



# TA2 Implementation Timeline

February 6, 2025 *spreadsheet version*

---

**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:

Citation	Provision	Implementation Date
<b>Sections 1-5</b>		2/28/2025
<b>Section 6: Seniority</b>		
<b>6.B.2</b>	Seniority tiebreaker for new-hire Flight Attendants	2/28/2025
<b>Section 7: Probation Period</b>		2/28/2025
<b>Section 8: Hours of Service</b>		
<b>8.D.1.</b>	At the gate 45 minutes prior for hardstand	03/02/25
<b>8.D.2.</b>	Hardstand debrief extensions	<i>implemented</i>
<b>8.D.5.</b>	Adjust a later report to maintain FARs	<i>implemented</i>
<b>8.E.</b>	Add duty code if no assignment to track duty	<i>implemented</i>
<b>8.F.1.</b>	>12:30 Duty Day	03/02/25
<b>8.F.2.</b>	>16:00 Duty Day	03/02/25
<b>8.G.1.</b>	>14:00 duty in domicile	03/02/25
<b>8.G.2.</b>	>14:00 duty in outstation	03/02/25
<b>8.H.1.</b>	Adjusted for double-out rest	03/02/25
<b>8.H.2.</b>	2.0x for waiving double-out rest	03/02/25
<b>8.K.</b>	Updated rest & procedures to restore rest	<i>implemented</i>
<b>8.L.2.a</b>	Restoration of 48/7 rest	03/02/25
<b>8.L.2.b.</b>	Flying without 48/7 rest	03/02/25
<b>8.M</b>	Rest between trips between 10:00 and 10:30	03/02/25
<b>8.O.</b>	Updated surface DHD times	03/02/25
<b>8.R.</b>	Delay Notification	03/02/25
<b>8.S</b>	8.S. sequences offered first to original crew	<i>implemented</i>
<b>8.T.</b>	Base Turn time reduced to 1:30	03/02/25
<b>Section 9: Junior Available and Premium Open Time</b>		
<b>9.E.4.</b>	Trading safety positions & retaining premium	03/02/25

<b>Section 10: Scheduling</b>		
10.E.	Lineholders have 13 days off in a 31-day month	03/02/25 (for April)
10.E.	2.5x pay for any flights touching days off	03/02/25
10.R.	Same-Day Scheduling Changes & Reassignments	03/02/25
10.S.2-9.	Pre-Cancellations	03/02/25
10.X.2.a.	All DHD require non-bumpable seat & next available AAG flight	<i>implemented</i>
10.X.2.b.	1.5x for sitting in jumpseat when DHD	03/02/25
10.X.2.d.	DHD Seating Assignments	<i>implemented</i>
10.X.7.	1.5x DHD converted to working	03/02/25
10.Z.3.	Personal drop timeline changed to 1400	03/02/25
10.DD.10.d.&e.	Reserve 4K pay (see 11.G.12)	03/02/25
<b>Section 11: Reserve</b>		
11.B	Reserve: general	03/02/25
11.C.3.b.3.	ER conversion premium for TFP flown or APSB	03/02/25
11.C.3.b.4	Premium 1 TFP at 2.0x for ER if not used	03/02/25
11.C.3.d.	All ER conversions treated the same	03/02/25
11.C.5.	2x for APSB assigned past last flight of day	03/02/25
11.D.2.	Less than 3 hour notice provision	03/02/25
11.E.1.d.	Reserves may self-assign trip breaking guarantee	03/02/25
11.E.1.e.3.	Reserve removed for over-covered by downgrade	03/02/25
11.E.1.e.4.	Reserves removed for Lineholder who calls in well	03/02/25
11.E.2.a.	APSB excluded from "Fly" preference	03/02/25
11.F.5.	APSB assigned within same order as RAL	<i>implemented</i>
11.F.9.	1.5x if APSB duty day exceeds 10.5 hours	03/02/25
11.F.11	ER 2.0x for APSB	03/02/25
11.G.2.	\$2.50 per TFP flown on an APSB reserve day	03/02/25
11.G.7.	Boarding Pay above guarantee	03/02/25
11.G.12	Reserve paid holiday premium	03/02/25
<b>Section 12: Exchange of Sequences</b>		
12.C.7.	Jetbridge trade updates	03/02/25
12.E.1.d.	15-minute hold for new open time before 1400 PT	03/02/25
12.F.3.	TSN increases for March	03/02/25
<b>Section 13: Uniforms</b>		
13.D.1	Increase arctic boot reimbursement to \$250	02/28/25
13.K	Updated maternity uniform return process	02/28/25

<b>Section 14: Vacations</b>		
13.D.1	6th week at 25 years of service ( <i>no 960 TFP requirement</i> )	2025 bidding for 2026 vacation
13.K	1/4 earned vacation applies toward Vacation 480	2025 accrual for 2026 vacation
<b>Section 15: Leaves of Absence</b>		
15.G.2 & 3	Eliminated "where FA provided first aid", added if the AED is used, Company must disclose leave options to Flight Attendant	02/28/25
15.H.1	Added 2nd or 3rd trimester miscarriage and stillbirth to bereavement leave of absence	03/02/25
15.H.3	Days for bereavement don't have to be consecutive	03/02/25
15.H.4	Timeline increased to 90 days	03/02/25
<b>Section 16: Sick Leave/On the Job Injury</b>		
16.E.3	Maximum sick leave bank increased from 1700 TFP to 2400 TFP	02/28/25
16.E.	State sick leave bank and provisions	Timeline communicated when programming is complete
16.E.4	Improved retirement sick leave cash out	03/02/25
16.D	TFP conversion changed from 1.13 to 1.11	03/02/25
<b>Section 17: Medical Examination</b>		
17.C	Clarified different outcomes of medical examination, and applications of pay protection	03/02/25
<b>Section 21: Compensation</b>		
21.A.1	New pay rates	03/02/25
21.A.2	Boarding Pay	03/02/25
21.G	Increased "A" pay	03/02/25
21.I	Increased international pay, add pre-cleared international destinations	03/02/25
21.J	Increased block delay pay to 1.11 TFP/hour	03/02/25
21.L	Increased Surface DH pay to 0.75 TFP/hour, minimum of 1 TFP	03/02/25
21.W	Increase to \$30 per drug/alcohol test	03/02/25
<b>Section 22: Expenses</b>		
22.A	Increase per diem to \$2.75/hour	03/02/25
22.D	Added reimbursement of passport photos and expedited fees	03/02/25

<b>Section 23: Insurance Benefits</b>		03/02/25 for 2026 benefits
<b>Section 25: Air Safety, Health, and Security</b>		
25.G.7	Flight Attendant accompanying injured crewmember	03/02/25
<b>Section 27: General Association</b>		
27.P.1.g.	Add 9.6% UB/CB override in lieu of Boarding Pay	03/02/25
<b>Section 29: Performance Based Pay and Retirement</b>		
29.B	Increase 401(k) match to 8%	03/02/25
<b>Section 30: Training</b>		
30.A.	\$30 daily transportation reimbursement if flying to attend training in domicile	03/02/25
30.A.	\$200 reimbursement per hotel night for training in domicile if address is more than 50 line miles from the training facility	03/02/25
30.B-C.	\$150 pay for Homestudy CBT, added drill videos	<i>implemented (\$150 pay applies retroactive for all of 2025)</i>
<b>Section 32: Attendance Policy</b>		
32	Quarterly Point Reduction Forms changed to one Point Reduction Form per trimester	01/01/2026
<b>Section 33: Charters</b>		
33.A.	Clarified language regarding charter bidding, re-bids, and vacancies	Charter bids posted after 03/02/25
<b>Section 34: Lodging and Transportation</b>		
34.A.	Hotel quality/requirement changes	Hotels updated as hotel contracts expire
34.A	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.	03/02/25
34.A.3	Clarifies day rooms	03/02/25
34.D	Addressed transportation and hotel wait times	03/02/25
<b>Section 37: Commuter Policy</b>		
37.A.3	Enhanced existing commuter provisions	03/02/25