



# TA2 Comprehensive Summary of Changes

January 24, 2025

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



Provision	Current CBA	Tentative Agreement 1	Tentative Agreement 2
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<b>Section 8: Hours of Service</b>			
<b>8.O.</b>	<i>Currently must call CS if surface DHD is more than 5 minutes longer than scheduled to have time updated</i>	<i>no change</i>	Clarified must call CS if surface DHD is any amount of time longer than scheduled
<b>8.Q.</b>	<i>Currently crew lounge phone and airport page included, and company email for Reserves, B2B not included</i>	<i>CS may contact Flight Attendant using phone number(s) on file, and B2B messaging on IMD (if a flight is open on their schedule, including DHDs). It must be directed at an individual Flight Attendant or specific Flight Attendants. B2B messaging will not be considered Positive Contact</i>	Clarified message may be sent if a flight is open on Flight Attendant's schedule, but no earlier than the start of each duty period
<b>8.Q. LOA</b>		<i>Did not include 3-month review after implementation period</i>	For the first three months after implementation of B2B messaging, Flight Attendants may request review if they feel an error was made with B2B messaging. AFA and the Company will meet to review any disputes
<b>8.Q. LOA</b>		<i>Did not include AFA for development and testing of B2B messaging</i>	AFA representative will be involved in development and testing (providing feedback and concerns) and new B2B messaging functionality will not be implemented prior to system proving reliable and consistent
<b>8.S.</b>			Added reference to 34.A.3.

<b>Section 9: Junior Available and Premium Open Time</b>			
<b>9.E.</b>		<i>added clarification when flying premium over scheduled</i>	If the Premium OT sequence changes due to reassignment and the Flight Attendant flies (including surface DHD) more than scheduled, the flying above schedule will be paid 1.5x rate on a day-for-day basis

## Section 10: Scheduling

<b>10.F.2.d-e.</b>	<i>current process</i>	<i>incorporated bid credit for UB/CB</i>	Clarified no change to current process for UB/CB bid credit (back to current book)
<b>10.I.2.</b>	<i>currently not addressed</i>	<i>FAs precluded from being awarded flying into stations where they do not meet government requirements (i.e., vaccination requirements)</i>	Added that notification must be submitted prior to the first of the calendar month prior to bidding for following month
<b>10.R.</b>		<i>previously not included</i>  <i>previously not included</i>	Clarified Reassignment pay exclusions, adding: <ul style="list-style-type: none"> <li>• ground activities, excluding surface DHD, (e.g. aircraft swaps, pre-boarding, adjustment of ground transportation, ground training, and drug/alcohol testing)</li> <li>• pairing changes resulting from a Flight Attendant - initiated schedule change (e.g. DHD not needed, waive surface DHD, trade at SIP, jetbridge trade, fatigue program, commuter recovery, scheduling adjustments resulting from waiving CBA legalities (e.g. base turn revisions), etc.)</li> </ul>
<b>10.S.</b>		<i>Added ability to self-assign alternative assignment from Open Time during a pre-cancellation</i>	Changed term to "Pre-Cancellation Pick-Up" rather than "Pre-Cancellation Self-Assignment"
<b>10.V.</b>			Removed reference to "reserve board". Clarified annotation of schedule modification will not be part of pairing details - Company is working on programming and implementation
<b>10.X.7.</b>	<i>currently only "scheduled" DHDs</i>	<i>All DHDs converted to working will be paid 1.5x pay rate</i>	Clarified 1.5x DHD conversion premium applies if converted from DHD to working on an earlier or later flight (same city pair)
<b>10.X.9.a-b.</b>	<i>Paid \$5.00 in lieu of complimentary meal (LOA)</i>	<i>Paid \$5.00 in lieu of complimentary meal (incorporated into CBA)</i>	Paid \$8.00 in lieu of complimentary meal
<b>10.DD.10.e.</b>	<i>currently only if assigned after denying once, currently self-assign not included</i>	<i>All 4k flying will be paid 1.5x rate, including self-assign</i>	All 4k flying will be paid 1.5x rate, excluding self-assigned 4k

### Section 11: Reserve

<b>11.C.3.b.</b>	<i>Maximum 3 involuntary ER conversions. 1.5x rate for voluntary 3rd+ conversion, 2x rate for involuntary 3rd conversion</i>	<i>No maximum number of ER conversions. 2x rate for converted duty period</i>	Maximum 3 involuntary ER conversions. Reserve can volunteer for additional conversions. Paid 2x rate for converted duty period ( <i>clarified only conversions by Company</i> )
<b>11.C.3.b.</b>	<i>ER conversions are processed based on number of ER conversions, not based on Reserve Assignment List (previously LTFA)</i>	<i>No change</i>	Reserves who volunteer for ER conversion are assigned first in RAL order, Reserves who do not volunteer will be assigned after volunteers in RAL order (provided they have not met the maximum 3 ER conversions for the month)
<b>11.D.7.b.</b>	<i>currently not addressed</i>	<i>Reserve who self-assigns for first day of block may request to be released from contactability until their report time</i>	Notification of granted request will be sent via Company e-mail (similar to personal drop). If notification is not received, release is not granted.  Clarified timeline is Pacific Time, and first day of block must be after a day without Reserve duty
<b>11.E.6.b.</b>	<i>AM/PM Reserves with 5+ days in block can self-assign APSB</i>	<i>AM/PM/ER Reserves with 4+ days in block may self assign APSB</i>	AM/PM Reserves with 5+ days in block can self-assign APSB ( <i>removed ability for ER and 4 days to self-assign APSB</i> )
<b>11.G.</b>	<i>currently no additional compensation</i>	<i>Reserve is paid holiday premium on reserve guarantee if not used on contractual holiday</i>	Clarified 5 TFP would be paid at end of month at 1x rate above guarantee (not impacting RAL)

### Section 12: Exchange of Sequences

<b>12.H.1.</b>	<i>2 total out of domicile pick ups per month</i>	<i>2 out of domicile pick ups per domicile per month</i>	4 total out of domicile pick ups per month
<b>12.H.</b>	<i>Not able to pick up out of domicile Reserve blocks</i>	<i>Added ability to pick up out of domicile Reserve blocks</i>	Not able to pick up out of domicile Reserve blocks
		<i>OT drop limit report updated to calendar view</i>	Removed programming update (back to current)

### Section 15: Leaves of Absence

15.D.	<i>Flight Attendant forced into maternity leave after 28th week of pregnancy (conflicts with law)</i>	<i>Removed forced maternity leave timeline that conflicts with law</i>	Maintained presumptive disability after 28th week of pregnancy – Flight Attendant may continue working with a note from their Doctor. Because the Flight Attendant may continue working, this does not conflict with the law.
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### Section 16: Sick Leave/On the Job Injury

16.A.1.	<i>Full sick leave accrual into CBA bank</i>	<i>Sick leave accrual split into State Bank and CBA Bank</i>	Clarified sick leave is accrued to the nearest tenth
16.E.3.	<i>25% cash-out of total sick leave balance upon retirement</i>	<i>Retirement sick leave cash-out dependent on total balance at time of retirement:</i> <ul style="list-style-type: none"> <li>• <i>25% of total balance: 0.1 TFP to 560.9 TFP</i></li> <li>• <i>50% of total balance: 561 TFP to 849.9 TFP</i></li> <li>• <i>100% of total balance: 850 TFP or greater</i></li> </ul>	Retirement sick leave cash-out dependent on total balance at time of retirement: <ul style="list-style-type: none"> <li>• <i>25% of total balance: 0.1 TFP to 560.9 TFP</i></li> <li>• <i>50% of total balance: 561 TFP to 849.9 TFP</i></li> <li>• <i>100% of total balance: 850 TFP or greater</i></li> </ul>
16.E.3.	<i>25% cash-out of total sick leave balance upon retirement</i>	<i>did not include 30+ years of service provision</i>	Added that 100% of total sick leave balance will be paid out at 30+ years of service upon retirement

### Section 21: Compensation

		<i>Retro Pay from amendable date (December 2022):</i> <ul style="list-style-type: none"> <li>• <i>December 2022 - November 2023: 3% on all paid TFP in time period</i></li> <li>• <i>December 2023 - April 2024: 6.1% on all paid TFP in time period</i></li> <li>• <i>May - August 2024: The percent increase indicated at your step rate below on all paid TFP in time period</i></li> </ul>	Retro Pay from amendable date (December 2022): <ul style="list-style-type: none"> <li>• <i>December 2022 - November 2023: 3% on all paid TFP in time period</i></li> <li>• <i>December 2023 - April 2024: 6.1% on all paid TFP in time period</i></li> <li>• <i>May 2024 - March 2025: The percent increase indicated at your step rate below on all paid TFP in time period</i></li> </ul>
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<b>21.A.</b>	Year 1 \$24.95	\$32.00 (28.3% increase)	\$32.00 (28.3% increase)
	Year 2 \$28.30	\$34.00 (20.1% increase)	\$34.00 (20.1% increase)
	Year 3 \$29.69	\$36.25 (22.1% increase)	\$36.25 (22.1% increase)
	Year 4 \$32.26	\$38.50 (19.3% increase)	\$38.50 (19.3% increase)
	Year 5 \$33.67	\$42.50 (26.2% increase)	\$42.50 (26.2% increase)
	Year 6 \$37.94	\$48.00 (26.5% increase)	\$48.00 (26.5% increase)
	Year 7 \$41.64	\$52.50 (26.1% increase)	\$52.50 (26.1% increase)
	Year 8 \$42.99	\$54.25 (26.2% increase)	\$54.25 (26.2% increase)
	Year 9 \$44.16	\$56.00 (26.8% increase)	\$56.00 (26.8% increase)
	Year 10 \$45.82	\$58.00 (26.6% increase)	\$58.00 (26.6% increase)
	Year 11 \$49.20	\$59.65 (21.2% increase)	\$59.65 (21.2% increase)
	Year 12 \$52.50	\$62.25 (18.6% increase)	\$62.25 (18.6% increase)
	Year 13 \$57.13	\$72.00 (26.0% increase)	\$72.00 (26.0% increase)
	Year 14 \$58.20	\$74.00 (27.1% increase)	increased to \$74.25 (27.6% increase)
	Year 15 \$59.25	\$74.00 (24.9% increase)	increased to \$74.25 (25.3% increase)
	Year 16 \$60.31	\$74.00 (22.7% increase)	increased to \$74.25 (23.1% increase)
<b>21.A.</b>	No boarding pay	Boarding paid 0.42 TFP per departure (no change to 21.S. Pre-Boarding Compensation) • Addition of boarding pay increases overall pay by an average of 8% (range from 4.7% to 33.6%) (dependant on number of boardings per duty period)	Boarding pay increased to 0.5 TFP per departure (19% increase from TA1) • Addition of boarding pay increases overall pay by 9.6% (on average, range from 5.6% to 40% dependant on number of boardings per duty period)
<b>21.C.1</b>	\$1.00 Longevity Premium at 16 years of service	\$1.00 Longevity Premium incorporated into wage scale at Year 14, no other change to Longevity Premium (\$1.50 at 20 years of service, etc.)	Reinstated \$1.00 Longevity Premium at 16 years of service
<b>21.G.</b>	\$2.00 "A" pay	"A" pay increased to \$3.00 at DOR, then \$3.50 on DOR +1 and \$4.00 on DOR +2	"A" pay increased to \$4.00 at DOR (eliminated phase in)

21.H.1.	<i>New Years Day is paid Holiday Premium</i>	<i>Adjusted "New Year Holiday" to be the 24hr period from 1400 on New Years Eve to 1400 on New Years Day</i>	Reinstated New Years Day holiday with no added holidays ( <i>current book</i> )
21.H.	<i>currently no additional pay</i>	<i>Paid 4 TFP for a holiday free of duty mid sequence, in addition to existing 4 TFP for EOR</i>	Clarified that Holiday RON functions like Sit Pay:  <ul style="list-style-type: none"> <li>• Lineholders paid if scheduled and not achieved</li> <li>• Reserve paid only if achieved</li> <li>• Not paid if Flight Attendant calls out sick</li> </ul>
21.M.			Added Holiday RON pay to list of exclusions for pay protection
21.R.	<p><i>\$2,500 total Productivity Premium Program (PPP) payout</i></p> <p><i>Four single months (\$350 each) and one 8-month block (\$1100)</i></p> <p><i>Exceed line award by 5 TFP per single month, 40 TFP for 8-month block</i></p> <p><i>currently no boarding TFP exists</i></p> <p><i>currently no sick leave counts</i></p> <p><i>All Union Business (UB) and Company Business (CB) counts toward PPP</i></p>	<p><i>Total PPP payout increased to \$4,000</i></p> <ul style="list-style-type: none"> <li>• <i>Three PPP blocks per year, any combination of four bid months</i></li> <li>• <i>Company may change combinations of 4 bid months annually, notice prior to August 1st for vacation bidding</i></li> <li>• <i>Pay for each PPP block is company discretion, minimum \$500 per block (provided annual total is \$4,000)</i></li> <li>• <i>Exceed 40 TFP over line award per 4-month block to achieve PPP</i></li> <li>• <i>Boarding counts toward 40 TFP requirement</i></li> <li>• <i>State Bank sick leave counts toward 40 TFP requirement</i></li> </ul> <p><i>At least 40 TFP must come from sources other than UB/CB</i></p>	<p>Total PPP payout remains \$2,500 for 2026+</p> <ul style="list-style-type: none"> <li>• Two PPP blocks, set months:</li> <li>• Block 1: March, April, May (\$500 paid June)</li> <li>• Block 2: June, July, August, December (\$2,000 paid January)</li> <li>• Exceed 30 TFP over line award for Block 1</li> <li>• Exceed 40 TFP over line award for Block 2</li> <li>• Boarding counts toward TFP requirements</li> <li>• State Bank sick leave counts toward TFP requirements</li> </ul> <p>All UB and CB counts toward PPP</p>



PPP LOA		<i>PPP changes would have taken place at start of 2025</i>	For 2025: Hybrid system of current 8-month block (\$1,100) and TA2 Block 2 (\$2,000) due to implementing mid-year. Months with State Bank sick leave implemented require 10 TFP overage, months without State Bank sick leave implemented require 5 TFP overage
21.T.3.			Clarified the 1.0 TFP SIT pay for Reserve is only if actual ground time is in excess of 2 hours between flights

**Section 23: Insurance Benefits**

23.A.	<p><i>PPO contributions frozen at 2019 \$ amount</i></p> <p><i>PPO contribution will not increase more than 15% from prior year</i></p>	<p><i>Updated PPO insurance contributions:</i></p> <ul style="list-style-type: none"> <li>• 2025: 18% of total PPO premium cost</li> <li>• 2026: 20% of total PPO premium cost</li> <li>• 2027: 20% of total PPO premium cost</li> </ul> <p><i>PPO contribution will not increase more than 15% from prior year</i></p>	<p><i>Updated PPO insurance contributions:</i></p> <ul style="list-style-type: none"> <li>• 2026: 3% increase from 2025</li> <li>• 2027: 8% increase from 2026</li> <li>• 2028: 8% increase from 2027</li> <li>• 2029+: up to 8% increase from prior year</li> <li>• At no time will the PPO contribution be more than 20% of the total premium cost</li> <li>• After the 3% increase in 2026, PPO contribution will not increase more than 8% from prior year</li> </ul>
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**Section 25: Air, Safety, Health, & Security**

add		<i>Added provision addressing declared pandemic significantly impacting operations</i>	Removed "inoculations" reference from new provision
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**Section 27: General Association**

27.P.1.g.	<i>UB/CB override - currently 5% in lieu of per diem</i>	<i>UB/CB override - 5% in lieu of per diem, add 8% in lieu of boarding</i>	<i>UB/CB override - 5% in lieu of per diem, add 9.6% in lieu of boarding</i>
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**Section 29: Performance Based Pay and Retirement**

<b>29.B.</b>	7.5% 401(k) match	Increased to 8% at date of ratification and 8.5% at DOR +2	Increased to 8% at date of ratification and 8.5% at DOR +1 (moved phase in a year earlier)
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**Section 30: Training**

<b>30.A.4.c.</b>	Able to waive below 10hrs rest prior to training and be paid 2x rate		Removed provision (not able to waive below 10 hours rest due to FAA 10 hour minimum rest)
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**Section 32: Attendance Policy**

<b>32.C.1.c.</b>	previously required Reserve to check e-mail at the end of assignment		Replaced e-mail with new B2B messaging when changes in §8.Q. Contactability are implemented
<b>32.G.</b>	currently 4 Quarterly Point Reduction forms	Changed to 3 Point Reduction forms (one per 4 month trimester)	2026+ - changed to 3 Point Reduction forms (one per 4 month trimester) 2025 only - maintained 4 QPR forms

**Section 33: Charters**

<b>33.A.3.H.2.</b>			Aligned language changes in §11.B.11. and §33.A.3.h.2. from TA1 regarding the assignment of Charters or over-duty Charters to a Reserve based on the Reserve Assignment List and the “fly” preference
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**Section 34: Lodging and Transportation**

34.A.3			Clarified Day Rooms will not be provided on §8.S. pairings, even if the ground time is 4+ hours, due to safety concerns. Instead, the Company will compensate each Flight Attendant the amount of the contracted crew rate for the hotel room
34.B.3.		<i>Updated transportation requirements</i>	Clarified AFA and the Company may agree to adjust scheduled van arrival times at the airport after RON to more than 15 minutes for specific airports with persistent delays due to time it takes Flight Attendants to get from curb to gate (e.g. ATL, DEN, SLC, JFK). Parties will mutually develop and maintain a regular review process

**LOA: Management Participation in Immersion Program Onboard Aircraft (new)**

		<i>Did not include restriction</i>	Restricted to Managing Directors and above (about 100 individuals)
		<i>Did not include notification requirement</i>	Requires minimum 24hr advance notification. CS will annotate the sequence with name, title, flight numbers, and city pairs
		<i>Did not include limit</i>	Limits each individual to one Immersion (2 flights) every other year
		<i>Did not include Inflight Service Committee recommendations</i>	Company will consider Inflight Service Committee recommendations regarding which flights are available for Immersion, to ensure they represent the general Flight Attendant experience
			Vice Presidents and above (about 30 individuals) are not subject to the above requirements. They are subject to all original requirements/conditions of the TA1 LOA

**LOA: Market Rate Adjustment Negotiation (new)**

		<i>Parties agree to negotiate market rate adjustment language in good faith during JCBA negotiations</i>	Greater of downline % increase or % increase achieved by averaging top of scale pay rates for United (after a new agreement is in place), American, Delta, Southwest, and JetBlue. <ul style="list-style-type: none"><li>• Carriers paid in block will be converted to TFP for comparison</li><li>• Carriers with boarding pay - no adjustment</li><li>• Carriers without boarding pay - top of scale rate reduced by 9.6%</li><li>• If any carrier implements a new pay system (deplaning pay, hourly, etc.), AFA and Company will meet to resolve how new pay system is accounted for in MRA language (the carrier will be dropped from MRA calculation until agreement on an appropriate comparison)</li></ul>
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**Global**

			Removed "management discretion" language (§5 Operational Incident Drop (Without Points), §8.E., §8.K., §8.Q., §10.Q., §10.S.6.b.5., §10.CC.6., §11.J.3.e., §15.B.2., §15.G.3.b., §15.H.4., §15.H.6., §24.K., §25.H.7., §30.A.12., §32.C.14., §32.K.)
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