

AFA Alaska 2024-2027 Tentative Agreement

Notable Changes From Previous Version (*posted July 20*)

Global:

- Updated to “Sick Child/Sick Family” throughout for consistency (rather than sometimes “Sick Child/Sick Family” vs. “Sick Family/Sick Child”)

Section 5:

- Base Turn – updated “forty five minutes” to “thirty minutes” to match provision change

Section 6:

- §6.E.3.b. – clarified sick leave conversion when transferring from management back to flying duties

Section 8:

- §8.F.1. – fixed transcription error (order of sentence).
- §8.L. – fixed transcription error (48/7 rather than 47/8).
- §8.Q.10. – deleted and replaced by Section 8.Q Contactability and FAA “One Call” Policy LOA with improved protections.

Section 10:

- §10.E. – clarified either E.1. *or* E.2. apply, depending on circumstances.
- §10.X.2.b. – clarified why a revenue seat may be unavailable at time of DHD booking.
- §10.X.2.b.1. – clarified jumpseat seating/1.5x premium will be offered in seniority order and assigned in reverse seniority order.
- §10.Y.6. – fixed transcription error.
- §10.EE. – updated with current technology requirements

Section 11:

- §11.B.4 – updated to reference Section 10.E.2.b.
- §11.H.1.c. – replaced with “All trades or pick-ups of reserve day(s) out of domicile must comply with Section 12.H.2 [Out of Domicile...]”
- §11.K – added §10.DD.11 to the citations list

Section 12:

- §12.F.4. Examples – Changed example names Jane, Joe, Julie, Jack, and Jen to “A Flight Attendant”

Section 13:

- §13.A.1 – “Standard uniforms as prescribed by the Company will be worn...” rather than “Flight Attendants will wear standard uniforms as prescribed by the Company...”
- §13.D.1 – removed unnecessary reference to “January 1, 2022”
- §13.D.2.c. example, 2nd bullet (“October 2022”) – added “\$1000 represents the cost of the new basic uniform.”

Section 15:

- §15.C.1.a. – corrected incorrect incorporation of Section 32, Addendum #4.
- §15.K.3. – clarified that either State Sick Bank or CBA Bank may be utilized to coordinate with short term disability leave

Section 16:

- §16.C.1.b. – deleted “or other sick leave qualifying event” as superfluous language.

Section 18:

- §18.B.1.f-g. – added “and from” training
- §18.D.2.b. – deleted incorrect insertion: “Flight Attendants will be recalled to a Domicile where a vacancy exists”

Section 21:

- §21.A.2. and §21.C.2. – added clarification to the Boarding Pay tables (incorrectly removed in previous version).
- §21.H.3. – removed duplicative text from example.
- §21 Addendum 8 – removed, as Reassignment Pay is addressed in Section 10.

Section 22:

- §22.B. – fixed transcription error.

Section 27:

- §27.P.2.a.2. – updated three PBS Committee Members to four.

Section 28:

- §28.F.2. – updated .5 TFP to “three-quarters (0.75) TFP per hour, prorated. In no case will the Flight Attendant receive less than one (1.0) TFP”

Section 30:

- §30.A.3.g. – updated “forty-five minutes” to “thirty minutes” to match provision change

Section 32:

- §32.C.1.c. – Misspelling: “will not be *reasonably* denied” corrected to “will not be *unreasonably* denied” consistent with the intent of the parties.
- §32.C.1.e. – struck “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.”
- §32.C.15.a. – struck “and prior to leaving the secure area”

Section 33:

- §33.C.1. – clarified pay for “Positioning flights (e.g. ferry flights and deadheads) associated with charters and other flying including promotional, sightseeing, and 14 CFR Part 191 (non-revenue generating)”

Section 35:

- §35. – re-written

Section 36:

- §36.A.4.b. – consolidated verbiage

Section 37:

- §37.A.3. – added bullet “e”: “Registered Air Commuters will be required to provide the relevant flight information to Crew Scheduling for verification pursuant to this Section (e.g. air carrier, flight number, city pair, scheduled departure time, projected or actual departure time, reason for delay).”
- §37.B.5 – struck “A Ground Commuter who called or emailed Crew Scheduling to notify them of a Might Be Late will not receive an occurrence or attendance points if they make the flight.”
- §37.C.2.a-d. – entire section reformatted to match the verbiage and format in the Ground Commuting During Significant Weather Events LOA, with the addition of “A reasonable effort will include, but not be limited to, anticipating heavier than normal traffic; positioning a car to a drivable location, if practical; utilizing company-offered or commercially available ride-share service, if available/possible; or company-offered airport hotel.” in §37.C.2.a.
- §37.D. – Flight Attendant references were reverted back to “Lineholder” or “Reserve” for clarity.

Letters of Agreement:

- Market Rate Adjustment LOA – Clarified requirement for management to negotiate a MRA provision within one year if the Alaska and Hawaiian merger is not approved and for management to negotiate a MRA provision “in good faith” in a JCBA. These clarifications are consistent with the final terms and conditions sheet agreed to by the parties at the National Mediation Board in Washington, DC.
- Retiree Health Insurance LOA – Updated the sick leave cap from 1700 TFP to 2400 TFP.
- Section 8.Q Contactability and FAA “One Call” Policy LOA – Replaces §8.Q.10 with improved protections.