



# TA2 Implementation Timeline

February 6, 2025 *list version*

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

Most changes will take effect at 12 AM PT on March 2, 2025, including pay increases, most pay components, and most work rule changes. Some provisions have already been implemented in preparation for possible ratification, and some provisions take time to implement due to programming or other considerations. Here is a timeline of implementation:

### **Already Implemented:**

- §8 Hours of Service
  - Hardstand debrief extensions
  - Adjusting to later report to maintain FARs
  - Duty code added to track no assignment on duty
  - Minimum rest and procedure to restore rest
  - 8.S. sequences offered first to original crew
- §10.X. Deadhead
  - All DHD require non-bumpable seat on next AAG flight
  - DHD seating assignments
- §11.F. Airport Standby
  - Assigned in Reserve Assignment List order
- §30.B-C. Homestudy CBT incorporation of drill videos
  - \$150 pay for CBT applies retroactive for all of 2025

### **February 28, 2025:**

- Changes to Sections 1-7
- §13 Uniforms
  - Increased Arctic Boot reimbursement
  - Updated maternity uniform return process
- §15.G. Leaves related to serious incidents
  - Eliminated “where FA provided first aid”, added if the AED is used
  - Company must disclose leave options to Flight Attendant
- §16.E. Maximum sick leave bank increased from 1700 TFP to 2400 TFP

### **March 2, 2025:**

- §8 Hours of Service
  - At the gate 45 minutes prior for hardstand
  - >12:30 Duty Day
  - >16:00 Duty Day
  - >14:00 duty in domicile
  - >14:00 duty in outstation
  - Adjusted for double-out rest
  - 2.0x for waiving double-out rest
  - Restoration of 48/7 rest
  - Flying without 48/7 rest
  - Rest between trips between 10:00 and 10:30
  - Updated surface DHD times
  - Delay Notification
  - Base Turn time reduced to 1:30
- §9.E.4. Trading safety positions & retaining premium

- §10 Scheduling
  - Lineholders have 13 days off in a 31-day month (*for April*)
  - 2.5x pay for any flights touching days off
  - Same-Day Scheduling Changes & Reassignments
  - Pre-Cancellations
  - 1.5x for sitting in jumpseat when DHD
  - 1.5x DHD converted to working
  - Personal drop timeline changed to 1400
  - Reserve 4K pay (*see 11.G.12*)
- §11 Reserve
  - Reserve: general
  - ER conversion premium for TFP flown or APSB
  - Premium 1 TFP at 2.0x for ER if not used
  - All ER conversions treated the same
  - 2x for APSB assigned past last flight of day
  - Less than 3 hour notice provision
  - Reserves may self-assign trip breaking guarantee
  - Reserve removed for over-covered by downgrade
  - Reserve removed for Lineholder who calls in well
  - APSB excluded from “Fly” preference
  - 1.5x if APSB duty day exceeds 10.5 hours
  - ER 2.0x for APSB
  - \$2.50 per TFP flown on an APSB reserve day
  - Boarding Pay above guarantee
  - Reserve paid holiday premium on guarantee when not used
- §12 Exchange of Sequences
  - Jetbridge trade updates
  - 15-minute hold for new open time before 1400 PT
  - TSN increases for March
- §16 Sick Leave/On the Job Injury
  - Improved retirement sick leave cash out
  - TFP conversion changed from 1.13 to 1.11
- §17.C. Clarified different outcomes of medical examination and applications of pay protection
- §21 Compensation
  - New pay rates
  - Boarding Pay
  - Increased “A” pay
  - Increased international pay, add pre-cleared international destinations
  - Increased block delay pay to 1.11 TFP/hour
  - Increased Surface DHD pay to 0.75 TFP/hour, minimum of 1 TFP
  - Increased to \$30 per drug/alcohol test
- §22 Expenses
  - Increased per diem to \$2.75/hour
  - Added reimbursement of passport photos and expedited fees
- §23 Insurance Benefits (rates, adoption, etc.) (*03/02/25 for 2026 benefits*)
- §25.G.7. Flight Attendant accompanying injured crewmember
- §27.P.1.g. Add 9.6% UB/CB override in lieu of Boarding Pay
- §29.B. Increased 401(k) match to 8%

- §30.A. General Training
  - \$200 reimbursement per hotel night for training in domicile if address is more than 50 line miles from the training facility
  - \$30 daily transportation reimbursement if flying to attend training in domicile
- §33.A. Clarified language regarding charter bidding, re-bids, and vacancies (*applies to Charter bids posted after 03/02/2025*)
- §34 Lodging and Transportation
  - Provision to avoid RONs at hotel during active labor dispute. AFA may request review of hotel prior to expiration of hotel contract if there is substantive change to property.
  - Clarified day rooms
  - Addressed transportation and hotel wait times
- §37 Commuter Policy (*enhanced existing commuter provisions*)

#### **January 1, 2026:**

- §14 6th week at 25 years of service (*no 960 TFP requirement*)
  - *2025 bidding for 2026 vacation*
- §14 1/4 earned vacation applies toward Vacation 480
  - *2025 accrual for 2026 vacation*
- §32 Quarterly Point Reduction Forms changed to one Point Reduction Form per trimester

#### **Other**

- §16 State sick leave bank and provisions
  - Timeline will be communicated once programming is complete
- §34 Hotel quality/requirement changes
  - Hotels updated as hotel contracts expire