recovery...].)

38 a. When a Flight Attendant fails to check-in at the time designated or checks in and does not make the
39 scheduled departure either on an originator flight or at an outstation; or

40 b. Being unavailable for contact because the Flight Attendant failed to take a scheduled deadhead, except
41 as provided for in Section 10.X. [Deadhead]; or

42 c. Failure of a Flight Attendant to make Positive Contact (see Section 8.Q. [Contactability...]) with Crew
43 Scheduling ~~check-e-mail~~ within fifteen minutes (:15) of the completion of the debrief period and prior to
44 leaving the secure area, if instructed by Crew Scheduling, (extensions for extenuating circumstances such
45 as medical emergencies, etc. will not be reasonably denied and at the conclusion of the Reserve
46 assignment for additional flying or APSB points may be mitigated as an Unavailable for Contact pursuant
47 to C.15., below); or

48 d. Failure of a Reserve to return Crew Scheduling's call within fifteen minutes (:15) after contact number(s)

- 49 on file have been called pursuant to [Section 11.D.1.d. \[Scheduling / Notice Time...\]](#) (points may be
50 mitigated as an Unavailable for Contact pursuant to [C.15.](#), below); or
- 51 e. Failure of ~~an APSB Reserve or~~ any Flight Attendant(s) on ground time [or an APSB Reserve](#) or to return
52 Crew Scheduling's call within fifteen minutes (:15) from the time of the ~~initial-final~~ contact ([see Section](#)
53 [8.Q. \[Contactability...\]](#)) using the Flight Attendant(s) contact number(s) on file with Crew Scheduling, [B2B](#)
54 [messaging \(as long as B2B messaging is open for any flight on their schedule, including deadheads\), and](#)
55 [Microsoft Teams or a successor system \(for APSB Reserves only\)](#). Additionally, Crew Scheduling will also
56 attempt to contact the Flight Attendants using the crew lounge telephone (if available) and airport audio
57 paging system or a successor system.
- 58 f. [If a Reserve Flight Attendant is assessed a No Show and returns Crew Scheduling's call during the same](#)
59 [reserve availability period, they will be given the option between:](#)
- 60 1. [Being released until the next reserve availability period, with a one-day reduction in their reserve](#)
61 [guarantee pursuant to Section 11.G.1. \[Reserve Compensation\]; or](#)
- 62 2. [Being returned to the Order of Reserve Assignment List with no reduction in their reserve guarantee.](#)
- 63 g. [If a Reserve Flight Attendant is assessed a No Show and does not return Crew Scheduling's call, they will](#)
64 [be released until the next reserve availability period, with a one-day reduction in their reserve guarantee](#)
65 [pursuant to Section 11.G.1. \[Reserve Compensation\].](#)
- 66 h. [Flight Attendant\(s\) will not be paid for a sequence for which they are assessed a No Show.](#)
- 67 i. [A Flight Attendant will be assessed a No Show for any of the reasons stated above and can be assessed](#)
68 [a No Show more than once per day.](#)
- 69 2. Late Report
- 70 When a Flight Attendant fails to check-in at the time designated (at scheduled initial check-in time of the
71 sequence [or APSB assignment](#)), Crew Scheduling has no obligation to attempt to contact the Flight Attendant.
72 A Flight Attendant who reports prior to being replaced by another Flight Attendant who is assigned the
73 sequence will be considered a Late Report. [If the Flight Attendant is replaced \(other than by a Flight Attendant](#)
74 [assigned to pre-board the flight but is not assigned to the sequence\), they will be assessed a No Show.](#)
- 75 3. Reported Illness Using ~~Quarterly-Trimester~~ Point Reduction
- 76 When a Flight Attendant calls at least two hours (2:00) prior to check-in (three hours (3:00) prior to scheduled
77 departure) to report that ~~s/he/they~~ will not report to work because of ~~her/his/their~~ personal illness/injury.
78 (Limited to one continuous occurrence of illness per calendar ~~quarter~~[trimester](#).)
- 79 4. Reported Illness without or after Using ~~Quarterly-Trimester~~ Point Reduction
- 80 When a Flight Attendant calls at least two hours (2:00) prior to check-in (three hours (3:00) prior to departure)
81 to report that ~~s/he/they~~ will not report to work because of ~~her/his/their~~ personal illness/injury, and has already
82 selected another occurrence for the same ~~quarter~~[trimester](#) to use for ~~quarterly~~[Trimester](#) ~~p~~Point ~~r~~Reduction
83 or chooses not to use ~~quarterly~~[Trimester](#) ~~p~~Point ~~r~~Reduction for the occurrence.
- 84 5. Short Sick Call
- 85 When a Flight Attendant calls in sick, [sick child, or sick family](#) less than two hours (2:00) prior to scheduled
86 check-in.
- 87 6. Sick Leave On-Line at Scheduled Check-in
- 88 When a Flight Attendant calls in sick at or after scheduled check-in and prior to wheels-up of ~~her/his/their~~ first
89 flight. ~~-~~If the occurrence is coded as Workers' Compensation, FMLA or an approved medical leave, then that
90 occurrence will be considered as Sick Leave On-Line.
- 91 7. Sick Leave On-Line
- 92 a. When a Flight Attendant reports for work and calls in sick after wheels-up of ~~her/his/their~~ first flight and
93 fails to complete ~~her/his/their~~ scheduled sequence because of personal illness.
- 94 b. When an APSB reports sick prior to receiving an assignment.
- 95 8. Sick Leave On-Line without or after Using ~~Quarterly-Trimester~~ Point Reduction
- 96 A Flight Attendant who uses Sick Leave On-Line and who has already selected another occurrence for the

- 97 same ~~quarter-trimester~~ to use for ~~quarterly-Trimester pPoint r~~Reduction or chooses not to use ~~quarterly~~
98 ~~Trimester pPoint r~~Reduction for the occurrence in the same calendar ~~quarter~~trimester.
- 99 9. Might Be Late (MBL)
- 100 When a Flight Attendant calls prior to check-in (at scheduled initial check-in time of the sequence or APSB
101 assignment) and reports that ~~s/he~~they might be late:
- 102 a. If the Flight Attendant scans in on time, or within five (5) additional minutes after ~~her/his~~their scheduled
103 report time, after calling in MBL, no points will apply.
- 104 b. If the Flight Attendant ~~proceeds directly to the gate or~~ does not scan in on time, points will apply.
- 105 10. Failure to Report to Training Class
- 106 When a Flight Attendant fails to report to a scheduled training class by the scheduled time of class. If the
107 training is not mandatory training, the Flight Attendant will incur a Failure to Report to Training Class unless
108 they have formally cancelled their spot in the class prior to scheduled report time.
- 109 11. Single Continuous Occurrence of Illness
- 110 When a Flight Attendant is continuously ill or disabled due to a single illness or occurrence. A Single Continuous
111 Occurrence of Illness can last up to ten (10) calendar days from the first date of absence for the same illness.
112 The first day of absence is considered "day one". Separate sick calls relating to a Single Continuous Occurrence
113 of Illness must be made within ten (10) days from the first day of absence ~~due to the initial report of illness.~~
- 114 If the Flight Attendant returns to active duty and flies a single sequence or portion of a sequence, or a single
115 block or portion of a block of reserve days, between incidents of illness, the incidents will be considered a
116 Single Continuous Occurrence of Illness. On call Reserve status, Airport Standby, Company required ~~training~~
117 or any other non-flying scheduling obligation does not count as a flying assignment for the purposes of this
118 provision. In no such case will a Single Continuous Occurrence of Illness extend past a total of ten (10)
119 consecutive days from the first day of absence due to the initial report of illness. A new illness or injury will
120 not be considered part of the Single Continuous Occurrence of Illness even if it occurs within ten (10) days of
121 the initial absence.
- 122 12. Reported Illness When Assigned a Junior Available (JA) Sequence
- 123 When a Flight Attendant is assigned a Junior Available (JA) sequence and ~~s/he~~they reports that ~~s/he~~they
124 and/or ~~her/his~~their child or qualified family member is sick at the time of the assignment and designate use
125 of CBA Sick Leave. Such Flight Attendant may be required to produce verification of ~~her/his~~their own,
126 ~~her/his~~their child's or qualified family member's illness. ~~Regardless,~~ if the Flight Attendant produces a doctor's
127 statement dated within forty-eight hours (48:00) of the notification of the JA assignment and turns in such
128 verification prior to departure of the next scheduled sequence, no points will be charged under this Section.
- 129 13. Chargeable Occurrence
- 130 Whenever points are charged to a Flight Attendant's record that are not reduced by ~~quarterly-Trimester pPoint~~
131 ~~r~~Reduction. An occurrence is still considered chargeable even if the Flight Attendant has banked points to
132 offset the points charged to ~~her/his~~their record.
- 133 14. Management Drop
- 134 A Management Drop may be granted at management's discretion and allows you a Flight Attendant the time
135 off ~~you~~they need during a personal emergency. A Management Drop may be applied as follows:
- 136 a. Sequences, partial sequences, training, or Reserve days missed due to a Management Drop are unpaid.
- 137 b. Flight Attendants will be assessed one-half (0.5) point per day for the entire period of absence on an
138 approved Management Drop with a maximum of two and one-half (2.5) points per absence up to a
139 maximum of ten (10) consecutive days. In rare cases, points may be reduced pursuant to 32.J. [Special
140 Circumstances].
- 141 c. In order to request a Management Drop the Flight Attendant must contact Inflight management or Crew
142 Scheduling if after business hours. ~~S/he~~They may authorize the drop and notify Crew Scheduling if
143 appropriate.
- 144 15. Unavailable for Contact
- 145 a. ~~Failure of a Reserve to check e-mail at the end of her/his reserve assignment~~

146 A Flight Attendant who ~~fails~~ makes Positive Contact (see Section 8.O. [Contactibility and Means of
147 Notification]) ~~with Crew Scheduling to check her/his e-mail at the end of her/his reserve assignment more~~
148 ~~than~~ within fifteen minutes (:15) but ~~who contacts Crew Scheduling within less than~~ one (1:00) hour
149 after the completion of the debrief period and prior to leaving the secure area, if instructed by Crew
150 Scheduling, (~~Section 11.D.6. [Scheduling / Notice Time...]~~) ~~after her/his debrief period~~ will have
151 ~~her/his~~their No Show adjusted to an Unavailable for Contact.

152 b. ~~Failure of any Flight Attendant to be contactable during ground time (including an APSB Reserve)~~
153 Failure of any Flight Attendant(s) on ground time an APSB Reserve ~~or~~ to return Crew Scheduling's call
154 more than five minutes (:05) but less than fifteen minutes (:15) from the time of the ~~initial~~ final contact
155 using the Flight Attendant(s) contact number(s) on file with Crew Scheduling, B2B messaging (as long as
156 B2B messaging is open for any flight on their schedule, including deadheads), and (for APSB Reserves
157 only:) Microsoft Teams or a successor system. ~~Additionally, Crew Scheduling will also attempt to contact~~
158 ~~the Flight Attendants using the crew lounge telephone (if available) and airport audio paging system or~~
159 ~~a successor system.~~

160 c. ~~Failure of a Reserve to return Crew Scheduling's call more than fifteen minutes (:15) and less than sixty~~
161 ~~minutes (:60) after contact number(s) on file have been called.~~ Failure of a Reserve to return Crew
162 Scheduling's call more than sixty minutes (:60) after contact number(s) on file have been called, see C.1.
163 "No Show" [Attendance Policy Definitions], above).

164 16. Late Arrival to an Aircraft

165 A Flight Attendant is required to be at the aircraft (or departure gate for hardstands) forty-five minutes (:45)
166 prior to departure (Section 8.D.1. [Check-in and Debrief]). When a Flight Attendant arrives late to an
167 aircraft (or to the departure gate for hardstands), ~~s/he~~they will not be assessed any attendance points under
168 Section 32. Late Arrival to an Aircraft will be considered a performance issue and handled under the Company's
169 progressive discipline policy. If a Flight Attendant receives a "Late Arrival to An Aircraft" and an "Inability to
170 Remotely Scan In" during the same duty period it will be considered one event for the purpose of the
171 progressive discipline.

172 17. Inability to Remotely Scan In

173 When a Flight Attendant unsuccessfully attempts to scan in using the Company designated check-in
174 application on the Company-provided Inflight Mobile Device (IMD) while ~~s/he~~they is-are in the approved
175 geographical area of the domicile from which the sequence departs or the airport standby assignment
176 commences, ~~s/he~~they will call Crew Scheduling to be checked in. Crew Scheduling will check in the Flight
177 Attendant and report the error to Inflight management as an Inability to Remotely Scan In. No location
178 verification is required in order to be scanned in by Crew Scheduling. Such event will be considered a
179 performance issue and handled under the Company's progressive discipline policy only in the case of three or
180 more instances of an Inability to Remotely Scan In within a bid month. However, any instance of an Inability
181 to Remotely Scan In that is due to circumstances beyond the Flight Attendant's control, such as but not limited
182 to a malfunctioning application or IMD, or atmospheric conditions causing interference with the IMD or GPS
183 location function, will not be considered for the purpose of progressive discipline. If a Flight Attendant receives
184 an "Inability to Remotely Scan In and a "Late Arrival to An Aircraft" during the same duty period it will be
185 considered one event for the purpose of progressive discipline.

186 18. Sick Child/Sick Family

187 a. No attendance points are assessed when a Flight Attendant reports they will be absent to care for a sick
188 family member, as defined and published to Flight Attendants pursuant to Sick Family/Sick Child LOA
189 provided that they have sufficient State and/or CBA Sick Leave to cover the absence, on a day-by-day
190 basis. For each day they do not have sufficient sick leave in either bank to cover the absence, they will
191 be assessed one-half (0.5) point per day.

192 b. A Flight Attendant who calls in Sick Family/Sick Child with less than two hours (2:00) notice prior to report
193 may be subject to the provisions of Short Sick Call pursuant to 32.C.5., above, and related attendance
194 points may apply.

195 c. Flight Attendant(s) are allowed to call in sick online for Sick Child/Sick Family. Attendance points, if any,
196 will be administered pursuant to this provision.

197 D. TIME LIMIT FOR ~~QUARTERLY~~ TRIMESTER POINT REDUCTION DESIGNATION



198 A Flight Attendant must designate a sequence for ~~Quarterly~~-Trimester Point Reduction prior to the end of
199 ~~her/his~~their next sequence.

200 E. CONTROL PROCEDURE

201 Absences as described above will be recorded in the following manner:

202 1. State Sick Leave

203 A Flight Attendant who designates use of State Sick Leave will not accrue attendance points for sick absences,
204 provided they have sufficient State Sick Leave to cover the absence, on a day-by-day basis. For each day they
205 do not have sufficient sick leave in their State Sick Leave bank to cover the absence, they will be assessed
206 attendance points and may be afforded record improvement opportunities pursuant to this Section. A Flight
207 Attendant who calls in with less than two hours (2:00) notice prior to report may be subject to the provisions
208 of Short Sick Call pursuant to 32.C.5., above and related attendance points may apply.

209 2. CBA Sick Leave

210 A Flight Attendant who designates use of CBA Sick Leave will accrue attendance points for sick absences and
211 may be afforded record improvement opportunities pursuant to this Section.

212 3. Occurrences Chart:

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<u>Occurrences</u>	<u>Points Assigned</u>	<u>Reference</u>
No Show	3	C.1.
Late Report	1	C.2.
Reported Illness or Sick Leave On-Line Using Quarterly - <u>Trimester</u> Point Reduction	0	C.3.
Reported Illness or Sick Leave On-Line after or without Using Quarterly - <u>Trimester</u> Point Reduction	1/2 point per day or partial day on the sick list (<u>including days of a sequence that contains no flying</u>), with a maximum of 2 1/2 points per single continuous occurrence. <u>A single duty period sequence that spans two calendar days is assessed 1/2 a point.</u>	C.4. and C.8.
Short Sick Call	2 1/2	C.5.
Sick Leave On-Line After Scheduled Check-In	Additional 1/2 point to Sick Leave On-Line	C.6.
Sick Leave On-Line	1/2 point per day or partial day on the sick list (<u>including days of a sequence that contains no flying</u>), with a maximum of 2 1/2 points per single continuous occurrence (unless reduced by Quarterly - <u>Trimester</u> Point Reduction). <u>A single duty period sequence that spans two calendar days is assessed 1/2 a point.</u>	C.7. and C.8.
Might Be Late (M.B.L.) (When FA does not scan-in and reports to gate, or scan-in is more than 5 mins after scheduled report time)	1/2	C.9.
M.B.L. (When scan-in is before scheduled report time or within the 5 min grace period)	0	C.9.
Failure to Report to Training Class	1	C.10.
JA with a doctor's note	0	C.12.
JA without a doctor's note	1/2 point per with a maximum of 2 1/2 points per single continuous	C.12.



Management Drop	1/2 per day	C.14.
Unavailable for Contact	1 1/2	C.15.
Late Arrival to an Aircraft	0 (performance issue)	C.16.
<u>Inability to Remotely Scan-in</u>	<u>0 (performance issue)</u>	<u>C.17.</u>
<u>Sick Family/Sick Child</u>	<u>0 unless otherwise noted in C.18.</u>	<u>C.18.</u>

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4. Attendance Policy Disciplinary Action

Employees receiving chargeable occurrences for absenteeism will receive the following disciplinary action as the points associated with those occurrences accumulate:

No Show	Any time a Flight Attendant has a No Show s/het they will be counseled
5 – 6 1/2 points	Counseling
7 – 9 points	Written Warning
9 1/2 – 11 1/2 points	Final Warning
12 points	Termination of Employment

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It is up to the individual Flight Attendant to know the status of ~~her/his~~their own point accumulation. Flight Attendants should feel free to contact their supervisors at any time for counseling regardless of their accumulated points. Points will continue to accumulate even if warning letters are unable to be sent or received or counseling is unable to be timely given, due to the rapid accumulation of points by the Flight Attendant.

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F. ADMINISTRATION OF DISCIPLINE

1. In connection with discipline given under this Section, the twelve (12) day disciplinary notice requirement of Section 19.A.1. [Dismissal or Disciplinary Procedure] will be applied as follows:

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a. The Company will give notice of the disciplinary action within twelve (12) days after the date the Company, including the Crew Scheduling Department, could reasonably have knowledge of the occurrence that leads a Flight Attendant's total point accumulation to trigger disciplinary action. If the Company does not give notice of the disciplinary action within twelve (12) days after the date the Company could reasonably have knowledge of the event leading to the discipline, the notice of discipline, if issued, will be removed from the Flight Attendant's personnel file. The points associated with the most recent occurrence will be deleted from the Flight Attendant's record and the Flight Attendant will be considered exonerated.

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b. The final determination of what points, if any, should be assigned to a Flight Attendant who calls in a Reported Illness or Sick Leave On-Line cannot always be made until the end of the Flight Attendant's next scheduled sequence. Therefore, for any Reported Illness or Sick Leave On-Line, the Company will wait until the end of the next scheduled sequence before determining what points, if any, should be assigned. If the Flight Attendant's total point accumulation triggers disciplinary action, the Company will give notice of disciplinary action within twelve (12) days after the end of the next scheduled sequence. If the Company does not give notice of the disciplinary action within twelve (12) days after the next scheduled sequence, the notice of discipline, if issued, will be removed from the Flight Attendant's personnel file. The points associated with the most recent occurrence will be deleted from the Flight Attendant's record and the Flight Attendant will be considered exonerated.

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c. The "next scheduled sequence" includes the next sequence flown as well as airport standby reserve duty but does not include sequences for which a Flight Attendant No Shows.

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d. Saturdays, Sundays, and recognized holidays as specified in Section 19.C.2. [General] are excluded from calculation of the twelve (12) days.

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e. Notwithstanding the time limits described above, the Company is not required to delete points from the Flight Attendant's record when notices of discipline are unable to be timely sent or received, or counseling is unable to be given due to the rapid accumulation of points by the Flight Attendant.

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2. When a Flight Attendant is absent (including No Shows and Late Report(s)) and a delay resulted because of the absence, the Flight Attendant will not receive separate discipline for causing or contributing to the delay

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- 254 in addition to points under the Attendance Policy.
- 255 3. If a Flight Attendant has accrued bank point(s) and ~~s/he~~they ~~has~~have received chargeable occurrences that
- 256 would otherwise result in disciplinary action per [32.E. \[Control Procedure\]](#), above, any and all bank point(s)
- 257 will be immediately applied against ~~her/his~~their points accrual prior to the initiation of any disciplinary action.

258 G. RECORD IMPROVEMENT

- 259 1. For each calendar quarter during which a Flight Attendant is active for the entire quarter and has no
- 260 chargeable occurrences during the entire quarter, two (2) points will be deleted from the Flight Attendant's
- 261 accumulated points until the total reaches zero (0). Time on leave of absence will be counted toward record
- 262 improvement pursuant to [G.3.](#) and [G.4.](#), below.
- 263 2. Points will be deleted from the Flight Attendant's accumulated total eighteen (18) months after the event for
- 264 which the points were charged.
- 265 3. Flight Attendants who have zero (0) points and thereafter accumulate two (2) consecutive quarters with no
- 266 chargeable occurrences may bank two (2) points for each two (2) consecutive quarters of "perfect attendance"
- 267 (i.e., no chargeable occurrences), up to a maximum of six (6) points as follows:
- 268 a. Flight Attendants must achieve a minimum of two-hundred forty (240.0) Worked TFP, exclusive of
- 269 Boarding Pay TFP, including vacation/~~Longevity PTO~~ pay within the two (2) consecutive quarters of no
- 270 chargeable occurrences. Unpaid TFP credit will be applied and/or the look back period will be modified
- 271 consistent with [Sections 15.M. \[Leaves with Coordination...\]](#) and [15.N. \[Unpaid Leaves...\]](#), as applicable.
- 272 b. In no circumstances will a Flight Attendant receive more than forty (40.0) unpaid TFP credit toward the
- 273 two-hundred forty (240.0) TFP threshold calculation, during those two (2) consecutive quarters with no
- 274 chargeable occurrences in order to accumulate bank points.
- 275 4. At the end of each calendar year, any Flight Attendant who has achieved a minimum of four-hundred eighty
- 276 (480.0) TFP, exclusive of Boarding Pay TFP, including vacation/~~Longevity PTO~~ and who has four (4) or fewer
- 277 points and did not accumulate any point(s) since November 1st of that year, will have ~~her/his~~their record
- 278 reduced to zero (0) points. In no circumstances will a Flight Attendant receive more than eighty (80.0) unpaid
- 279 TFP credit toward the four-hundred eighty (480.0) TFP threshold calculation for purposes of this provision.
- 280 Unpaid TFP credit will be applied and/or the look back period will be modified consistent with [Sections 15.M.](#)
- 281 [\[Leaves with Coordination...\]](#) and [15.N. \[Unpaid Leaves...\]](#), as applicable.
- 282 5. If a Flight Attendant has available bank point(s) and ~~s/he~~is they are eligible for and submits a completed
- 283 ~~Quarterly-Trimester~~ Point Reduction Form in a timely manner pursuant to [32.D. \[Time Limit for](#)
- 284 ~~Quarterly-Trimester~~ Point Reduction...], above, a Single Continuous Occurrence of Illness ([C.11. \[Attendance](#)
- 285 [Policy Definitions\]](#), above) will be reduced to a Reported Illness Using ~~Quarterly-Trimester~~ Point Reduction
- 286 ([C.3. \[Attendance Policy Definitions\]](#), above). The use of a ~~Quarterly-Trimester~~ Point Reduction is limited to
- 287 one Single Continuous Occurrence of Illness per calendar ~~quarter~~trimester.
- 288 6. The Company will keep a running accumulated total of points for each Flight Attendant adding accumulated
- 289 points or deleting points for record improvement when each is due. Deletion of points eighteen (18) months
- 290 after the event for which the points were charged, will be in addition to any record improvement due to a
- 291 calendar quarter free from any chargeable occurrences. When a Flight Attendant's accumulated point total
- 292 becomes zero (0), all of ~~her/his~~their prior points and record improvement point deletions will have no further
- 293 effect on ~~her/his~~their accumulated point total and may be used only to resolve a dispute about the time the
- 294 point total reached zero (0).
- 295 7. If a Flight Attendant has qualified for record improvement but it has not been administratively applied to their
- 296 Attendance Points Report, the Company will manually process the record improvement if the Flight Attendant
- 297 would be subject to discipline if the points were not removed.

298 H. ABUSE OF SICK LEAVE

299 Using sick leave or sick pay for a purpose other than a legitimate illness, injury or qualifying leave constitutes

300 abuse. Abuse of sick leave or sick pay will subject an employee to termination.

301 I. [VERIFICATION OF STATE SICK LEAVE ABSENCES](#)

- 302 1. [The Company may require verification for State Sick Leave absences exceeding three \(3\) consecutive](#)
- 303 [workdays \(i.e., four \(4\) or more consecutive workdays\), not broken by actively returning to work, up to three](#)
- 304 [\(3\) times per calendar year for periods of no more than ten \(10\) days. The Company must provide a minimum](#)



- 305 [of two \(2\) days’ notice to Flight Attendant\(s\) that verification will be required during the designated period.](#)
- 306 2. [Flight Attendant\(s\) will be required to provide such verification to the Company within ten \(10\) days after the](#)
- 307 [first day of State Sick Leave usage.](#)
- 308 a. [Verification for State Sick Leave absences pursuant to Sections 16.B.5.a. through 16.B.5.c. \[Sick Leave](#)
- 309 [Usage...\] will include substantiating documentation \(i.e., not from a healthcare provider identifying the](#)
- 310 [need for the use of sick leave\). Disclosure of the nature of the health condition will not be required. The](#)
- 311 [Company will require use of the Flight Attendant’s health insurance, if any, in obtaining the verification](#)
- 312 [and will reimburse all out-of-pocket medical costs required to obtain the verification.](#)
- 313 b. [Verification for State Sick Leave absences pursuant to Sections 16.B.5.d. through 16.B.5.j. \[Sick Leave](#)
- 314 [Usage...\] will include documentation substantiating the need for the use of sick leave within these](#)
- 315 [categories \(e.g., court appearance for domestic violence, proof of level 2 or 3 evacuation zone, etc.\).](#)
- 316 3. [If the Flight Attendant does not provide such verification within the timeframe, the Company will convert the](#)
- 317 [sick leave usage to a Management Drop with points and without pay. The Flight Attendant’s sick leave usage](#)
- 318 [will be credited back to their State Sick Leave bank-.](#)
- 319 4. [Any Single Continuous Occurrence of Illness which begins in advance of the notice provided in 32.I.1., above,](#)
- 320 [that extends into the verification period, will be excluded from the verification requirements in 32.I.2., above.](#)

321 J. EXCUSED TIME OFF

322 Approved leaves of absence will not be considered in the administration of this Section.

323 K. SPECIAL CIRCUMSTANCES

324 Special circumstances will be handled on an individual basis at the sole discretion of the Company. [If the Company](#)

325 [chooses to adjust points for an occurrence due to special circumstances, the Flight Attendant will not receive](#)

326 [record improvement for the trimester in which the adjustment occurred.](#)

327 L. WORKERS’ COMPENSATION

- 328 1. A Flight Attendant will not accrue attendance points under Section 32 for absences from work due to a
- 329 compensable on-the-job injury or illness that meets the reporting and notice requirements set forth in [K.2.](#),
- 330 below. A Flight Attendant retains the obligation to remove ~~her-/himself~~[themselves](#) from the schedule or No
- 331 Show points will apply when applicable.
- 332 2. If a Flight Attendant has been given attendance points for an absence prior to it being determined to be an
- 333 on-the-job injury or illness, covered by the appropriate Workers’ Compensation law, then those points will be
- 334 removed following such approval.
- 335 3. Attendance points removed pursuant to [K.2.](#), above, will not count towards the Flight Attendant’s
- 336 ~~Quarterly~~[Trimester](#) Point Reduction or a chargeable occurrence for the ~~quarter~~[trimester](#) in question.

337 M. [ERRORS IN ATTENDANCE RECORD](#)

338 [If A Flight Attendant’s attendance record reflects an error, the points assessed in association with the error will be](#)

339 [removed and the occurrence will be deleted. The Flight Attendant will be eligible for record improvement if they](#)

340 [qualified for record improvement without the error.](#)

341

342 **ADDENDUM**

343

344 **1.—When can I use sick leave?**

- 345 Sick leave may be used for:
- 346 a.—Disabling illness or injury.
- 347 b.—Covering the difference between Workers’ Compensation and straight time hours.
- 348 c.—Death in the immediate family.
- 349 d.—Maternity leave.
- 350 e.—FMLA for your illness or injury.
- 351 f.—Pursuant to applicable State law and/or Company policy.

352 **2.—How frequently must I call in to the Company during a period of illness?**

353 Lineholder: A sick call will be deemed to cover only your next scheduled sequence unless you specify otherwise.
354 If you are holding a line of time, you may specify an extended period that will cover sequences that begin up to
355 six (6) consecutive days following the sick call. Section 32.A.1. [Reporting Procedure]

356 Reserve: A sick call will be deemed to cover only one (1) calendar day unless you specify a longer period, up to
357 six (6) calendar days following the call. Section 32.A.2. [Reporting Procedure]

358 You are responsible for notifying Crew Scheduling and/or the Company should your illness require that you remain
359 absent beyond the period you specify in the initial sick call.

360 **3.—What can I do if my physician recommends that I be absent from work for an extended period?**

361 You may request a leave of absence or a Family Medical Leave. You must contact an Inflight Leave Analyst or a
362 third-party administrator as applicable (e.g. Matrix) to request a leave of absence and you may be required to see
363 the Company physician. Section 15.C. [Medical Leave...] You may also contact an AFA Benefits representative for
364 options, guidance and additional information.

365 **4.—What if due to an emergency situation I am unable to request a medical leave prior to the beginning**
366 **of the leave?**

367 Inflight will allow your medical leave to be dated back to the date of your injury if your doctor so verifies. Contact
368 an Inflight supervisor as soon as the need for the Leave is known.

369 **5.—How much notice am I expected to give the Company if I am too ill or injured to come to work?**

370 You should give the Company as much notice as possible. If you are unable to notify the Company at least two
371 (2) hours prior to check-in (three (3) hours prior to the scheduled departure of your flight), you will receive two
372 and one-half (2.5) points, regardless of the length of the sequence. For example, you will receive two and one-
373 half (2.5) points for a turn or a four (4) day sequence. Sections 32.B. [Timeliness of Reporting], 32.C.4. "Reported
374 Illness Without..." [Attendance Policy Definitions] and 32.E. [Control Procedure]

375 **6.—What do I do if I feel my attendance record reflects an error?**

376 If a Flight Attendant's attendance record reflects an error, the points assessed in association with the error will be
377 removed and the occurrence will be deleted. The Flight Attendant will be eligible for record improvement if s/he
378 qualified for record improvement without the error.

379 If the Company chooses to adjust points for an occurrence due to special circumstances in accordance with Section
380 32.J. [Special Circumstances], the Flight Attendant will not receive record improvement for the quarter in which
381 the adjustment occurred.

382 **7.—If I call in sick for an all-nighter or a sequence that is one (1) duty period but spans two (2) calendar**
383 **days, how many points will I receive under the Attendance Policy?**

384 If you call in sick for this type of sequence, you are assessed one-half (.5) point because it is one duty period.

385 **8.—Will discipline given in connection with Section 32 be issued within twelve (12) days?**

386 Yes. However, for a Reported Illness or Sick Leave On-Line, the Company will wait until the end of the next
387 scheduled sequence before determining what points, if any, should be assigned. If discipline action is triggered,
388 the Company will give notice of disciplinary action within twelve (12) days after the end of the next scheduled
389 sequence. The "next scheduled sequence" includes the next sequence flown, as well as APSB duty, but does not
390 include sequences for which a Flight Attendant No Shows or calls in sick.

391 **NO SHOW**

392 **9.—Do I get paid for a sequence for which I No Show?**

393 No.

394 **10.—What happens if I am on Reserve and not contactable?**

395 If you are on reserve and fail to return Crew Scheduling's call within fifteen minutes (:15), you will receive three
396 (3) points for a No Show (Section 32.C.1. "No Show" [Attendance Policy Definitions]) and have five (5.0) TFP
397 deducted from your Reserve guarantee.

398 If you then contact Crew Scheduling within one (1) hour of Crew Scheduling's call, your No Show will be reduced
399 to one and one-half (1.5) points (Section 32.C.15. "Unavailable for Contact" [Attendance Policy Definitions]). You
400 are considered on-call again and will have five (5.0) TFP reinstated towards your guarantee.

401 If you fail to return Crew Scheduling's call, you will not be considered on reserve for the remainder of the calendar
402 day.

~~11. What happens if I am on Reserve and forget to check my e-mail within fifteen minutes (:15) of the conclusion of the debrief period, at domicile?~~

If you are on reserve and fail to check your e-mail within fifteen minutes (:15) of the conclusion of the debrief period (including if extended as a result of deplaning) and prior to leaving the secure area at the conclusion of the Reserve assignment, you will receive three (3) points for a No Show. Section 32.C.1. "No Show" [Attendance Policy Definitions]

If you then contact Crew Scheduling within one (1) hour after your debrief period at domicile (including if extended as a result of deplaning), your No Show will be reduced to one and one half (1.5) points for Unavailable for Contact. Section 32.C.15. "Unavailable for Contact" [Attendance Policy Definitions]

If you contact Crew Scheduling in excess of one (1) hour from the end of the debrief period (including if extended as a result of deplaning) your No Show will remain.

~~12. Is it possible to No Show more than once per day?~~

Yes. Example: If you No Show and are given another assignment for which you No Show again, you will be charged with a No Show for each. This is especially important for a Reserve who is on call and must be available for contact.

~~13. If I am on a scheduled or unscheduled ground time must I remain contactable?~~

Yes, any time a Flight Attendant is on ground time they must be available for contact. Failure for an APSB Reserve or any Flight Attendant(s) on ground time to return Crew Scheduling's call more than five minutes (:05) but less than fifteen minutes (:15) from the time of the initial contact using the Flight Attendant(s) contact number(s) on file with Crew Scheduling will result in the Flight Attendant being assessed one and one half (1.5) points for being unavailable for contact. Additionally, Crew Scheduling will also attempt to contact the Flight Attendants using the crew lounge telephone (if available) and airport audio paging system or a successor system. Section 32.C.15. "Unavailable for Contact" [Attendance Policy Definitions]

REPORTED ILLNESS

~~14. I called in sick for a multiday sequence that had no flying on one day. Would I accrue attendance points for that day?~~

Yes.

~~15. What are the points for a Reported Illness, assuming I do not designate that occurrence for quarterly point reduction?~~

You will be assigned one half (.5) point for each day or part of a day missed up to a maximum of two and one half (2.5) points per single continuous occurrence.

~~16. Will I accrue attendance points when I call in sick for my child and can I designate this as an occurrence for quarterly point reduction?~~

Pursuant to Company policy, no attendance points are assessed for an absence called in for a sick child (zero (0) points per day).

~~17. May I use quarterly point reduction for a Reported Illness within two (2) hours of check-in (three (3) hours prior to departure)?~~

No. Section 32.C.5. "Short Sick Call" [Attendance Policy Definitions]

MIGHT BE LATE

~~18. What is the advantage of using a Might Be Late?~~

The Company is in better position to avoid a delay. If you think you might be late and don't use this option and subsequently are late for check in, you will receive a Late Report (one (1) point). If you are late and Crew Scheduling subsequently replaces you with a Reserve, you will receive a No Show (three (3) points). Your call to Crew Scheduling regarding being late for your check in will be considered a Might Be Late call. Alerting Crew Scheduling that you are on your way may help avoid a No Show. If the Flight Attendant scans in on time, or less than five (5) minutes after scheduled report time, and has called in MBL, no points will apply per Section 32.C.9. "Might Be Late (MBL)" [Attendance Policy Definitions].

~~19. Once I call and say I might be late, what happens if I am late?~~

If the Flight Attendant scan in later than five (5) minutes after scheduled report time, points will apply pursuant to Section 32.C.2. "Late Report" or Section 32.C.1. "No Show" [Attendance Policy Definitions], as applicable.

If you scan in more than five (5) minutes after scheduled report time and Crew Scheduling has not replaced you with a Reserve, you will be assessed a Late Report (one (1) point).

If you are not on board the aircraft before being replaced by another Flight Attendant, Reserve or Inflight manager assigned to the sequence (excluding pre-boarding) then you will be charged with a No Show and receive three (3) points. You must contact Crew Scheduling to let them know when you have arrived to avoid being replaced.

FAILURE TO REPORT TO TRAINING CLASS

~~20. I signed up for a training class, voluntarily. It wasn't a mandated class but when I changed my mind and decided not to go, I got a Failure to Report to Training. Why?~~

If you voluntarily signed up for a class, you were then scheduled to be at class. If you did not formally cancel your spot in class, you will receive one (1) point. Having your name on the class list holds your spot in class and prevents another person from going. Section 32.C.10. "Failure to Report..." [Attendance Policy Definitions]

SINGLE CONTINUOUS OCCURRENCE OF ILLNESS

~~21. How long does a Single Continuous Occurrence of Illness last?~~

Lineholder: A Single Continuous Occurrence can last up to a maximum of ten (10) days from the first day of absence of the sequence for which you called in sick.

Reserve: A Single Continuous Occurrence can last up to a maximum of ten (10) days from the first day of absence of the affected block of Reserve days. Section 32.C.11. "Single Continuous Occurrence..." [Attendance Policy Definitions]

~~22. What stops a Single Continuous Occurrence of Illness?~~

Lineholder: At the end of ten (10) days from the first day of absence the Single Continuous Occurrence ends. Returning to active duty or a new illness or injury will also end the Single Continuous Occurrence, unless the Flight Attendant flies only a single sequence or portion of a sequence between incidents of illness within the ten (10) days. The incidents will then be considered a Single Continuous Occurrence.

Reserve: Since a Reserve does not have scheduled sequences on their lines, a Single Continuous Occurrence of Illness starts at their first sick call and lasts ten (10) days from the first (1st) day of absence of the first (1st) block of reserve days. Returning to active duty or a new illness or injury will also end the Single Continuous Occurrence, unless the Flight Attendant flies a single block or portion of a block of reserve days within the ten (10) days. On call Reserve status, Airport Standby, Company required training or any other non-flying scheduling obligation does not count as a flying assignment for the purposes of this provision. The incidents will then be considered a Single Continuous Occurrence. Section 32.C.11. "Single Continuous Occurrence..." [Attendance Policy Definitions]

~~23. Does the two and one half (2.5) point maximum for absences (Reported Illness without or after using quarterly point reduction for yourself and/or one per child in the quarter) apply to each single continuous occurrence?~~

Yes. Examples:

The examples listed below assume that the Flight Attendant has called in at least two (2) hours before check-in (three (3) hours before scheduled flight departure), and either does not use quarterly point reduction or has already used it in the quarter.

a.—Example #1: Flight Attendant calls in sick on the first (1st) and remains absent until the tenth (10th)—two and one-half (2.5) points.

b.—Example #2: Flight Attendant calls in sick on the first (1st) and remains absent until the thirteenth (13th)—two and one-half (2.5) points through the tenth (10th), and one and one-half (1.5) points for the absences on the eleventh (11th), twelfth (12th), and thirteenth (13th). Total—four (4) points.

c.—Example #3: Flight Attendant calls in sick on the first (1st), returns to work on the sixth (6th) and works one sequence (or part of a sequence), then calls in sick on the ninth (9th) and remains absent until the fifteenth (15th). Two and one-half (2.5) points through the tenth (10th) and two and one-half (2.5) points for the absences on the eleventh (11th)—fifteenth (15th). Total—five (5) points.

QUARTERLY POINT REDUCTION

503 ~~24. What if I forget to designate an occurrence for quarterly point reduction by the end of my first~~
504 ~~sequence?~~

505 You have lost your ability to reduce your points for that occurrence. Selection of an occurrence for quarterly point
506 reduction submitted after completion of the sequence following your illness will not be accepted for point reduction.
507 Section 32.D. [Timeline for Quarterly...]

508 ~~25. When can I expect a Supervisor to talk to me about my points?~~

509 Your Supervisor may discuss your record at any point you No Show, Sick Leave Online at Scheduled Check in and
510 "rapid point accrual" (i.e. four (4) total accrued points in two (2) consecutive quarters), but formal counseling is
511 when you have accrued between five (5) and six and one half (6.5) points.

512 If you accumulate points rapidly, your Supervisor may not be able to send a letter of warning. It is up to the
513 individual Flight Attendant to know the status of her/his own point accumulation. Section 32.E. [Control Procedure]

514
515 **RECORD IMPROVEMENT**

516 ~~26. What are the different types of Record Improvement?~~

517 a. If you have a point balance at the end of a calendar quarter and then achieve a full calendar quarter with no
518 chargeable occurrences, two (2) points will be reduced from your record at the end of that calendar quarter
519 until your record reaches zero (0) points. Your record will not go below zero (0).

520 b. If you have zero (0) points at the end of a calendar quarter and then achieve two (2) full calendar quarters
521 with no chargeable occurrences, in addition to being credited a minimum of two hundred forty (240.0) Worked
522 TFP including vacation/Longevity PTO pay and TFP credit consistent with Sections 15.M. [Leaves with
523 Coordination...] and 15.N. [Unpaid Leaves...], as applicable, within the two (2) consecutive quarters of perfect
524 attendance you will bank two (2) points for each two (2) consecutive quarters without chargeable occurrences,
525 up to a maximum of six (6) bank points.

526 c. If at the end of each calendar year, any Flight Attendant who has achieved a minimum of four hundred eighty
527 (480.0) TFP, including vacation/Longevity PTO and TFP credit consistent with Sections 15.M. [Leaves with
528 Coordination...] and 15.N. [Unpaid Leaves...], as applicable, and who has four (4) or fewer points and did not
529 accumulate any point(s) since November 1st of that year, will have her/his record reduced to zero (0) points.

530 d. Points will be deleted from your accumulated total eighteen (18) calendar months after the event for which
531 the points were charged. Once your accumulated point total becomes zero (0), all of your prior points and
532 record improvement point deletions will have no further effect on your accumulated point total.

533 ~~27. What is a chargeable occurrence?~~

534 A chargeable occurrence happens whenever points are charged to your record that are not reduced by quarterly
535 point reduction. The occurrence is still considered chargeable even if you have banked points to offset the points
536 charged to your record.

537 ~~28. What type of leaves of absence will disqualify me from Record Improvement?~~

538 Leave(s) will not disqualify you from record improvement. If you are on an approved leave with coordination or
539 without coordination you will be receiving a TFP credit towards your Record Improvement credit requirement for
540 the quarter.

541 ~~29. If points on my record are adjusted due to special circumstances in accordance with Section 32.J.~~
542 ~~[Special Circumstances], will I still receive Record Improvement?~~

543 No, because there was still an occurrence for that quarter.
544

545 **ABUSE OF SICK LEAVE**

546 ~~30. What is Abuse of Sick Leave?~~

547 Sick leave time and/or pay cannot be used for any purpose other than your own illness or injury, illness or injury
548 of another (pursuant to applicable State law and/or Company policy), death in the family in accordance with
549 Sections 15.H. [Bereavement Leave...] or 15.D. [Maternity Leave...]. Any other use constitutes abuse and will
550 subject the Flight Attendant to discharge. Section 32.H. [Abuse of Sick Leave]

551
552 **BEREAVEMENT / FUNERAL LEAVE**



553 ~~31. **Is there a provision for Bereavement/Funeral Leave?**~~

554 ~~Yes. See Section 15.H. [Bereavement Leave...] for benefits and eligibility requirements.~~

555 ~~32. **My neighbor died. I was very close to her. Can I take Bereavement Leave to go to her funeral?**~~

556 ~~Bereavement Leave is only available for immediate family. You may contact your Supervisor to request a~~
557 ~~Management Drop.~~

558

559 ~~**MANAGEMENT DROP**~~

560 ~~33. **What is a Management Drop?**~~

561 ~~The contract does not provide for or address any personal emergencies, but the Company recognizes there are~~
562 ~~times you need to be with your family. A Management Drop allows you the time off you need during a personal~~
563 ~~crisis. Management Drop(s) are at the discretion of the manager/supervisor if s/he decides to grant the drop.~~
564 ~~Section 32.C.14. "Management Drop" [Attendance Policy Definitions]~~

565 ~~34. **How does the Management Drop work? Are there points or pay?**~~

566 ~~There is no pay for sequences or reserve days missed due to a Management Drop. You will accumulate one-half~~
567 ~~point (-.5) per day for the entire period of absence. You may submit a request to the division leader of Inflight~~
568 ~~Services or her/his designee for point reduction. In rare cases, points will be reduced. Section 32.C.14.~~
569 ~~"Management Drop" [Attendance Policy Definitions]~~

570 ~~35. **Who do I contact if I wish to request a Management Drop?**~~

571 ~~Contact your Supervisor, through Crew Scheduling if after business hours. S/he may authorize your drop and will~~
572 ~~notify Crew Scheduling if appropriate. You may submit a request to the division leader of Inflight Services or~~
573 ~~her/his designee for point reduction. In rare cases, points will be reduced. Section 32.C.14. "Management Drop"~~
574 ~~[Attendance Policy Definitions]~~

1 A. CHARTER BIDS, RE-BIDS, AND VACANCIES

2 1. All Charters

- 3 a. The TFP values of the charter city pairs must be calculated prior to posting.
- 4 b. In building sequences that are to be put out for bid as charter flying, the Company
5 will refrain from including any regularly scheduled flying, except:
- 6 1. If such regularly scheduled flying is included solely to directly and efficiently
7 position a crew for the charter flying or to return a crew from the charter flying;
8 or,
- 9 2. Such regularly scheduled flying will be limited to those flights that terminate, or
10 begin, at a reasonably proximate location to the charter flying to efficiently locate
11 a crew for the flying of the charter or return a crew to domicile from the charter.
- 12 c. In those duty periods when regularly scheduled flying is included in charter sequences,
13 the duty day may not be scheduled to exceed ten hours and thirty minutes (10:30),
14 and Minimum Pay Rules will apply.
- 15 d. ~~Charter~~Instructions regarding how to bid for a charter will be posted and accessible
16 online to Flight Attendants via the Flight Attendant webpage. The Company and
17 Association must mutually agree to any change to the online instructions prior to
18 implementation.
- 19 e. Charters may not be traded once they have been awarded. - However, Flight Attendants
20 awarded a charter may trade safety positions within the same charter. A Reserve
21 assigned to the charter may be displaced from their safety position at check-in by a
22 more senior Flight Attendant operating the charter, in seniority order.

23 2. Known Charters (Charters Awarded in PBS)

- 24 a. All known charters, including scheduled and confirmed 14 CFR part 121 charters, will
25 be placed in the PBS program for bid. In no circumstances will a Flight Attendant be
26 awarded a charter via PBS unless s/he they ~~has~~ have indicated a preference for charter
27 flying or ~~has~~ have specifically bid for a charter.
- 28 b. A bid line will not contain any out of domicile charters.
- 29 c. If a vacancy occurs on a charter awarded in PBS, it will be filled pursuant to Paragraph
30 A.3., below.

31 3. Ad-hoc Charters (Charters Awarded Outside PBS)

- 32 a. All charters that have not been placed in PBS pursuant to A.2~~1~~, above, will be bid and
33 awarded by seniority via the ~~First-Class intramail system~~ Inflight Website or successor
34 system.
- 35 b. All-Flight Attendants ~~awarded or assigned a charter~~ who bid for a charter outside of
36 PBS may preference one or more position(s), including "all or nothing" (i.e., if preferred
37 position(s) is not available at the Flight Attendant's seniority, then the charter will not
38 be awarded to them). A JA'd Flight Attendant or Reserve assigned to a charter will
39 choose the position they prefer to work from any unassigned position(s) at report time
40 in Occupational sSeniority eOrder.
- 41 c. ~~However, n~~No more than one charter that originates in a calendar day will be awarded

- 42 unless no one else bids the second or subsequent charter.
- 43 d. A Flight Attendant may bid for and be awarded charters that are bid on outside of PBS
44 while on vacation.
- 45 e. ~~In addition, a~~ Flight Attendants must have at least one hour and ~~forty-five~~thirty
46 minutes (1:45/30) block-to-block between the last flight of the previous sequence and
47 the first flight of the subsequent sequence, whether between scheduled flying and/or
48 charters, to be eligible for a charter award.
- 49 f. A Flight Attendant may submit a bid to the domicile where a charter originates.
50 ~~S/he~~They are ~~is~~ responsible to position ~~her/himself~~themselves to fly the entire sequence
51 as scheduled. A charter bid out of domicile will be covered under Section 12.H. [Out
52 of Domicile Trades...].
- 53 g. At the time of bidding, the Flight Attendant may opt-in to receive Company e-mail
54 notifications of re-posting and/or awarding of the charter.
- 55 h. Charter awards will be completed forty-eight (48) hours prior to scheduled report time.
56 When the Company makes a charter commitment that does not provide Crew
57 Scheduling the ability to post/award forty-eight (48) hours out, the following provisions
58 will apply:
- 59 1. If a charter is published or a vacancy on a previously awarded charter position
60 occurs with fewer than forty-eight (48) hours, but greater than eight (8) hours
61 before scheduled report time, the charter/vacancy will be immediately posted for
62 bidding, and subsequently closed and awarded eight (8) hours prior to scheduled
63 report time. In no case will a charter or vacancy be posted for fewer than two (2)
64 hours, even if this results in a charter being awarded within eight (8) hours of the
65 scheduled report time.
- 66 If there are no bidders or not enough bidders to fill charter vacancies, the charter
67 will be assigned, ~~at Crew Scheduling's discretion,~~ to a Reserve or JA'd Flight
68 Attendant the provisions of A.3.h.2., below.
- 69 2. ~~When Crew Scheduling receives a new charter~~ If a charter is published or if a
70 vacancy on a previously awarded charter position occurs with fewer than eight (8)
71 hours prior to scheduled report time and if there is insufficient time to post for
72 bidding, it may be assigned ~~using the provisions of A.8., below~~ to a Reserve or JA'd
73 to a Lineholder, provided the duty day of the charter is legal or made legal pursuant
74 to Section 8.E. [Duty Period], ~~except as specified in 7.d., above.~~ If the charter
75 exceeds ten hours and thirty minutes (10:30), the charter will be offered to
76 Reserves on a voluntary basis. A Reserve called may elect to be bypassed for the
77 assignment. Pay will be one times (1.0x) the trip rate towards the guarantee and
78 one times (1.0x) the trip rate above the guarantee. If all Reserves elect to bypass
79 such assignment, no Reserve will be assigned to fly the charter sequence or a
80 portion thereof unless the duty day of the charter is legal or made legal pursuant
81 to Section 8.E. [Duty Period].
- 82 4. Previously Awarded Known and Ad-hoc Charter Re-Bids
- 83 a. If the initial report time of the charter is re-timed to earlier than scheduled, or if the
84 city pairs of the charter change with more than eight (8) hours prior to report time,

- 85 then a charter re-bid will occur.
- 86 1. Pay Protection will apply to the Flight Attendant(s) previously awarded the charter.
- 87 2. The Flight Attendant(s) previously awarded the charter will be notified by Crew
- 88 Scheduling via Company e-mail and a phone call to the primary contact number
- 89 on file that the revised charter will be posted for re-bid.
- 90 3. Flight Attendant's may then bid for the revised charter if they are legal to fly the
- 91 revised charter. If the Flight Attendant awarded the original charter is awarded
- 92 and works the revised charter, they will be paid for the revised charter in addition
- 93 to being pay protected for the original charter awarded.
- 94 b. If the initial report time of the charter is re-timed to later than scheduled, Flight
- 95 Attendants awarded the charter will work the revised charter, unless doing so would
- 96 cause an illegality. In which case the Flight Attendant would be pay protected for the
- 97 original charter. The Flight Attendant may elect to waive any contractual legalities,
- 98 work the revised charter and previously conflicting obligation, and forego pay
- 99 protection.
- 100 5. Revision of Ad-hoc Charters Prior to Award
- 101 If an ad hoc charter is revised prior to being awarded to any Flight Attendant, it will be
- 102 posted for re-bid.

103 B. CHARTER HOURS OF SERVICE

- 104 1. Rest Considerations
- 105 a. When a Flight Attendant is awarded a charter that has a scheduled duty period of
- 106 twelve hours and thirty minutes (12:30) or less they have not waived compensatory
- 107 (double-out) crew rest pursuant to Section 8.H. [Compensatory (Double-Out) Rest]
- 108 and will be compensated pursuant to Section 33.C. [Charter Compensation]. If the
- 109 actual duty time subsequently exceeds twelve hours and thirty minutes (12:30) they
- 110 will be compensated pursuant to Section 33.C. [Charter Compensation].
- 111 b. When a Flight Attendant is awarded a charter that has a scheduled duty period of
- 112 more than twelve hours and thirty minutes (12:30) s/he they has have waived
- 113 compensatory (double-out) crew rest pursuant to Section 8.H. [Compensatory
- 114 (Double-Out) Rest] and will be compensated pursuant to Section 33.C. [Charter
- 115 Compensation], ~~below.~~
- 116 2. Charter Base Turns
- 117 A Flight Attendant must allow a minimum of one-hour and thirty minutes (1:30) block-to-
- 118 block between the last flight of the previous sequence and the first flight of the subsequent
- 119 sequence, whether between scheduled flying and/or charters, and the total duty period
- 120 may not exceed fourteen (14) hours in accordance with CFR limitations to be eligible for
- 121 a charter award.
- 122 3. Charters Greater than 10:30 but less than 12:30
- 123 Charters with a scheduled duty period exceeding ten hours and thirty minutes (10:30)
- 124 may be placed out for bid. Those charters not awarded through the bid process will be
- 125 reconfigured consistent with Section 8.E. [Duty Period] prior to assignment except as
- 126 specified in ~~A.7.d.~~ A. 3.h.2. [Charter Bids, Rebids, and Vacancies], above.

127 4. [Charters 12:30 or Less](#)

128 A Flight Attendant who is awarded a charter that has a scheduled duty period of twelve
129 hours and thirty minutes (12:30) or less will be deemed to have not waived the crew rest
130 provision in [Section 8.H. \[Compensatory \(Double-Out\) Rest\]](#).

131 5. [Charters Rescheduled to Greater than 14:00](#)

132 [Section 8.F. \[Over-Duty Pay\]](#) applies only if the original duty period was less than twelve
133 hours and thirty minutes (12:30), and the Flight Attendant has been rescheduled to a duty
134 period longer than fourteen hours (14:00).

135 6. [8.G. and 8.R. Apply to Charters](#)

136 [Sections 8.G. \[Fourteen Hour \(14:00\) Duty...\]](#) and [8.R. \[Notification of Delay or](#)
137 [Cancellation\]](#) both apply to charter flights.

138 7. [Assigned Charters and Double-Out Rest](#)

139 If a Flight Attendant is assigned as a Reserve or JA'd to a charter [Section 8.H.](#)
140 [\[Compensatory \(Double-Out\) Rest\]](#) will apply.

141 C. CHARTER COMPENSATION

142 1. [Charter Pay](#)

143 Charters and other flying including promotional and sightseeing will be paid or credited at
144 the rate of two times (2.0x) the trip rate. If food service is offered on a charter, each
145 Flight Attendant will receive five dollars (\$5.00) in addition to all other pay. [If a charter](#)
146 [cancels, the Flight Attendant will be paid as if the charter were flown at two times \(2.0x\)](#)
147 [the applicable trip rate for any previously scheduled charter flights.](#)

148 2. Over-Duty [Charter Pay](#) ~~for a charter will be calculated as follows:~~

149 a. A Flight Attendant who exceeds twelve hours and thirty minutes (12:30) flown on a
150 charter flight will be paid two times (2.0x) the trip rate, and another one times (1.0x)
151 the trip rate premium will then be added for any flights departing after twelve hours
152 and thirty minutes (12:30) on duty, therefore three times (3.0x) the trip rate.

153 b. A Flight Attendant who exceeds twelve hours and thirty minutes (12:30) flown on a
154 charter flight whose duty period was projected to or actually did exceed fourteen (14)
155 hours, ~~s/he~~they will be paid two times (2.0x) the trip rate and another one times (1.0x)
156 the trip rate premium will then be added for all flying in excess of twelve hours and
157 thirty minutes (12:30), therefore three times (3.0x) the trip rate.

158 c. A Flight Attendant who exceeds twelve hours and thirty minutes (12:30) flown on a
159 charter flight and whose duty period is projected to or actually does exceed sixteen
160 (16) hours will be paid two times (2.0x) the trip rate, and another two times (2.0x)
161 the trip rate premium will then be added for all flying after twelve hours and thirty
162 minutes (12:30), therefore four times (4.0x) the trip rate.

163 3. JA'd to a Charter

164 A Flight Attendant who is JA'd to a charter sequence will be paid two and one-half times
165 (2.5x) the trip rate for all flights other than the charter segment, and three and one-half
166 times (3.5x) the trip rate for the charter segment.

167 4. In Excess of One (1) Hour Prior to Report Charter

168 When, in order to accommodate the needs of the charter operation, it is necessary to post
169 a charter with a report time, greater than outlined in [Section 8.D. \[Check-in and Debrief\]](#),
170 whether at or away from domicile, Flight Attendants will be compensated one-half (0.5)
171 TFP, at the Flight Attendant's rate of pay, for every additional thirty minutes (:30) or
172 portion thereof that ~~s/he is~~[they are](#) required to report early

173 5. Reserve on a Charter

174 When a Reserve is assigned a charter or a "voluntary charter" (non-revenue generating
175 flight pursuant to 14 CFR part 91) s/he will be paid two times (2.0x) her/his trip rate for
176 flights flown with passengers on board, one times (1.0x) the trip rate toward the
177 guarantee and one times (1.0x) the trip rate above the Reserve's guarantee, except as
178 otherwise modified in [33.C.](#).

179 D. ~~OPERATIONAL ORDERS FOR CHARTERS~~[CHARTER INFORMATION](#)

180 ~~Operational orders for charters~~[Charter information \(e.g., operational orders, etc.\)](#) must be
181 posted with ~~duties~~-expected [duties](#) and flight schedules, ~~and~~ ~~such~~ such orders will be posted as
182 soon as possible but no later than two (2) hours prior to scheduled duty.

183

184 **ADDENDUM**

185

186 ~~1. Will I be awarded a charter if it conflicts with my scheduled flying?~~

187 ~~No.~~ In addition, you must have a minimum of one hour and forty five minutes (1:45) block-
188 to-block between the last flight of a previous sequence and the first flight of a subsequent
189 sequence, whether between scheduled flying and/or charters, and the total duty period may
190 not exceed fourteen (14) hours in accordance with CFR limitations to be eligible for a charter
191 award. [Section 33.A. \[Charter Bids\]](#)

192 ~~2. Can Charter flights be linked with non-charter flying to form a sequence and~~
193 ~~posted for Charter bid?~~

194 Yes, as long as the non-charter flying is to directly and efficiently position the Flight Attendant.

195 ~~3. Can I bid for Charters in other domiciles?~~

196 Yes, provided your bid is submitted to the domicile where the Charter originates. You must
197 position yourself to fly the entire sequence as scheduled.

198 ~~4. If I bid and am awarded a Charter that has a scheduled duty period of twelve hours~~
199 ~~and thirty minutes (12:30) or less, have I waived crew rest if the actual duty period~~
200 ~~exceeds twelve hours and thirty minutes (12:30)?~~

201 No.

202 ~~5. If I bid and am awarded a charter that has a scheduled duty period of more than~~
203 ~~twelve hours and thirty minutes (12:30), have I waived crew rest provided in~~
204 ~~Section 8.H. [Compensatory (Double-Out) Rest]?~~

205 Yes, you have waived crew rest.

206 ~~6. How is over-duty pay calculated on a charter flight flown after exceeding twelve~~
207 ~~hours and thirty minutes (12:30) of duty?~~

208 ~~You will be paid two times (2.0x) the trip rate, and another one times (1.0x) the trip rate~~
209 ~~premium will then be added for any flights departing after twelve hours and thirty minutes~~
210 ~~(12:30) on duty, unless your duty period was projected to or actually did exceed fourteen~~
211 ~~(14) hours, in which case you will be paid the additional one times (1.0x) the trip rate for all~~
212 ~~flying after twelve hours and thirty minutes (12:30), therefore three times (3.0x) the trip rate.~~
213 ~~If your duty period was projected to or actually did exceed sixteen (16) hours, you will be~~
214 ~~paid the additional two times (2.0x) the trip rate for all flying after the twelve hours and thirty~~
215 ~~minutes (12:30), therefore four times (4.0x) the trip rate. 8.F. [Over Duty Pay], Sections 8.G.~~
216 ~~[Fourteen Hour (14:00) Duty...] and 8.R. [Notification of Delay or Cancellation]~~

217 ~~Example: The rate of pay for charter flights flown after twelve hours and thirty minutes~~
218 ~~(12:30) will be calculated as the following multiple of the normal rate of pay:~~

Charter flight	1.0
Charter premium	1.0
Over-duty premium	1.0
Total multiple times	
Trip rate	3.0x

219 ~~The rate of pay for charter flights flown after twelve hours and thirty minutes (12:30) when~~
220 ~~the duty period exceeds sixteen (16) hours will be calculated as the following multiple of the~~
221 ~~normal rate of pay:~~

Charter flight	1.0
Charter premium	1.0
Over-duty premium	2.0
Total multiple times	
Trip rate	4.0x

222

A. LODGING

1. ~~Overnight~~ General Lodging

The Company will provide each Flight Attendant while on Company Business away from ~~her/his~~ their domicile, and during a RON at domicile/co-terminal, with single occupancy lodging (one room per Flight Attendant) rated not less than First Class as defined by Travel Weekly (tier ~~five (5)/Limited Service~~ six (6) First Class or above), a successor system and equivalent rating, or a mutually agreeable replacement system with an equivalent rating.

a. No Qualifying Hotel

If there is no hotel that meets the standards in A.1. above, the Company and the Association will meet and mutually agree on an acceptable accommodation.

b. Lodging Not Meeting Rating Requirement or Not Rated

Nothing will preclude the Company and the Association from reaching mutual agreement on acceptable accommodations that do not meet the rating standard or that are not rated. If an agreement is reached on such lodging the Company and the Association will review the property prior to expiration of the hotel contract. ~~The Association may request a review of the hotel prior to expiration of the hotel contract if there is a substantive change to the property (ownership, brand, etc.).~~ If a hotel is not covered by a long-term contract, then the property will be reviewed annually or sooner if there is a substantive change to the property.

c. Hotel Review

The Association may request a review of a hotel prior to expiration of the hotel contract if there is a substantive change to the property (ownership, brand, etc.).

d. Active Labor Dispute

If there is a strike or lockout at a hotel where Flight Attendants are scheduled to overnight, the process outlined in A.6. will be utilized to find alternative hotel(s).

2. Hotel Selection Process

~~Hotel Requirements~~

Hotel Selection Criteria: The Company and the AFA Hotel Committee will consider the following when selecting a hotel: room quality, location, crew satisfaction, entertainment options, food availability, safety, and cost.

1. Room Quality

a. The Company will require ~~the hotel to avoid ground floor accommodations as well as~~ at a minimum a clean, non-smoking room with black-out curtain option and temperature controls. Additionally, the rooms ~~near~~ will be away from elevators, ice machines, housekeeping closets, laundry facilities, entertainment venues, freeway/street noise, and loading docks. The room will not be on the ground floor in multi-level hotels or be accessible via a vestibule (i.e., a small room leading into a larger space that connects two or more rooms together with an entrance hall or passage).

b. Flight Attendants will receive room selections on parity with the pilots.

2. Location

a. Short Stay (layover less than fifteen hours (15:00), scheduled release to report):

1. Lodging at or near the airport shall not be more than twenty minutes (0:20) driving time, on average, from the Flight Attendant's arriving and departing airports as determined by the AFA Hotel Committee and Company representatives at the time of their site visit.
2. By mutual agreement of the Association MEC and the Company, the twenty minutes (0:20) definition may be waived to provide alternative accommodations.

b. Long Stay (layover of fifteen hours (15:00) hours or greater, scheduled release to report):

1. Lodging location will be in the popular core business district of one of the major cities that include diverse, full-service dining options and mixed-use areas with cultural and local attractions (e.g. sight-seeing opportunities, recreation facilities, clubs, parks, coffee houses, museums, and sports venues) with the ability to walk between attractions. The Association may preference or de-emphasize the factors described above when long-stay hotels that are otherwise acceptable are identified.
2. Driving time shall not be more than one hour thirty minutes (1:30) average time each way between airport and hotel according to Google Maps at scheduled pickup/drop-off times. Scheduled van times may not exceed two hours (2:00) each way for operational needs but may be waived based on mutual agreement.
3. Food Availability

The Company will make a reasonable every effort to ~~locate crew hotels in an area with access to restaurants and/or groceries.~~ provide a hotel that has a full-service restaurant open during regular hours for breakfast, lunch, dinner, and provides room service. In addition, the Company will make every effort to negotiate food discounts in the hotel restaurant(s).

4. Safety

Upon written request from the Association to the Company, a safety and security check will be conducted. If necessary, the security check will include an on-site visit involving Alaska Air Group Corporate Security and the Association in coordination with hotel security and/or the transportation provider and local law enforcement. The results of the safety and security check will be provided by the Company to the Association within ten (10) calendar days. The Company will make the final determination on continued use of the hotel or transportation services.

5. Sign-in Sheets

The Company will require the hotel to provide a dedicated, expedited check-in line and separate sign-in sheets from the general public.

Hotel Requirements

a. Hotel Standards

The Company will meet with the AFA Hotel Committee to seek input prior to making any changes to the Airline Crew Hotels Minimum standards.

~~Final Selection~~

~~An AFA Hotel Committee representative will be given the opportunity to visit new hotels under final consideration by the Company. If the AFA Hotel Committee disagrees with the Company's final selection the MEC may request a written explanation by the division leader of Inflight or her/his designee, detailing the reason(s) for the selection by the Company.~~

b. Most Favorable Language

The Company agrees if it negotiates more favorable hotel language with respect to ~~paragraphs 1 and 2 above,~~ Section 5.B. (Lodging and Transportation) in the Alaska Airlines Pilot Collective Bargaining Agreement, the Company will apply that language to the Flight Attendants.

3. Day Rooms

a. If transit time through any out station or domicile/co-terminal exceeds four (4) hours block to block, the Company will provide single hotel rooms for each Flight Attendant. This provision is not applicable to the portion of a base turn created by the Flight Attendant pursuant to Section 8.T [Base Turns].

~~a.b.~~ Day rooms will be booked at the earlier of 1) the time the pairing is built; 2) prior to departure of the flight preceding the sit; or 3) as soon as the sit is projected to exceed four (4) hours.

~~3.4.~~ RON in Domicile

A Flight Attendant who has been reassigned and/or misconnects resulting in a RON in domicile will be offered suitable hotel accommodations consisting of one (1) room for each Flight Attendant at the normal crew hotel for that location.

~~4.5.~~ Unplanned Hotel Usage

a. Overflow

Any hotel usage that exceeds room caps at contracted hotels.

b. Short notice

Any hotel usage with less than four (4) weeks of advanced notice. As soon as the Company recognizes a short-notice hotel will become a permanent layover, the Company will initiate the Request for Proposal (RFP) process to secure a permanent hotel. Under no circumstances will the short-notice hotels be utilized for longer than the period defined as a short-term hotel (i.e., no longer than ninety (90) consecutive calendar days) before the Company initiates the RFP process. If the Association agrees the time frame may be extended.

c. Short term

Any hotel usage for a period of less than ninety (90) consecutive calendar days in a rolling fifteen (15) month period.

d. Emergency

Hotel usage driven by irregular operations (e.g., weather, diversions, etc.) or hotel special events/unforeseen circumstances (e.g., disruptive conventions, inoperative facilities or utilities, safety or security issues, crew room demands exceeding contract capacity, etc.) require Flight Attendants to layover in an unscheduled location and/or to stay in an unscheduled hotel, Crew Scheduling or the appropriate Company representative will be authorized to secure appropriate hotel accommodations. The Company will first attempt to secure accommodations at mutually agreeable alternate hotels. If alternate hotels are not available, the Company will make every reasonable effort to ensure such accommodations meet all minimum requirements in accordance with the provisions of this Section.), or natural disasters.

5.6. Ad-hoc Hotel List

a. The Association has the right to approve or remove any hotel on the ad hoc list and prioritize the order of selection. In addition to short-stay hotels, the Association may preference long-stay hotels.

b. The list will be updated no less than annually and posted on the Inflight website.

7. Process for Overflow, Short-notice, and Short-term Lodging

a. Solicit incumbent hotel, if available, to accommodate additional or unforeseen usage. If the incumbent hotel is not available, then the following process will be followed:

1. The Company will reference the ad-hoc list and attempt to select the highest preferred hotel. If the highest preferred hotel is unavailable, it will attempt to secure the next hotel on the list, until exhausting the list.

2. If no hotel is available on the ad-hoc list, then the Company will conduct a targeted sourcing of First Class hotels in the market and supply the list of possible hotels to the Association Hotel Committee for preferencing.

b. The Company will provide notification to the Association within two (2) business days when a hotel is selected for overflow, short-notice, or short-term situations.

6.8. Process for Emergency Lodging

a. Use the process for overflow, short-notice, and short-term lodging in A.6., above.

b. If the Company exhausts the steps above, they may select the next highest available hotel class as defined by Travel Weekly.

c. The Company will provide a list of the hotel(s) selected due to emergency to the Association as soon as it is practical.

4.9. Non-US/Canada Overnight Requirements

No Flight Attendant will transport to a layover hotel without another Company employee or stay at the hotel without another Company employee staying at the hotel excluding Canada and US territories.

Toll-free number provided to reach Crew Scheduling available in-room from the hotel at no charge to the Flight Attendant.

~~5.10.~~ In the unlikely event Flight Attendants must share a hotel room due to unforeseen circumstances, the Company will compensate each Flight Attendant in the amount of the contracted crew business rate for the room at location on that day. The compensation will be paid automatically.

~~D.B.~~ TRANSPORTATION

1. The Company will provide safe, secure, and dependable transportation to and from airport to layover point ~~and return~~.

2. Transportation and pick-up details will be available in Crew Access.

3. Contracted transportation to the airport will be adjusted by time of day and day of week so as not to be scheduled to arrive more the fifteen minutes (0:15) prior to the planned report time.

4. If regularly scheduled hotel shuttle service is used in lieu of contracted transportation, the Company will provide transportation on a rotation of no more than every thirty minutes (0:30).

~~1.5.~~ All transportation vehicles will be clean, equipped with seatbelts, in good working order, and will have working AC/heating.

~~2.6.~~ When transportation is not provided within thirty-five minutes (:35) from block-in or within ten minutes (:10) of the scheduled departure time from the hotel, Flight Attendants may arrange for alternative transportation and will be reimbursed for the actual expenses incurred for transportation to or from the airport (Section 22.B. [Transportation]).

C. COMMITTEE PARTICIPATION, HOTEL SELECTION, AND INFORMATION SHARING PROCESS

~~The Company, upon request, will meet with the Association Hotel Committee no less than once annually, at pre-determined, mutually acceptable date, location and time to discuss accommodations.~~

1. Listing of Contracted Hotels

The Company will provide the Hotel Committee or other Association-designated MEC Representative with a complete hotel listing, including the complete address and phone numbers, of every hotel with which the Company has an agreement to provide lodging for Flight Attendants including all contract expiration dates, and the associated contracted crew business rates paid by the Company.

2. Initial Hotel Selection Process

The Association Hotel Committee will work with the Company or the hotel consulting business contracted by the Company in determining the layover/~~back-up~~ hotels. ~~—~~ The Committee will be involved in the selection process including review of the initial list of hotels, and "Requests for Proposal" (RFPs) and associated room rates supplied by the hotel consulting company ~~(if contractually allowed), and site visits.~~

3. Non-Disclosure Agreement

~~AFA~~-The Association agrees to provide a current Non-disclosure Agreement for each MEC Member and Hotel Committee Member. Each committee member with a Non-Disclosure Agreement on file agrees not to utilize the information provided in ~~C.2.1.~~ and ~~C.3.,C.2.,~~ above, to negotiate on behalf of the Company or for personal use. Failing to comply with this provision may result in the information no longer being provided to that committee member.

4. Site Visit

- a. When the Company's hotel administrator goes on a review/visit of a hotel that is currently used or is being considered to be used by the Company to lodge Flight Attendants, it will afford the Association's designated representative the opportunity to attend the final site review/visit for the purpose of renewal or selection of a new hotel.
- b. The Company will relieve the Flight Attendant from any of ~~her/his~~their trip(s), as requested by the Association and will pay the affected Flight Attendant six (6.0) TFP for each day while on a site visit.
- c. The Flight Attendant participating in the site visit will be provided with a single-occupancy hotel room.
- d. Committee member travel
 1. The Association Hotel Committee members will be provided positive space main cabin on-line (if possible) travel from their home of record to conduct site inspections for sourcing, renewals, and re-inspections.
 2. If offline transportation is required to facilitate the hotel review/visit, the Company will request passes, if available, from the offline carrier on behalf of the Association Representative. Any charges associated with passes that are secured on the Flight Attendant's behalf will be paid for by the Company.
- e. The Company will reimburse a Flight Attendant for any arrival and departure fees associated with the travel (e.g. international visit).
- f. All site visits must be coordinated by the Company's hotel administrator and API or successor hotel vendor.

5. Sourcing: Hotel Selection Process

Annually, the Company and the Association will review and mutually agree on RFP standards. The Association may provide additional hotels and the Company will include these in the RFP process. An Association representative will be given the opportunity to visit any hotel(s) and provide input for any hotel under final consideration by the Company. If the Association disagrees with the Company's final selection, the Association may request a written explanation by the Company detailing the reason(s) for the selection by the Company.

6. Meetings

The Association and the Company will meet monthly to discuss criteria, suitability, selection, Crew Care feedback, and anticipated contract terminations of hotels. The

Company will give due consideration to the Association's input, and will meet and confer with the Association when requested in an attempt to resolve any issues.

7. Renewals

The Company will inform the Association one hundred twenty (120) days prior to contract expiration. The renewal will be subject to review by the Association and the Company, to include resourcing the market if requested by either party.

8. Final Determination

The Company will fully consider the Association's recommendations prior to making a final determination.

9. Hotel Contracts

Upon request, the Company will allow the Association to review all hotel contracts.

10. Quality Control

If the Association discovers any hotel contract violations, the concerns will be brought to the attention of the Company within fourteen (14) calendar days and a reinspection may be performed if required. The Company will require the hotel to correct any contract violations within a reasonable period of time based on the violation, but no later than forty-five (45) calendar days of being notified. If the contract violation is not corrected within the timeline established in this paragraph, a new hotel will be sourced to replace it upon recommendation of the Association Hotel Committee members.

11. Expedited Dispute Resolution

In addition to the grievance procedures outlined in Section 19 Grievances, the Association may also resolve disputes involving lodging and transportation through a special meeting of the VP of Inflight, VP of Labor, MEC President and the Hotel Committee Chairperson or any of their designee(s) to resolve the issue(s). This meeting will occur within fourteen (14) workdays of being requested.

D. Transportation and Hotel Wait Times

1. Transportation

If a Flight Attendant is required to wait more than thirty-five minutes (:35) after block-in for transportation, they may elect one of the following:

a. Self-book transportation and be reimbursed by the Company for actual expenses incurred for the transportation, pursuant to 34.B.6. In this case, the Flight Attendant will not be eligible to receive compensation for the delay; or

b. Perform the following procedures to be eligible for compensation:

1. Between thirty-five minutes (:35) and forty-five minutes (:45) after block-in, initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler and advise of the transportation delay. At any point in this process, Crew Scheduling may secure alternative transportation for the Flight Attendant.

2. If transportation, or the alternative transportation arranged by Crew Scheduling, has not arrived by sixty minutes (:60) after block-in, the Flight Attendant must

initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler to further document the delay.

3. The Flight Attendant must initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler immediately when transportation arrives.
4. If a Crew Scheduler is not reachable by telephone, the Flight Attendant must send an email to CrewSked.FADesk@alaskaair.com documenting the delay times. Alternative transportation cannot be requested via email.
5. If the Flight Attendant must wait more than sixty minutes (:60) for transportation, they may request compensation, using the process in 34.E.3, below, at the rate of three quarters (0.75) TFP for the first hour and three quarters (0.75) TFP per hour, prorated for any time thereafter.

2. Hotels

If, upon arriving at a hotel, the Flight Attendant experiences a delay in receiving a hotel room key:

- a. The Flight Attendant must initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler to advise of the delay in receiving a hotel room key upon arrival at the hotel.
- b. If the Flight Attendant has still not received a hotel room key sixty minutes (:60) or more following arrival at the hotel, they must initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler to further document the delay.
- c. At any point in this process, Crew Scheduling may secure an alternative hotel for the Flight Attendant. The Company will provide transportation to the alternative hotel.
- d. If the Flight Attendant has not received a hotel room key (either at the original hotel or at the alternative hotel booked by Crew Scheduling) ninety minutes (:90) after arriving at the original hotel, they must initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler in order to receive approval to self-book alternative hotel accommodations and related transportation, and be reimbursed by the Company. If the Flight Attendant cannot reach Crew Scheduling, they may contact Base Management for approval. Neither Crew Scheduling nor Base Management will unreasonably withhold approval if the Flight Attendant has followed the above process. The amount reimbursed may not exceed four hundred dollars (\$400) per Flight Attendant per night. All requests for reimbursement must be substantiated with a receipt.
- f. If a Crew Scheduler is not reachable by telephone, the Flight Attendant must send an email to CrewSked.FADesk@alaskaair.com documenting the delay times. Alternative hotel rooms cannot be requested via email.
- e. If the Flight Attendant must wait more than sixty minutes (:60) for a hotel key, they may request compensation at the rate of three quarters (0.75) TFP for the first hour and three quarters (0.75) TFP per hour, prorated for any time thereafter. If a Flight Attendant elects to follow the provisions of 34.E.2.d., above, compensation would stop once the Flight Attendant is approved for self-booking an alternative hotel.

-
3. Flight Attendants requesting compensation pursuant to E.1 or E.2, above, must submit a new ticket through the Association's Online Support Center. The Association will bring the issue to the Scheduling Review Board ("SRB"). The members of the SRB will determine whether, based on information available to them, the Flight Attendant followed the applicable procedures. The Company will not unreasonably deny compensation. Should the members of the SRB be unable to agree on whether the Flight Attendant followed applicable procedures, the Association may refer the issue to Alternative Dispute Resolution ("ADR") and file a grievance if ADR is unsuccessful.
 4. Members of the SRB will escalate any recurring issues with hotels and/or transportation companies with frequent delays to the Vice President of Inflight and to the Association Hotel Committee for further investigation.



1 This Agreement, except as otherwise specifically stated, will become effective upon ratification of the AFA Alaska
2 Airlines-~~Virgin America Merger~~ Agreement, and will continue in full force and effect through ~~December 17, 2021~~ August
3 ~~14, 2027~~, and shall renew itself without change until each succeeding ~~December 17~~ August 14 thereafter, unless written
4 notice of intended change is served in accordance with Section 6, Title 1 of the Railway Labor Act, as amended by
5 either party hereto, at least sixty (60) days prior to ~~December 17, 2020~~ August 14, 2026, or any ~~December 17th~~ August
6 ~~14th~~ thereafter.

7 The parties agree to engage in Section 6 negotiations for a period of twelve (12) months; if no tentative agreement
8 has been reached at the end of twelve (12) months, the parties will jointly request mediation under the auspices of
9 the National Mediation Board.

10 IN WITNESS WHEREOF, the parties hereto have signed this Agreement this ~~9th~~ 21st day of ~~February~~ June 20182024.

11

WITNESS: FOR THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Sara Nelson
International President

Jeffrey Peterson
Master Executive Council President

Sandra Morrow
Negotiating Committee Member

Kiara Jenkins
Negotiating Committee Member

James Bozanich
Negotiating Committee Member

Paula Mastrangelo
Senior Staff Negotiator

12

WITNESS: FOR ALASKA AIRLINES, INC.

Andy Schneider
Senior Vice President, People

Carmen Williams
Managing Director, Labor Relations

Ryan St. John
Vice President, Finance, Planning, & Investor
Relations

Mike Link
Senior Program Manager, Labor Relations

13



1 A. FLIGHT ATTENDANT JUMPSEAT

2 1. The Company will have the sole responsibility of maintaining the list of carriers whose
3 Flight Attendants are approved for the Alaska Airlines jumpseat(s).

4 2. Listing

5 A Flight Attendant(s) may list and check-in for flight(s) prior to checking in at the gate. A
6 Flight Attendant may list their intention to ride the jumpseat with the same notice
7 requirements as the Alaska Airlines pilots use to list for their jumpseats.

8 a. Listing for a Flight Attendant jumpseat does not guarantee the Flight Attendant will
9 be authorized to occupy the jumpseat.

10 b. A Flight Attendant(s) may list for both a jumpseat and cabin seat on the same
11 flight.

12 3. Check-in

13 Flight Attendants intending to occupy the jumpseat may check-in with a Customer
14 Service Agent (CSA) at the gate no more than one (1) prior to departure.

15 4. Assignment

16 a. Alaska Airlines Flight Attendants will have jumpseat priority over all space-available
17 Flight Attendant jumpseat requests.

18 b. Flight Attendant Jumpseat Assignments

19 1. At thirty minutes (:30) prior to departure, Flight Attendant Jumpseat(s) will be
20 assigned in seniority order with Alaska Airlines (AS) qualified Flight Attendants
21 being assigned prior to Horizon Airlines (QX) qualified Flight Attendants.

22 2. After the period outlined in b.1., above, Flight Attendant jumpseats will be
23 awarded on a first-come first-served basis.

24 3. Request(s) to occupy a Flight Attendant jumpseat less than thirty minutes (:30)
25 prior to departure, will only be assigned if the CSA has time to accommodate the
26 request(s).

27 c. Registered Air Commuters will not have priority for jumpseat assignment over space-
28 available pleasure travelers.

29 5. Occupying the Jumpseat

30 a. Flight Attendant(s) are not required to wear their uniform when ~~riding on~~ occupying
31 ~~the a~~ jumpseat, when not on duty or when ~~a~~ deadheading and the Flight Attendant
32 is not scheduled for a subsequent flying leg in the same duty period (pursuant to
33 Section 10.X.1. [Deadhead]).

34 b. Flight Attendants will be required to be in possession of their Company identification
35 badge and comply with the Company policy (e.g. dress code ~~policy~~ for non-revenue
36 passengers, etc.).

37 c. A deadheading Flight Attendant may voluntarily be reseated in one of the jumpseats
38 pursuant to Section 10.X. [Deadhead].

39 B. Passes

40 Flight Attendants



- 41 a. ~~All Alaska Airlines~~ Flight Attendants and their ~~immediate families~~ eligible dependents
42 will be ~~allowed~~ granted the same ~~passprivilege and reduced fare on-line, interline,~~
43 reduced fare, and special pass travel programs (e.g., Employee Choice Travel,
44 Common-law Partner (Canada), Primary Traveler (PT), Future Spouse, Students 19
45 years or Older, or any similar successor program), afforded to all other Alaska
46 Airlines employees in accordance with ~~the~~ Company Policy.
47 b. Alaska Airlines Company Seniority or AAG Seniority, as applicable, will be used to
48 determine non-revenue priority in accordance with Company Policy and within each
49 applicable non-revenue boarding priority.

50
51 RETIREE TRAVEL PRIVILEGES

52 Receipt of monthly retirement benefits will not be required in order for a retired Flight
53 Attendant to qualify for retiree travel privileges. However, all other age requirements
54 and vesting, and/or Company service requirements as provided in the Alaska Airlines,
55 Inc. Retirement Plan for Flight Attendants and the Alaska Airlines Pass Policy remain in
56 effect for any retiree pass privileges



1 The following sets forth the provisions concerning a Flight Attendant traveling to work.

2 A. AIR COMMUTING POLICY

3 The provisions set forth in this Agreement regarding air commuting apply only to a Flight Attendant(s) who lives
4 in another city and commutes to her/his/their domicile/co-terminal on AAG or other airline (OAL) operated flights
5 and who enrolls her/himself/himself with the Inflight Department as a "Registered Air eCommuter".

6 1. Registered Commuter City

7 a. A Flight Attendant(s) living in a metropolitan area served by any combination of the Alaska Airlines or
8 OAL carriers' flight schedules or airports served through Capacity Purchased Agreements (CPA) by Alaska
9 Airlines from Horizon (QX) or Sky West (OO) must designate an airport in that metropolitan area as their
10 "registered commuter city" and such designation will extend to all airports in that metropolitan area (e.g.
11 A Flight Attendant living in Los Angeles, CA metropolitan area must designate LAX as the registered
12 commuter city and could commute from any co-terminal).

13 b. A Registered Air eCommuter residing outside of a metropolitan area as described in 1.a.i.A.1.a., above,
14 must designate the airport closest to her/his/their residence or another nearby airport with greater
15 frequency to the Flight Attendant's domicile served by any combination of the Alaska Airlines or OAL
16 carriers' flight schedules or airports served through CPAs by Alaska Airlines from Horizon (QX) or Sky
17 West (OO) (e.g. A Flight Attendant living in Flagstaff, AZ would designate PHX as the registered commuter
18 city).

19 2. "Registered Air Commuters" will be given boarding priority over other Company employees (and dependents)
20 on pleasure travel and over all other employees of other airlines on Alaska Airlines mainline flights, if
21 applicable, in accordance with current Company policy at the time of the commute.

22 3. Registered Air Commuter "Two Flight" Requirement

23 Commuter Policy recovery options in 37.D., below, will be available for registered air commuters who have
24 notified Crew Scheduling prior to the start of her/his/their scheduling obligation (e.g. prior to check-in for
25 scheduled sequences, prior to the commencement of a reserve availability period, etc.) in the following
26 circumstances:

27 a. If two (2) consecutive scheduled flights ("two flights") from the registered air commuter's designated
28 registered commuter city to the domicile/co-terminal are:

- 29 1. Cancelled due to weather (either in the registered commuter city or domicile/co-terminal);
30 2. Cancelled due to a mechanical problem;
31 3. Cancelled due to Company convenience; or
32 4. Significantly delayed (the second flight is posted at least thirty minutes (:30) or more late), and such
33 flights would have arrived in the domicile or applicable co-terminal thirty minutes (:30) prior to
34 scheduled check-in time).

35 b. The standby list, including jumpseats, is not processed up to the commuting Flight Attendant's boarding
36 priority for two (2) consecutive scheduled flights ("two flights") from the Registered Air Commuter's
37 designated registered commuter city to the domicile/co-terminal for any of the following reasons:

- 38 a. A company representative is unable to process the standby list;
39 b. Weight and balance; or
40 c. Aircraft downgrade

41 c. Registered Air Commuters will be required to provide the relevant OAL flight information to Crew Scheduling
42 for verification pursuant to this Section (e.g., air carrier, flight number, city pair, scheduled departure time
43 projected or actual departure time, the reason for delay).

44 d. If a Registered Air Commuter, while attempting to travel to domicile, is unable to commute on one of their
45 "two flights" due to the circumstances listed above, and the other failure is caused by Section 9.D.6.
46 [Jumpseat] of the Alaska Airlines Pilot Collective Bargaining Agreement, (due to weight and balance, and
47 there is a commuting pilot who is occupying the flight deck jumpseat who is not removed) the Flight
48 Attendant will be pay protected for the sequence, or a portion of the sequence they are unable to work, in



49 [addition to being subject to 37.D. \[Commuter Policy Recovery Options\], below. Flight Attendants will not be](#)
50 [assessed any attendance points in this situation.](#)

- 51 4. [Might Be Late: Registered Air Commuters may use the "Might Be Late" policy pursuant to Section 32.C.9. "Might](#)
52 [Be Late" \[Attendance Policy Definitions\]. A Registered Air Commuter who called or emailed Crew Scheduling to](#)
53 [notify them of a Might Be Late will not receive an occurrence or attendance points if they make the flight.](#)

54 B. GROUND COMMUTING POLICY

- 55 a. The provisions set forth in this Agreement regarding ground commuting apply to all Flight Attendants
56 (whether or not they are a "Registered Air eCommuter"), including Flight Attendants who have picked
57 up out of domicile/co-terminal.

- 58 1. Ground commuting will encompass traveling to work by car (e.g., personal vehicle, liveried transport,
59 shared ride service excluding car-pool options, etc.), public transportation (e.g., ferry, light rail/train,
60 bus, etc.) or other ground transport method (e.g., bicycle, etc.).

- 61 2. In the case of an unanticipated ground commuting failure [that results in a Might Be Late or No Show](#),
62 a Flight Attendant may utilize the Commuter Policy recovery options in ~~G-337.D.~~, below, provided
63 that ~~s/he~~they calls Crew Scheduling [as soon as possible, but no later than thirty minutes \(:30\) at](#)
64 [least one hour \(1:00\)](#) prior to scheduled check-in time (e.g., ~~one hour~~thirty minutes (1:00:30) prior
65 to the commencement of APSB or ~~two hours~~one hour and thirty minutes (2:00:30) prior to
66 departure for scheduled sequences) and submits dated proof to management within seven (7) days
67 of the event. [Until the dated proof has been approved by management, the Flight Attendant's record](#)
68 [will reflect an attendance policy event \(e.g., Might Be Late or No Show\), as appropriate.](#)

- 69 3. Dated proof may include, but is not limited to, evidence of vehicle breakdown or accident, light
70 rail/train service interruption, screenshot of SIG Alert, [and](#) 511.org snapshots showing unplanned
71 road closures. If proof is not provided within seven (7) days, then the appropriate Attendance Policy
72 points will apply.

73 Example: A Flight Attendant who is stuck in traffic on a freeway that is shut down for three hours
74 (3:00) due to a mudslide while on the way to work.

75 Example: A Flight Attendant who is stopped on the light rail for one hour (1:00) due to a power
76 outage while on the way to work.

- 77 b. A "Registered Air eCommuter" traveling to work from [her/his/their](#) registered commuter city to
78 [her/his/their](#) domicile/co-terminal using air transportation [and](#) then ground transportation to [her/his/their](#)
79 domicile/co-terminal, may utilize the Ground Commuting Policy if ~~s/he~~they experiences an unanticipated
80 ground commuting failure following [her/his/their](#) commuter flight, ~~s/he~~they contacts Crew Scheduling and
81 submits dated proof timely.

82 Example: A Flight Attendant's report time is 3:00 PM out of BUR and ~~s/he~~they are-is domiciled in LAX.
83 The Flight Attendant chooses an AAG flight that departs out of the New York metropolitan area (JFK,
84 EWR, LGA) that lands at LAX at 12:00 PM. An unexpected shutdown of a roadway prevents [her/him/them](#)
85 [from](#) reaching BUR prior to the check-in time.

- 86 c. A "Registered Air eCommuter" traveling to work from [her/his/their](#) registered commuter city who
87 experiences a delay getting to the departure airport, causing [her/him/them](#) to miss the two (2) flight
88 requirement ~~1-b.A.3.~~, above, may utilize the Ground Commuting Policy if ~~s/he~~they contacts Crew
89 Scheduling timely.

90 Example: A PDX Flight Attendant has a planned SEA-PDX air commute to her/his domicile that is scheduled
91 to arrive prior to [the](#) start of her/his scheduling obligation. ~~S/he~~They encounters an unanticipated road
92 closure that causes a significant traffic delay resulting in the ~~m~~ FA missing [her/his/their](#) flight(s).

- 93 d. Normal heavy traffic and a car running out of gas due to inadequate planning are not legitimate uses for
94 the Ground Commuting Policy.

- 95 e. [Might Be Late: Ground Commuters may use the "Might Be Late" policy pursuant to Section 32.C.9. "Might](#)
96 [Be Late" \[Attendance Policy Definitions\]. A Ground Commuter who called or emailed Crew Scheduling to](#)
97 [notify them of a Might Be Late will not receive an occurrence or attendance points if they make the flight.](#)

98 C. [GROUND COMMUTING DURING SIGNIFICANT WEATHER EVENTS](#)



99 a. In the event of a significant weather event affecting domicile(s)/co-terminal(s) and/or the greater
100 metropolitan area surrounding domicile(s)/co-terminal(s), the Director of Crew Scheduling and the Master
101 Executive Council President or their respective designees may by mutual agreement declare Significant
102 Weather Ground Commuting Operations ("SWGCO"). In determining whether to declare SWGCO, the Parties
103 will consider factors such as activation of the Inflight Command Center, anticipated and/or actual flight
104 cancellations, Company implementation of the corporate driver program, offering hotels for crewmembers
105 at domiciles, etc. Such agreement will apply only to the affected domicile(s)/co-terminal(s) and will remain
106 in effect until the Inflight Command Center has been deactivated.

107 b. When SWGCO is declared:

108 1. A ground commuting Flight Attendant will not be assessed an occurrence or any points under Section
109 32 [Attendance Policy] if they report for duty at domicile/co-terminal no more than four hours (4:00)
110 after scheduled check-in time.

111 Crew Scheduling will apply the Commuter Policy Recovery option pursuant to Paragraph 4.a.1-4 for
112 Lineholders or Paragraph 4.b.1-3 for Reserves, below, provided that:

113 a. A reasonable effort was made to arrive at their scheduled check-in time; and

114 b. Crew Scheduling was notified at least thirty minutes (:30) prior to scheduled check-in time that
115 they were experiencing a ground commuting failure due to the severe weather event.

116 A reasonable effort will include, but is not limited to, anticipating heavier than normal traffic; positioning
117 a car to a drivable location, if practical; utilizing company-offered or commercially available (self-
118 booked) rideshare service, if available/possible; or a company-offered hotel.

119 2. If the ground commuting Flight Attendant reports for duty at a domicile/co-terminal more than four
120 hours (4:01+) after scheduled check-in time, they will be assessed a No Show under Section 32
121 [Attendance Policy Definitions].

122 Crew Scheduling will apply the Commuter Policy Recovery option pursuant to Paragraph 4.a.1-4 for
123 Lineholders or Paragraph 4.b.1-3 for Reserves, below, provided that:

124 a. A reasonable effort was made to arrive at their scheduled check-in time; and

125 b. Crew Scheduling was notified at least thirty minutes (:30) prior to scheduled check-in time that
126 they were experiencing a ground commuting failure due to the severe weather event.

127 The Flight Attendant may appeal the No Show through the appropriate established dispute resolution
128 process (e.g., SRB, ADR, etc.) or another process mutually agreeable to the Association and the
129 Company.

130 If reasonable cause is determined for the Flight Attendant reporting more than four hours (4:01+) after
131 scheduled check-in time, the attendance points for the No Show and the associated occurrence will be
132 removed.

133 3. If the ground commuting Flight Attendant fails to report for duty at a domicile/co-terminal, they will be
134 assessed a No Show under Section 32.C.1. [Attendance Policy Definitions].

135 a. The Commuter Recovery Policy may apply provided that:

136 1. A reasonable effort was made to arrive at their scheduled check-in time; and

137 2. Crew Scheduling was notified at least thirty minutes (:30) prior to scheduled check-in time
138 that they were experiencing a ground commuting failure due to the severe weather event.

139 The Flight Attendant may appeal the No Show through the appropriate established dispute
140 resolution process (e.g., SRB, ADR) or another process mutually agreeable to the Association and
141 the Company.

142 If reasonable cause is determined for the Flight Attendant reporting more than four hours (4:01+)
143 after scheduled check-in time, the attendance points for the No Show and the associated
144 occurrence will be removed.

145 b. If a ground commuting does not follow the procedure outlined in c.1., above, they may elect to
146 recover flying under Section 10.CC. [No Show Sequence Recovery...].

147 D. COMMUTER POLICY RECOVERY OPTIONS

148 a. A Lineholders or Reserves (picking up on days off) (hereafter referred to as "Lineholders" for the purposes
149 of this provision) must make all reasonable efforts to arrive in domicile/co-terminal prior to the
150 commencement of their scheduling obligation. A Lineholder They must also adhere to the requirements
151 for air or ground commuting, as appropriate, set forth elsewhere in this Section. However, in the event



of a commuting failure, Crew Scheduling will have the option of assigning the ~~Lineholder~~ the Flight Attendant to any one of the following:

1. Allow the ~~m Lineholder~~ to rejoin the ~~ir Lineholder's~~ scheduled sequence at the SIP or at a point mutually agreed upon between the ~~Lineholder~~ Flight Attendant and Crew Scheduling.
2. Give the ~~m Lineholder~~ another sequence from their ~~Lineholder's~~ registered commuter city, if applicable, or a later sequence in the ~~Lineholder's~~ Flight Attendant's domicile/co-terminal.
3. Assign the ~~m Lineholder~~ to APSB in ~~her/his~~ their registered commuter city, if applicable.
4. If the ~~y Lineholder~~ is/are assigned to APSB under 3.a.iii., above, and ~~is/are~~ is/are not assigned a sequence within four hours (4:00) after being assigned APSB, the ~~y Lineholder~~ will be assigned a sequence the following day from the domicile city.
5. If the options above are not used by Crew Scheduling, the ~~Lineholder~~ Flight Attendant will be granted a personal leave for their ~~ir Lineholder's~~ scheduled sequence of flying. If the ~~y Lineholder~~ is/are granted a personal leave, ~~s/he/they~~ will be required to pick up a "comparable Open Time" sequence to replace the sequences lost within thirty (30) days after the date of the personal leave. If the y Lineholder does not pick up Open Time within thirty (30) days, Crew Scheduling will assign them m Lineholder to a "comparable Open Time" sequence and provide notification of the assignment.
6. If a ~~Lineholder~~ the Flight Attendant is not a ~~rRegistered aAir eCommuter~~ and receives a No Show for ~~her/his~~ their flight, ~~s/he/they~~ will be released from any further scheduling obligation to that sequence and subject to Section 32 [Attendance Policy]. However, the y Lineholder may be eligible for No Show Sequence Recovery per Section 10.CC. [No Show Sequence Recovery...].
7. As used in 3.a.v., above, the term "comparable Open Time" will mean an equal number of day(s) (e.g. a one (1) day for a one (1) day, three (3) day for a three (3) day, etc.). In the event of a disagreement as to comparability, the Director of Crew Scheduling or ~~her/his~~ their designee will make the final determination.

b. Reserves or Lineholders (~~picking up reserve days~~) ~~(hereafter referred to as "Reserves" for the purposes of this provision)~~ must make all reasonable efforts to arrive in domicile/co-terminal prior to the commencement of their reserve scheduling obligation (e.g. prior to their reserve availability period if commuting by air, or prior to airport standby or scheduled check-in time for a scheduled sequence if commuting by ground). ~~They~~ A Reserve must also adhere to the requirements for air or ground commuting, as appropriate, set forth elsewhere in this Section. However, in the event of a commuting failure, Crew Scheduling will have the option of assigning the Reserve to any one of the following:

1. Reassign the ~~Flight Attendant Reserve~~ or allow the ~~m Reserve~~ to return to the ~~LTFRA~~ RAL list once the ~~y Reserve~~ arrives in her/his/their domicile/co-terminal.
2. Assign the ~~m Reserve~~ to APSB in ~~her/his~~ their registered commuter city, if applicable.
3. If the ~~y Reserve~~ is/are assigned to APSB under 3.a.iii., above, and is not assigned a sequence within four hours (4:00) after being assigned APSB, the ~~y Reserve~~ will be required to report for their next reserve assignment in her/his/their domicile/co-terminal.
4. If the options above are not used by Crew Scheduling, the ~~Reserve~~ Flight Attendant will be granted a personal leave for the impacted day(s). If the ~~y Reserve~~ is/are granted a personal leave, ~~s/he/they~~ will be required to work with Crew Scheduling to restore an equal number of reserve day(s) missed as a result of the personal leave. Such restoration must occur within thirty (30) days after the date of the personal leave. If the Reserve Flight Attendant does not contact Crew Scheduling to restore such day(s) within thirty (30) days, Crew Scheduling will assign them reserve day(s) to the Reserve and provide notification of the assignment.

2. Flight Attendants will not be compensated for the TFP lost due to the personal leave granted as a result of commuting failure. Flight Attendants will be compensated for the TFP actually flown, if given another sequence or reserve day(s), if applicable. If the Flight Attendant is assigned to APSB, the ~~y Flight Attendant~~ will be credited one-tenth (0.1) TFP for each six minutes (:06) of APSB up to a maximum of five hours (5:00) on APSB and credited with five (5.0) TFP per duty period of APSB.

3. ~~"Registered Air Commuters" will be given boarding priority over Company employees (and dependents) on pleasure travel and over all employees of other airlines on Alaska Airlines mainline flights and on other airlines if applicable in accordance with current Company policy at the time of the commute.~~



LETTER OF AGREEMENT
by and between
ASSOCIATION OF FLIGHT ATTENDANTS - CWA, AFL CIO
and
ALASKA AIRLINES, INC.

SICK FAMILY/SICK CHILD

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2024 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed existing Letters of Agreement (LOAs); and

WHEREAS, the parties want to maintain current applications of "sick child" and "family member" as set forth in CBA 2014-2018 LOA 5 "Sick Family/Sick Child";

NOW THEREFORE, the parties agree to the definitions and applications set forth below:

1. Whenever the collective-bargaining agreement refers to a sick child, it is understood that this is a placeholder for "family member".
2. The Company will apply the most liberal of the laws of the states in which Flight Attendants are domiciled in determining the appropriate definition of "family member".
3. When this definition is determined, including any subsequent amendments pursuant to changes in the law or in the interpretation of the law, the Company will publish the definition and distribute it to the Flight Attendants.

The parties have attested to their agreement to all of the foregoing terms by entering into this Sick Family/Sick Child Letter of Agreement effective this 14th day of August 2024.



**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

AAG LETTER

Alaska Air Group, Inc. ("AAG"), Alaska Airlines, Inc. ("Alaska"), and the Association of Flight Attendants-CWA, International ("AFA"), as representative of the Flight Attendants employed by Alaska (the "Flight Attendants"), agree as follows:

- A. AAG, as parent of Alaska, wishes to join with Alaska and AFA in protecting and preserving the flying and related work of the Flight Attendants, because doing so enhances the value of AAG's investment in Alaska by providing additional protection to the ongoing stability in the relationship between Alaska and the Flight Attendants and providing greater financial strength to Alaska.
- B. AAG has reviewed and is familiar with the terms of [Sections 3.A \[Recognition\]](#), [3.D \[Scope\]](#), [3.H \[Information Sharing\]](#) and [3.J \[Scope of Agreement Remedies\]](#), [Section 4 \[Status of Agreement\]](#) and [Section 5 \[Definitions\]](#) of the ~~2014~~ [2024](#) Collective Bargaining Agreement between Alaska and AFA (the "Agreement"). Terms used in this AAG Letter of Agreement, unless otherwise defined in this AAG Letter of Agreement, have the meaning given them in Section 4 and Section 5 of the Agreement.
- C. AAG will comply with, and will require Alaska and any Successor to comply with [Sections 3.D \[Scope\]](#), [3.H \[Information Sharing\]](#), [3.J \[Remedies\]](#), and [Section 4 \[Status of Agreement\]](#).
- D. An Acquisition is defined as a single-[step](#) transaction or multi-step transaction by which AAG acquires Control (as described in [Section 4.B \[Successorship\]](#)) of an [Entity that is an](#) air carrier [or has an air carrier Affiliate](#) (the "Acquired Air Carrier") without a resulting Merger Transaction. In the case of an Acquisition of an [Entity that is an](#) air carrier [or has an air carrier Affiliate](#) that operates any aircraft other than Small Aircraft, AAG will comply with and cause Alaska to comply with the provisions of the Job Protection Letter of Agreement.
- E. Small Aircraft: means aircraft [configured with seventy-six \(76\) or fewer passenger seats and](#) certificated for operation in the United States with a maximum gross takeoff weight of ~~seventy-seven~~ [eighty-six](#) thousand (~~7786~~,000) pounds or less ~~and operated with seventy-six (76) or fewer passenger seats~~.
- F. A Merger Transaction is defined as a single-[step](#) transaction or multi-step transaction by which the operations of the Company and another operating air carrier are merged (whether or not under one FAA operating certificate) in accordance with paragraph [4.B \[Successorship\]](#) of the Agreement.
- G. When AAG intends to acquire Control of an air carrier, whether in a Merger Transaction or an Acquisition, or when AAG learns that another entity intends to acquire Control of AAG, then AAG will:
 1. Provide the Association with reasonable advance notice of the proposed transaction;
 2. Meet to discuss the impact of the proposed transaction upon the Flight Attendants;
 3. Disclose the details of any material agreements related to such transaction in a timely manner to allow the AFA to prepare for those discussions, provided that no financial or other confidential business information needs to be disclosed unless suitable arrangements for confidentiality are



46 established.

47 H. This AAG Letter of Agreement becomes effective on the effective date of the Agreement and will remain
48 in effect concurrent with the Agreement and any status quo period applicable to the Agreement under
49 the Railway Labor Act (RLA). A dispute between AFA and either AAG or Alaska, or both, concerning
50 interpretation or application of this AAG Letter of Agreement may be heard and determined by the Alaska
51 Flight Attendants' System Board of Adjustment in accordance with the procedures of [Section 4.D \[Status
52 of Agreement Remedies\]](#) of the Agreement, and AAG consents to the jurisdiction of such System Board
53 for such purpose.

54
55 [The parties have attested to their agreement to all of the foregoing terms by entering into this AAG Letter of Agreement
56 effective this 14th day of August 2024.](#)



**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

JOB PROTECTION

THIS JOB PROTECTION LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between ALASKA AIR GROUP, INC. ("AAG"), ALASKA AIRLINES, INC. ("Alaska") and the FLIGHT ATTENDANTS in the service of ALASKA AIRLINES, INC., as represented by the ASSOCIATIONS OF FLIGHT ATTENDANTS-CWA ("AFA").

WHEREAS, it is the desire of AAG, Alaska and AFA to enter into a Letter of Agreement protecting the work for Flight Attendants in the event AAG completes an Acquisition as defined in paragraph D of Alaska Air Group Letter of Agreement (AAG Letter of Agreement) between AAG, the Company, and AFA (the "AAG Letter of Agreement").

NOW, THEREFORE, it is mutually agreed and understood by and between the parties that Alaska will not furlough Flight Attendants during a Work Protection Period due to the transfer of flying as a result of an Acquisition. In the event of a furlough during a Work Protection Period, and in the event of a disagreement over the cause of the furlough, it shall be Alaska and AAG's burden of proof to establish that the furlough was not due to the transfer of flying to the Acquired Air Carrier, as defined in paragraph D of the AAG Letter of Agreement.

- A. A Work Protection Period commences on the date that AAG announces an intent to engage in an Acquisition and it continues for a period measured as the total length of the duration of the then current Collective Bargaining Agreement between AFA and the Company ("Agreement") plus one year (~~08/14/2024 - 08/14/2028~~ ~~12/18/2014-12/18/2020~~)
- B. Except as otherwise provided in this Job Protection Letter of Agreement, a furlough shall be subject to all terms and conditions of the Agreement.
- C. Terms used in this Job Protection Letter of Agreement, unless otherwise defined in this Job Protection Letter of Agreement, have the meaning given them in [Section 4 \[Status of Agreement\]](#) and [Section 5 \[Definitions\]](#) of the Agreement, and in the AAG Letter of Agreement.
- D. A dispute between AFA and either AAG or Alaska, or both, concerning interpretation or application of this Job Protection Letter of Agreement may be heard and determined by the Alaska Flight Attendant's System Board of Adjustment in accordance with the procedures of [Section 4.D. \[Status of Agreement Remedies\]](#) of the Agreement, and AAG consents to the jurisdiction of such System Board for such purpose.
- E. This Job Protection Letter of Agreement becomes effective on the effective date of the Agreement and will remain in effect:
 1. Concurrent with the Agreement and any status quo period applicable to the Agreement under the RLA; plus
 2. Any additional period of time included within a Work Protection Period if one is activated during the time described in paragraph E.1 above.



47 [The parties have attested to their agreement to all of the foregoing terms by entering into this Job Protection Letter of](#)
48 [Agreement effective this 14th day of August 2024.](#)

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LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

CHANGES TO PAID SICK LEAVE LAWS

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2024 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed the necessity of bringing the CBA Sick Leave provisions in compliance with Oregon and Washington state sick leave laws; and

WHEREAS, the parties discussed and mutually agreed to changes in the CBA language and provisions to accomplish such compliance.

NOW THEREFORE, the parties agree to the terms set forth below:

In the event any government or airport authority creates or modifies a law that applies to Flight Attendants and that change in the law renders any of the following provisions non-compliant with the law, the parties agree to meet and discuss, outside of Railway Labor Act (RLA) Section 6 negotiations, whether and how to restructure the following provisions:

1. Section 16.A. [Sick Leave Accrual]; 16.B. [Sick Leave Usage-General]; 16.C. [Lineholder and Reserve Sick Leave Usage]; 16.D. [Sick Leave Pay Application], 16.F. [Sick Leave Usage Tracking]; 16.G [Sick Leave Accrual on Leave of Absence Utilizing Sick Leave]; 16.L. [Calling In Well] or
2. Section 21.R. Productivity Premium Program]; or
3. Section 32.A. [Reporting Procedure]; 32.C. [Attendance Policy Definitions]; 32.E. [Control Procedure]; 32.G. [Record Improvement]; 32.I. [Verification of State Sick Leave Absences]; and

Such negotiations will be limited to the following subjects:

1. Sick leave: accrual, usage (timing, increments, pay rates, purpose for use), reporting, bank election/designation/choice, verification, annual rollover, annual cash out;
2. Compensation: Productivity Premium Program;
3. Attendance Policy: attendance point accrual and reduction, record improvement(s), and discipline for sick leave usage.

The negotiations will be limited to modifying the provisions of the agreement to come into compliance with the law while not unduly degrading the above provisions for Flight Attendants or the Company's ability to protect the operation of the airline. It is understood that if all of the above provisions are compliant with applicable newly enacted or modified laws and provide equivalent or better protections or benefits than those mandated by the enacted or modified laws, the provisions of this Letter of Agreement will not be triggered.

46 [Example 1: The State of Washington’s paid sick leave law continues to apply to Flight Attendants and the](#)
47 [State of Washington modifies its paid sick leave law to no longer require rollover of any protected sick leave](#)
48 [accruals at the end of the year. Because the above provisions are compliant with the modified Washington](#)
49 [paid sick leave law and Section 16.A – Sick Leave Accrual provides a better benefit than the law requires \(40](#)
50 [TFP rollover compared to no rollover\), the provisions of this Letter of Agreement would not be triggered.](#)

51 [Example 2: The State of Washington’s paid sick leave law is found by a final and binding court decision to no](#)
52 [longer apply to Flight Attendants. Because the above provisions are compliant in the absence of an applicable](#)
53 [sick leave law and provide better protections or benefits than no required benefits or protections, the](#)
54 [provisions of this Letter Agreement would not be triggered.](#)

55
56 [Notwithstanding the provisions of Section 31 \[Savings Clause\], in the event that the parties cannot reach](#)
57 [agreement, they will submit the remaining issues to the arbitration process set forth in Section 20 \[Board of](#)
58 [Adjustment\], with the exception of Section 20.M.3. \[Arbitrations...\], and the parties agree to determine the](#)
59 [arbitrator by striking names from the existing panel list determined pursuant to Section 20.N. \[System Board Panel\]](#)
60 [until one arbitrator remains and said arbitrator will be the neutral. A coin toss will determine who strikes first.](#)
61 [The Association will call the toss. The arbitrator’s scope will be limited to resolving those issues submitted by the](#)
62 [parties and the arbitrator’s authority to modify provisions of the agreement will be restricted to the above listed](#)
63 [sections and subjects identified by the parties. Such arbitration will be in addition to the agreed-to hearing dates](#)
64 [per 20.N.2.\[System Board Panel...\].](#)

65
66 [The parties have attested to their agreement to all of the foregoing terms by entering into this Changes to Paid](#)
67 [Sick Leave Laws Letter of Agreement effective this 14th day of August 2024.](#)



**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

FLIGHT ATTENDANT JUMPSEAT OCCUPANCY

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2024. Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed occupancy of Flight Attendant Jumpseat ("Jumpseats") onboard the aircraft; and

WHEREAS, the Association wishes to protect Jumpseats from occupancy by other workgroups;

NOW THEREFORE, the parties agree to clarify occupancy of Jumpseats for the duration of the 2024 AFA CBA as set forth below:

1. Jumpseats may be occupied by:
 - a. Qualified AS Flight Attendants
 - b. Authorized AS management personnel per Section 3.D.3.c. [Scope...] who are qualified Flight Attendants
 - c. OE students and Flight Attendants in requalification status accompanied by a Check Flight Attendant
 - d. Qualified QX Flight Attendants traveling for pleasure
 - e. Authorized QX Inflight supervisory employees who are qualified Flight Attendants traveling for pleasure
 - f. Qualified Other Airline (OAL) Flight Attendants, in the event the Company and the FAA authorize a reciprocal jumpseat agreement
2. Jumpseats may not be occupied by:
 - a. Deadheading QX Flight Attendants
 - b. Flight Attendants in requalification and/or dequalified status
 - c. Flight Attendants on a leave that restricts jumpseat use, including sick leave
 - d. Flight Attendants withheld from service
 - e. Any other employee not explicitly named above in section 1, above
3. "Qualified Flight Attendants" have been issued an FAA Flight Attendant certificate and are current by having successfully completed Recurrent/Requalification Training, as appropriate.
4. When traveling on positive-space company business, QX Flight Attendants, or QX Inflight personnel may elect to occupy the jumpseat only if no other qualified AS or QX jumpseater traveling space-available pleasure wishes to occupy the jumpseat.

The parties have attested to their agreement to all of the foregoing terms by entering into this Flight Attendant Jumpseat Occupancy Letter of Agreement effective this 14th day of August 2024.



**LETTER OF AGREEMENT
by and between
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
and
ALASKA AIRLINES, INC.**

FATIGUE RISK MANAGEMENT PLAN (FRMP)

This LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Alaska Airlines, Inc. (hereinafter referred to as, "the Company") and the Flight Attendants in the service of Alaska Airlines, Inc. as represented by the Association of Flight Attendants-CWA (hereinafter referred to as "the Association" or "AFA").

WHEREAS, the Company and the Association are mutually committed to a cooperative, remedial and non-punitive approach to air safety; and

WHEREAS, to that end, the Company and the Association desire to participate jointly in a Fatigue Risk Management Plan (FRMP); submitted to the Administrator of the Federal Aviation Administration.

WHEREAS, the Company and the Association desire to clarify and incorporate into the Agreement certain policies and procedures related to FRMP.

NOW, THEREFORE, it is mutually agreed by and between the parties to this Letter of Agreement that:

- A. The Company and the Association will participate in the FRMP, attached hereto.
- B. Fatigue Review Board (FRB):
 - 1. The FRB will be comprised of four (4) members to include:
 - a) Two Company representatives from the Safety Department and/or from the Inflight Department; and two alternates.
 - b) The Association will select two AFA representatives and two alternates.
 - 2. Compensation for Association Representatives:
 - a) The Company will compensate the Association's FRB representatives and any other AFA members for time spent in participation in FRMP activities, including but not limited to attending FRB meetings, FRMP trainings, business meetings, road shows or other FRMP or FRB related activities, meeting preparation, and remedial actions/coaching/skill enhancement activities. Such compensation will be in accordance with Section 27.P [Company Business Flight Pay Loss (CB)] of the collective bargaining agreement.
 - b) The Company will ensure that the Association's FRB representatives and any other AFA members are relieved from scheduling obligations as necessary to participate in FRMP activities that are not able to be conducted at another mutually agreeable time. Any such drops will be at the discretion of the Flight Attendant. The Association's FRB representatives may, at the Flight Attendant's

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option, submit pre-planned absences prior to bidding for months that include all known and pre-scheduled FRMP activities.

c) The Company will cover the travel costs associated with any FRMP or FRB related activities, including but not limited to positive space transportation and any necessary hotel accommodations and meals.

3. FRB Operations:

a) The FRB will establish a policy and procedure manual for operation and conducting business. These policies and procedures will be subject to approval by the Vice President of Inflight (or designee) and MEC President (or designee). Any subsequent changes to the policy and procedure manual must be mutually agreed upon by the Company and the Association.

b) The FRB will meet as needed to process reports in a timely manner. The FRB will meet at least monthly unless mutually agreed otherwise.

c) The Company or the Association may designate an alternate FRB member to serve in the absence of a primary member from their respective organization, as necessary.

d) All four members of the FRB (or their designated alternate) must be present to conduct an FRB meeting. Meetings may be conducted by videoconference if mutually agreed upon.

e) The FRB will mutually agree on which FRB member will be the first to reach out to a Flight Attendant who submits a fatigue report. The agreed upon process will be documented in the FRB policy and procedure manual.

f) If all members of the FRB are unable to achieve consensus on a specific issue, that issue will be referred to a separate escalation panel consisting of the Association's MEC President (or designee) and the Vice President of Inflight (or designee) for resolution. FRB members and alternates will not also serve on the escalation panel.

g) If the escalation panel cannot reach mutual agreement, the issue will be resolved in accordance with Section 20 [System Board of Adjustment] or Section 32 [Attendance Policy] at the Association's option. If the issue is processed under Section 32 [Attendance Policy], the Flight Attendant may, at her/his option, utilize available sick leave for the TFP value of any scheduling obligation(s) dropped.

h) FRB alternates will attend FRB meetings at least twice each year, either as an active FRB representative or as an observer.

C. FRMP Reports and Information Access

The Company and the Association agree that reports and information gathered in the course of Flight Attendant participation in FRMP will be shared with the Association in a process agreed to on a consensus basis by members of the FRB. Each member of the FRB (including alternates) will have equal access to all data and software.

D. Flight Attendant Fatigue Declaration

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1. The Flight Attendant must notify Crew Scheduling with as much notice as possible should s/he feel too fatigued to safely perform a duty assignment, or portion thereof.
 2. When a Flight Attendant notifies Crew Scheduling s/he is too fatigued to safely perform her/his duty assignment, Crew Scheduling will immediately remove the Flight Attendant from the applicable portion of her/his schedule, immediately place her/him on a ten hour (10:00) rest period, and initially code the absence both as fatigue and applicable sick leave (e.g. sick, sick on line, or short sick call). The rest period will commence at the end of the call. If the Flight Attendant is not removed from any flying on her/his scheduled sequence as result of the fatigue call, then a sick leave absence will not be recorded.
 3. At the time of the call, Crew Scheduling must advise the Flight Attendant of her/his assignment following the ten hour (10:00) rest period. Crew Scheduling will have the option of assigning the Flight Attendant to any one of the following:
 - a) Rejoin the Flight Attendant to the remainder her/his scheduled sequence if operationally feasible to do so.
 - b) If mid-sequence, deadhead the Flight Attendant on the first available AAG flight(s) to, at the Flight Attendant's option, her/his domicile or co-terminal, the domicile or co-terminal from which the sequence departed or her/his registered commuter city/co-terminal. The Flight Attendant will be released from any further scheduling obligation.
 - c) If prior to the first departure of the sequence, release the Flight Attendant with no further scheduling obligation.
 - d) If on Reserve, return the Flight Attendant to the LTFA list as appropriate.
 4. Any deadhead travel performed in D.3 above, will be treated as positive space per Section 10.X.10. [Deadhead]. Pay will be pursuant to E [Fatigue Report Review] below.
 5. The Company will use its best efforts to avoid interrupting the Flight Attendant's rest period following a fatigue call.
 6. Within forty-eight hours (48:00) after completion of the first ten hour (10:00) rest period after the fatigue call, the Flight Attendant must submit a Fatigue Report to the Company. The FRB may elect to accept reports beyond the filing timeline due to extenuating circumstances. The FRB will have sole discretion to determine what constitutes extenuating circumstances for the purpose of accepting reports.
- E. Fatigue Report Review
1. The FRB will process all reports submitted, conduct an initial review, and then categorize each fatigue report as follows based on factor(s) causing fatigue.
 - a) Operational - Fatigue in which weather, ATC, etc., is a factor(s).
 - b) Company – Fatigue in which the action or inaction of the Company was a factor(s) in causing fatigue.
 - c) Uncontrollable – An uncontrollable event is a factor in causing fatigue that could not reasonably be planned for, avoided, or prevented by the Flight Attendant reporter and occurred while off-duty (during a RON). Examples include, but are

- 162 not limited to: hotel problems (e.g., noise, temperature, fire alarm), ground
163 transportation problems, environmental problems, etc.
- 164
- 165 d) Personal – An uncontrollable event is a factor in causing fatigue that could not
166 reasonably be planned for, avoided, or prevented by the Flight Attendant
167 reporter and occurred while not scheduled to work (i.e. free of scheduling
168 obligation). Examples include, but are not limited to: housing problems (e.g.,
169 noise, temperature, fire alarm), transportation problems, environmental
170 problems (e.g. barking dog), etc.
- 171
- 172 e) Other – A fatigue event in which none of the preceding categories, a), b), c) or
173 d) were a factor in the fatigue event.
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- 175 2. Fatigue events categorized as a, b, or c above will not cause a reduction in a Flight
176 Attendant’s pay nor result in a debiting of her/his sick bank. Such events will not accrue
177 attendance points under Section 32.E [Control Procedure] or affect a Flight Attendant’s
178 ability for record improvement under Section 32.G [Record Improvement].
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- 180 3. Fatigue events that are categorized as Personal will be unpaid. A Flight Attendant may, at
181 her/his discretion, choose to be paid using her/his accrued sick leave, vacation, or
182 longevity PTO. Such events will not accrue attendance points under Section 32.E [Control
183 Procedure] or affect a Flight Attendant’s ability for record improvement under Section
184 32.G [Record Improvement].
- 185
- 186 4. Fatigue events that are categorized as Other will be unpaid. A Flight Attendant may, at
187 her/his discretion, choose to be paid using her/his accrued sick leave, vacation, or
188 longevity PTO. Such events will be re-coded to Management Drop and attendance points,
189 if applicable, will accrue under Section 32.E [Control Procedure].
- 190
- 191 5. Fatigue calls received by Crew Scheduling less than two hours (2:00) prior to scheduled
192 check-in will be considered a short sick call under Section 32.C.5 [Attendance Policy
193 Definitions: Short Sick Call] and corresponding attendance points will be applied. If the
194 fatigue event was determined by the FRB to be a contributing factor in the short call, the
195 corresponding attendance points and occurrence will be removed.
- 196
- 197 6. All fatigue events will initially be processed as a paid absence. Subject to the FRB’s
198 categorization of the fatigue event, the Flight Attendant’s pay for the fatigue event will be
199 reconciled. All reports will be processed and pay reconciled in a timely manner so as to
200 ensure that the Flight Attendant’s paycheck for the month containing the fatigue event is
201 accurate.
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- 203 7. Should a Flight Attendant fail to submit a fatigue report within forty-eight hours (48:00)
204 after the completion of the first ten hour (10:00) rest period following a fatigue call, any
205 flight time removed will result in the contractually applicable and corresponding amount of
206 lost pay. These fatigue calls will remain coded to sick leave and attendance points, if
207 applicable, will accrue under Section 32.E [Control Procedure] which may affect a Flight
208 Attendant’s ability for record improvement under Section 32.G [Record Improvement]. If
209 a Flight Attendant submits a report after the initial filing deadline that is subsequently
210 accepted by the FRB in accordance with paragraph D.6 above, the fatigue call will be re-
211 coded in accordance with paragraph E.2, E.3 or E.4 as appropriate.
- 212
- 213 8. After conducting an initial review, should the FRB determine that a submitted report is not
214 fatigue related, they will contact the submitter with further instruction (i.e., report may be
215 appropriately submitted as an ASAP or other safety related event). These events will be

referred to the Managing Director of Inflight Operations (or designee) for processing. The Flight Attendant's AFA LEC President will be notified of any such reports.

9. Should a Flight Attendant fail to submit a fatigue report within forty-eight hours (48:00) after the completion of the first ten hour (10:00) rest period following a fatigue call or the FRB determines that a submitted report is not fatigue related, the Company will notify the Flight Attendant that a report for the fatigue event has not been accepted. Notification will be by contact at both her/his primary telephone number and company email. The email notification will include the following:

- a. How to re-code sick leave if a different code is more appropriate (e.g. sick family, sick child, FMLA, etc.).
- b. How to submit a Quarterly Point Reduction form and the corresponding submission timeline. A Quarterly Point Reduction form must be submitted within 4 days (not including the date of notification) or by the end of her/his next sequence following notification as indicated above, whichever occurs last.

F. FRMP and Discipline

1. Flight Attendants are encouraged to report any event or observation they feel identifies a potential safety hazard related to fatigue. One of the key ingredients to reporting is an incentive for individuals to report these events so that appropriate risk identification and hazard correction is done. Flight Attendants, who submit a report or are identified in a report submitted by another individual, to the FRMP program, will not be subject to disciplinary action other than applicable attendance points referenced in E [Fatigue Report Review] above. Reports submitted to the FRMP or any of its contents will not be used to initiate or support any Company disciplinary action. Based on information acquired outside of the FRMP program, the Company retains the right to investigate suspected abuse of fatigue calls and/or may issue discipline reliant upon such outside information.

2. It is understood that any remedial action or coaching/skill enhancement sessions recommended in the pursuit of fatigue mitigation will be reached by consensus of the FRB.

3. Each and every remedial action and/or coaching/skill enhancement session recommended by the FRB will be treated as learning tools for the Flight Attendant, and these recommended coaching/skill enhancement sessions will not be considered tests or checks of skills relevant to pass/fail criteria or outcomes.

4. Remedial action and/or coaching/skill enhancement sessions assigned by the FRB will be considered "Other Company Required Training" under Section 30 [Training] for purposes of pay and scheduling.

5. Remedial action and/or coaching/skill enhancement sessions will not be conducted as Computer Based Training (CBT).

6. By default, attendance points assessed for fatigue absences will follow the same process as "Reported Illness or Sick Leave On-Line After or Without Using Quarterly Point Reduction" pursuant to Section 32.E [Control Procedure]. If the subsequent Fatigue Report is accepted by the FRB and categorized as Operational, Company, Uncontrollable, or Personal per E.1 [Fatigue Report Review] above, the corresponding sick leave code in the Crew Scheduling System, attendance points, and the occurrence will be removed.

7. Notice of disciplinary action related to attendance points arising out of a fatigue reporting event will be deemed to be timely if taken within twelve (12) days, as defined in 19.C.2



271 [Grievance Procedures – General], of the date the fatigue report is categorized by the
272 Fatigue Review Board.

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274 G. Conversations or Interviews

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276 The Company and the Association agree that any information acquired through conversations or
277 interviews that are conducted as part of the FRMP program or that are conducted by the FRB
278 related to an FRMP report will not be used in disciplinary actions.

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280 H. NASA ASRS Reporting

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282 Participation in the FRMP program should allow for participation in the NASA Aviation Safety
283 Reporting System (ASRS), as described in FAA Advisory Circular 00-46, as amended. Upon receipt
284 of an FRMP report from a Flight Attendant the Vice President of Safety (or designee) will
285 immediately forward a copy of the report to NASA for inclusion in ASRS. The Vice President of
286 Safety assumes the responsibility of fulfilling the ten-day ASRS reporting requirement.

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288 All other provisions of the collective-bargaining agreement remain in full force and effect.

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290 The parties have attested to their agreement to all of the foregoing terms by entering into this Fatigue Risk
291 Management Plan LOA effective this 14th day of August 2024.



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**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

FLIGHT ATTENDANT INSTRUCTOR HANDBOOK

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2024 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed the Instructor Handbook ("Handbook"); and

WHEREAS, the parties wish to incorporate the Handbook and corresponding revision process into the CBA;

NOW THEREFORE, the parties agree to the terms set forth below:

1. The following sections of the Instructor Handbook may only be revised through mutual agreement of the parties:
 - a. Record of Revision
 - b. Scheduling
 - c. Travel and Hotel
 - d. Compensation
2. The Handbook will be posted on the Instructor Hub (or successor website).
3. The parties agree to discuss changes to the Handbook on a regular basis as follows:
 - a. The parties will meet to discuss proposed changes for the next revision.
 - b. All proposed changes will be shared at least seven (7) working days for review prior to each revision.
 - c. The parties will endeavor to reach agreement on edits to any sections not listed in 1., above.

The parties have attested to their agreement to all of the foregoing terms by entering into this Flight Attendant Instructor Handbook Agreement effective this 14th day of August 2024.



**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

FLIGHT ATTENDANT RECURRENT TRAINING HOURS

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2024 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed Flight Attendant Training Hours; and

WHEREAS, the parties wish to provide flexibility for Flight Attendants attending Recurrent Training, and for the Company in scheduling Recurrent Training.

NOW THEREFORE, the parties agree to the following provisions for the duration of the 2024 AFA Collective Bargaining Agreement:

Following ratification of the CBA, these provisions will become effective no earlier than November bidding for January training in the following year.

Recurrent Training and Level I Regualification Training may be scheduled in each domicile between the hours of 7:00 AM and 7:00 PM local time, with the following conditions:

- Each day of a training event must have the same start time.
- At minimum, 50% of the total classes in each domicile must be scheduled from 8:00 AM to 5:00 PM local time, calculated per bid month.
- If training is scheduled outside the hours of 7:00 AM to 5:00 PM and is eight (8) hours or fewer in duration, it will be compensated pursuant to the Section 30.C.[Training Pay]. However, if training exceeds eight (8) hours in duration, Section 30.A.2.a.[General Training...] will apply.
- All other contractual provisions apply.

Either party may suspend this agreement at any time by providing at least two (2) bid months of notice to the other party.

The parties have attested to their agreement to all of the foregoing terms by entering into this Flight Attendant Recurrent Training Hours Letter of Agreement effective this 14th day of August 2024.



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**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

FLIGHT ATTENDANT INSTRUCTOR SCOPE

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2024 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed Flight Attendant Instructors; and

WHEREAS, the parties recognize that Flight Attendant Instructors are an integral part of the Training Department and desire job security.

NOW THEREFORE, the parties agree to following provisions only for the duration of the 2024 AFA Collective Bargaining Agreement:

Recurrent Training, Requalification Training, Security Training, Initial Training, and any other regulatory training, will be taught by instructor-qualified Alaska Airlines Flight Attendants ("Instructors") on the Inflight Seniority List. This will not preclude instruction of non-regulatory modules within regulatory trainings.

Instructor-qualified management personnel may teach Train-the-Trainer events (regulatory and non-regulatory modules) at any time. Additionally, they may also teach training in the event of irregular operations (e.g., short-staffing, sick calls, stranding, etc.).

Management personnel may teach non-regulatory modules of any training.

The Company may utilize Subject Matter Experts (SMEs), including but not limited to specialized vendors to instruct topics outside the Flight Attendant's immediate realm of expertise, e.g. AS qualified pilots (including management pilots) CRM, Ergonomics specialists for injury prevention program, AS Safety Department for Safety Management System program, etc.

The parties have attested to their agreement to all of the foregoing terms by entering into this Flight Attendant Instructor Scope Letter of Agreement effective this 14th day of August 2024.



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**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

COMMITMENT TO NEGOTIATE HOTEL GAINSHARE PROGRAM

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2024 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed implementation of a Hotel Gain-Share Program for Flight Attendants in which a Flight Attendant may relinquish their hotel room and be compensated an amount equal to part of the actual cost of the hotel room; and

WHEREAS, the parties recognize that such a program would be beneficial to the Flight Attendants and the Company; and

WHEREAS, the CBA negotiations' aggressive bargaining timeline did not allow for in-depth discussions on the complexities of a Hotel Gain-Share Program during bargaining;

NOW THEREFORE, the parties commit to discuss the feasibility of a Hotel Gain-Share Program for Flight Attendants as set forth below:

1. Within four (4) months of the ratification of the 2024 CBA, the parties will schedule and engage in negotiations sessions to discuss a Hotel Gain-Share Program. Such negotiations will have the goal of implementing the program, if feasible, within six (6) months of the CBA ratification.
2. The parties may mutually agree to extend these time limits.

The parties have attested to their agreement to all of the foregoing terms by entering into this Commitment to Negotiate Hotel Gainshare Program Letter of Agreement effective this 14th day of August 2024.



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**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

LEGACY RETIREE PASS PRIVILEGES

This LETTER OF AGREEMENT (LOA) is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2024 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed codification of current Retiree Pass Privileges; and

WHEREAS, the parties wish to maintain the Flight Attendant Retiree Pass Privileges for the duration of the 2024 CBA.

NOW THEREFORE, the parties agree to the following:

1. Covered Flight Attendants
 - a. The provisions of this Letter of Agreement will apply to all currently employed Alaska Airlines Flight Attendants.
 - b. Such provisions will remain in effect for the entirety of the 2024 CBA, including any amendable period.
2. Covered Flight Attendants' Retiree Travel Pass Program currently outlined in the retirement summary for Flight Attendants will not change for the life of this LOA, without discussion with AFA.
3. Any future enhancements to the Flight Attendant retiree travel pass program will be discussed in advance with AFA.
4. Vesting
 - a. For the purposes of this Letter of Agreement, a vesting year is a calendar year in which a Flight Attendant is paid for at least one thousand (1000) hours. Flight Attendants are credited with ninety-five (95) hours if not on a leave of absence for a trip between the 1st and the 15th of the month and ninety-five (95) hours if not on a leave of absence for a trip between the 16th and the end of the month. Some non-flight hours such as vacation and sick leave also give a Flight Attendant ninety-five (95) hours for the period in which it occurs.
 - b. Company service is calculated from the Flight Attendant's date of hire but excludes any time on leave of absence.
 - c. To qualify for the age and vesting service requirement for retiree pass privileges, a Flight Attendant must be at least forty-five (45) years old and have a minimum of ten (10) years of vesting service.
 - d. A Flight Attendant not meeting the vesting requirement may still be eligible with twenty (20) years of Alaska Air Group service.
 - e. If a Flight Attendant was previously part of another work group, that service would count as well. Any Horizon or Virgin America time also counts for vesting purposes but is calculated differently.



- 49 [Vesting Service at Virgin America was accrued up to the Transaction Date \(Close Date\) of](#)
50 [12.14.2016.](#)
51 f. [If a Flight Attendant was hired prior to 4.1.2008 and does not have ten \(10\) vesting years, the](#)
52 [Flight Attendant is eligible to retire with fifteen \(15\) years of Company Service rather than twenty](#)
53 [\(20\) years.](#)
54
55 5. [These provisions apply to all Flight Attendants hired prior to, and who retire prior to, the date of ratification](#)
56 [of the subsequent CBA.](#)
57
58 6. [Pass Policy Benefits](#)
59 a. [Retirees will be afforded any enhancements to the pass privilege program offered by the Company](#)
60 [to all other retired employees.](#)
61 b. [Retirees will be afforded no less favorable pass benefits than those provided to pilot retirees.](#)
62
63 7. [This LOA will expire upon mutual agreement of the parties and in all cases upon the date of ratification of](#)
64 [the subsequent CBA.](#)
65
66 [The parties have attested to their agreement to all of the foregoing terms by entering into this Legacy Retiree Pass](#)
67 [Privileges Letter of Agreement effective this 14th day of August 2024.](#)
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1 **LETTER OF AGREEMENT**
2 **between**
3 **ALASKA AIRLINES, INC.**
4 **and the**
5 **ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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8 **MANAGEMENT IMMERSION PROGRAM**
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11 This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF
12 FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

13
14 WHEREAS, during Section 6 negotiations culminating in the 2024 Flight Attendant Collective Bargaining Agreement
15 (CBA) the Company and the Association (collectively "the parties") discussed implementation of a Management
16 Immersion Program ("Management Immersion") onboard the aircraft; and

17
18 WHEREAS, the parties recognize most other labor groups in the Company participate in Management Immersion; and

19
20 WHEREAS, the Association recognizes the need to balance Flight Attendant protections with the Company's desire to
21 expand Management Immersion onboard the aircraft;

22
23 NOW THEREFORE, the parties agree to implement Management Immersion as set forth below:

- 24
25 1. Management outside of Inflight is permitted to perform limited onboard, Flight Attendant duties not related
26 to safety on a peer-to-peer basis to facilitate exposure to front-line work and the challenges faced by Flight
27 Attendants (i.e., service duties only such as picking up trash and sorting/recycling, assisting on the
28 beverage cart, elite recognition, restocking lavatory supplies, etc.).
29 2. Management outside of Inflight who do not hold a FAA Flight Attendant certificate cannot occupy the
30 jumpseat and must abide by all passenger CFRs (e.g., in their seat when the seatbelt sign is illuminated).
31 3. Management must coordinate their duties with the working Flight Attendants and remain under the direction
32 of the "A" Flight Attendant. The "A" Flight Attendant will not be considered a supervisor under the Railway
33 Labor Act or other law.
34 4. No single-source discipline may result from a management employee's presence on a flight related to the
35 provisions of this Letter of Agreement. Safety issues will be eligible for submission under the Aviation Safety
36 Action Program (ASAP). If either party does not participate in the ASAP program, the Company and the
37 Association will meet and agree to an equivalent alternative process.
38 5. Should the parties have a dispute over single-source discipline resulting from a management employee's
39 presence on a flight related to the provisions of this Letter of Agreement, the Association reserves the right
40 to terminate this Letter of Agreement with written notice to the Company.
41 6. Under no circumstances will management be permitted to exercise the provisions of this Letter of
42 Agreement during any work action that may be taken by the Association.

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44 The parties have attested to their agreement to all of the foregoing terms by entering into this Management Immersion
45 Program Letter of Agreement effective this 14th day of August 2024.



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**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

MARKET RATE ADJUSTMENT

THIS AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC. (hereinafter referred to as the "Company") and the Flight Attendants in the service of the Company, as represented by the ASSOCIATION OF FLIGHT ATTENDANTS- CWA, AFL-CIO (hereinafter referred to as the "Union").

WHEREAS in September 2022, the parties entered into negotiations for a successor Collective Bargaining Agreement (CBA); and

WHEREAS on June 21, 2024, the parties reached agreement on contract terms for the successor CBA that did not include a Market Rate Adjustment which would apply to down-line pay rates; and

WHEREAS the Company is in the process of acquiring Hawaiian Airlines, and negotiations on a Joint Collective Bargaining Agreement (JCBA) will occur subsequent to the successful conclusion of that transaction.

NOW THEREFORE the parties agree as follows:

- A. The Company agrees to negotiate a Market Rate Adjustment Letter of Agreement (MRA LOA) as part of any JCBA.
- B. If the corporate merger transaction fails, the Company agrees to meet and negotiate a MRA LOA.

The parties have attested to their agreement to all of the foregoing terms by entering into this Market Rate Adjustment Letter of Agreement effective this 14th day of August 2024.



**Letter of Agreement
Supplemental Reduction in Force Protection**

LETTER OF AGREEMENT

by and between

ALASKA AIRLINES, INC.

and the

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

SUPPLEMENTAL REDUCTION IN FORCE PROTECTION

~~This Letter of Agreement is made between Alaska Airlines, Inc. ("Company") and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO ("Association").~~

~~WHEREAS, the Company is in the process of executing a merger with Virgin America, which requires a negotiated transition agreement and single Collective Bargaining Agreement (CBA) with the Association; and~~

~~WHEREAS, the Company and the Association have negotiated a 2018-2021 Joint Collective Bargaining Agreement (JCBA) during the Virgin America and Alaska Airlines merger negotiations; and~~

~~NOW, THEREFORE, the parties agree that upon ratification of the AFA Alaska Airlines-Virgin America Merger Agreement, this Letter of Agreement will be incorporated into the 2018-2021 AFA Alaska Airlines Joint Collective Bargaining Agreement (JCBA), and the following provisions will be in full force and effect:~~

- ~~1. The Company agrees to not furlough any "legacy" Alaska Airlines or "legacy" Virgin America Flight Attendant through December 31, 2019.~~
- ~~2. Alaska Airlines shall be excused from compliance with the furlough protection language above for the period of time that a circumstance beyond the Company's control causes such non-compliance.~~
- ~~3. "Circumstance beyond the Company's control" is defined as a circumstance that causes the Company to significantly reduce or cancel service and may include a governmental agency requirement, an Act of God, an act of terrorism, a national emergency, revocations of the Company's operating certificate, grounding of a substantial number of the Company's aircraft, any work disruption or stoppage that prevents the Company from operating its planned schedule, reduction in flying operations because of the unavailability of an adequate fuel supply, or military action.~~

~~IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 9th day of February 2018.~~



1 **LETTER OF AGREEMENT**
2 **between**
3 **ALASKA AIRLINES, INC.**
4 **and the**
5 **ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**
6

7
8 ~~**Continuation of Medical Health Insurance Upon Separation for Flight Attendants**~~
9 ~~**Aged 62-65 Years Using Sick Leave**~~
10 **RETIREE HEALTH INSURANCE**
11

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13 THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway
14 Labor Act, as amended, and pursuant to Agreements reached by and between ALASKA AIRLINES, INC. (the "Company")
15 and the Flight Attendants in the service of ALASKA AIRLINES, INC., as represented by the ASSOCIATION OF FLIGHT
16 ATTENDANTS-CWA, AFL-CIO (the "Association").

17 Alaska Airlines (Company) and the Flight Attendants in the service of the Company as represented by the Association
18 of Flight Attendants-CWA (Association) agree, in order to accommodate the transition from exchange of accrued sick
19 leave for health care to a cash out program for accrued sick, on a one-time basis without expectation of renewal or
20 extension, that the following shall apply to Flight Attendants and run concurrent with and be in force for the duration
21 of the Flight Attendant ~~202418-202721 Joint~~ Collective Bargaining Agreement (Agreement) and any amendable period.

- 22 1. During the period that this Sideletter of Agreement is in force, Flight Attendants may elect the following option
23 upon separation from the Company-provided that they meet the below qualifications.
- 24 2. Qualifications: Upon separating from the Company, a Flight Attendant who is at least sixty-two (62) years with a
25 minimum of ten (10) years of employment, who does not already otherwise qualify for Medicare (e.g. through
26 permanent disability), will qualify for this provision.
- 27 3. Pursuant to the Agreement, unused sick leave may accumulate up to a maximum of one thousand seven hundred
28 (1,700) TFP. A qualified Flight Attendant may utilize accrued sick leave for continued medical coverage effective
29 at the time of separation (e.g. Employee only, employee+ spouse/domestic partner, employee + family). For each
30 month of coverage, twenty (20) TFP will be deducted until the sick leave bank accrual(s) are exhausted or until
31 the Flight Attendant reaches age sixty-five (65), whichever occurs first.
- 32 4. A Flight Attendant choosing this option is not eligible to have her/his sick leave paid out in accordance with Section
33 16.E.3. [Sick Leave Conversions] of the Agreement.
- 34 5. This provision shall expire with either the effective date of the subsequent Agreement. or the end of the current
35 Agreement's amendable period, whichever is earlier.

36
37 All other provisions of the collective-bargaining agreement remain in full force and effect. The parties understand and
38 agree that the provisions of this Sideletter of Agreement will terminate on the dates stated herein, and will not be
39 applied to any future agreements.

40 The parties have attested to their agreement to all of the foregoing terms by entering into this Retiree Health Insurance
41 Letter of Agreement effective this 14th day of August 2024.
42



**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

VIRGIN AMERICA "RED-CIRCLED" PAY RATES

This Letter of Agreement is made between Alaska Airlines, Inc. ("Company") and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO ("Association").

WHEREAS, the Company is in the process of executing a merger with Virgin America, which requires a negotiated transition agreement and single Collective Bargaining Agreement (CBA) with the Association; and

WHEREAS, the Company and the Association have negotiated a 2018-2021 Joint Collective Bargaining Agreement (JCBA) during the Virgin America and Alaska Airlines merger negotiations; and

WHEREAS, the practice at Virgin America (VX) is to give longevity credit to employees who transferred into the Flight Attendant job classification for the purpose of establishing pay rates, and that is not the practice at Alaska Airlines (AS);

NOW, THEREFORE, the parties agree that upon ratification of the AFA Alaska Airlines-Virgin America Merger Agreement, this Letter of Agreement will be incorporated into the 2018-2021 AFA Alaska Airlines Joint Collective Bargaining Agreement (JCBA), and the following provisions will be in full force and effect:

1. Effective the last day of the bid month in which ratification of the JCBA occurs, Legacy Virgin America ("Alaska Airbus") Flight Attendants whose Company Seniority is greater than their VX Occupational Seniority (i.e. date of hire with the Company is prior to their date of hire as a Virgin America Flight Attendant) due to a transfer from another Company job classification will have their pay step "red-circled" at their pay step as determined by their Company Seniority. Such Flight Attendants will remain "red-circled" at that pay step, inclusive of any down-line increases, until their pay step as determined by their Occupational Seniority exceeds their "red-circled" pay step.
2. Once the Flight Attendant's pay step, as determined by her/his Occupational Seniority, exceeds her/his "red-circled" pay step, then s/he will advance to the appropriate pay step determined by her/his Occupational Seniority. Every anniversary thereafter, the Flight Attendant will advance to the next pay step as determined by Occupational Seniority and receive the appropriate down-line increase(s).

Example:

A Legacy Virgin America Flight Attendant is originally hired 1/1/2012 as a Guest Services Teammate (GST) (equivalent to a Customer Service Agent at Alaska Airlines). S/he transfers to the Flight Attendant occupation on 1/1/2014. Therefore, the Flight Attendant's Company Seniority date is 1/1/2012 and her/his Occupational Seniority date is 1/1/2014.

Effective date of ratification in 2018, s/he will be "red-circled" at the 7-year pay step (AS "Year 7", which includes the 4.5% increase to the pay scale effective 1/1/2018). Such pay will be retroactive to 1/1/2018.



- 42 The Flight Attendant will stay at the "red-circled" Year 7 pay step and continue to receive the contractual down-line
43 increases to that pay step of 1.5% on 12/17/2018, 1.5% on 12/17/2019 and 2.5% on 12/17/2020.
- 44 Effective 1/1/2021 s/he will advance to the 8-year pay step (AS Year 8) because the pay step determined by her/his
45 Occupational Seniority will have exceeded her "red-circled" pay step. Every January 1 thereafter, s/he will advance to
46 the next pay step as appropriate.
- 47 [The parties have attested to their agreement to all of the foregoing terms by entering into this Virgin America "Red-](#)
48 [Circled" Pay Rates Letter of Agreement effective this 14th day of August 2024.](#)