



2025 CBA Implementation Timeline

list version
03/12/2025

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

This is an updated contract implementation timeline, including provisions that are already implemented. Additions are highlighted:

Implemented Before Ratification:

- §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
 - Gained same 8.S. evacuation options afforded to pilots
 - One Call LOA
- §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
 - Electronic list of Reserves on APSB available (on Crew Access)
- §23 IVF/adoption benefits/reimbursements
 - Applies retroactively for all of 2025
- §30.B-C. Homestudy CBT incorporation of drill videos
 - \$150 pay for CBT applies retroactively for all of 2025
- Fatigue Risk Management Program LOA
- Onboard Breaks LOA

Implemented February 28, 2025:

- Changes to Sections 1-7 (e.g. non-discrimination, etc.)
- §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

Implemented 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
 - Preclusion from being awarded flying into stations where not meeting government requirements (e.g. yellow fever vaccine for Costa Rica)
 - Same-Day Scheduling Changes & Reassignments
 - Pre-Cancellations
 - 1.5x for sitting in jumpseat when DHD
 - 1.5x DHD converted to working
 - Paid \$8 in lieu of complimentary meal when DHD on QX or OO
 - Personal drop timeline changed to 1400
 - Personal drops do not count as split for Reserve
 - Reserve 4K pay (*see 11.G.12*)
 - Pre-cancellation changes (e.g., minimal schedule changes)
 - Not including pre-cancellation pick up, see below
- §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 (*manual process until automated*)
 - Reserve release from contactability after self-assignment
- §12 Exchange of Sequences
 - Jetbridge trade updates

- 15-minute hold for new open time before 1400 PT
 - TSN increases for March
 - Increased out-of-domicile pick up to 4 total per month
 - Currently will receive an error message but still able to pick up 4
- §15 Leaves of Absence
 - Updates to bereavement language
- §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
 - Holiday RON (*manual process until automated*)
- §22 Expenses
 - Increased per diem to \$2.75/hour
 - Added reimbursement of passport photos and expedited fees
- §23 Insurance Benefits (rates, etc.) (*03/02/25 for 2026 benefits*)
 - Boarding TFP counts toward Insurance 480
- §25.G.7. Flight Attendant accompanying injured crewmember
- §27.P.1.f. Conference/video call scheduled for and actually 30 minutes or less is paid 2 TFP
- §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 in Peoplesoft is more than 50 line miles from the training facility
 - \$30 daily transportation reimbursement if flying to attend training in domicile
- §32.C.1. Reserve assessed No Show:
 - Return call: choose release until next RAP with one-day reduction in Reserve Guarantee or returned to RAL with no reduction
 - Don't return call: released until next RAP with one-day reduction in Reserve Guarantee
- §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
- Paid 0.75 TFP per hour, prorated, for excessive hotel/transportation wait times
- Reimbursed up to \$400 for hotel self-help with excessive wait time
- §37 Commuter Policy
 - Enhanced existing commuter provisions
 - Verification method for Flight Deck Jumpseat/weight and balance commuting failure still in progress. If your commuting failure falls under this provision, open an AFA Alaska support ticket
 - Ground commuting call requirement updated from 1hr before report to 30 minutes before report
 - Codified Other Air Line commuter provisions
- Management Immersion Program LOA
- Instructor Handbook LOA
- Flight Attendant Instructor Scope LOA
- Flight Attendant Jumpseat Occupancy LOA
- Legacy Retiree Pass Privileges LOA

Quarter 1, 2025:

- Inflight Website TFP Calculators
 - Work begins March 20th (calculators will be frozen)
- §33 Charter bidding preference forms
 - Tentatively scheduled for March 27th

Quarter 2, 2025:

- §8 B2B Contactability
 - Tentatively June 1 implementation
- §10 Increase scheduled sit time during 4k turn to 75 minutes
 - April bidding for May sequences
- §15 Sick Leave Coordination
 - Tentatively May 1 implementation
- §16 State Bank Sick Leave
 - Tentatively April 1 notification for May 1 implementation
- §21 PPP Bonus Restructure
 - Tentatively May 1 implementation
- §21 Boarding Pay visible in Rainmaker
 - Tentatively April 1
- §26 Dues in arrears
 - April 20th paycheck
- Boarding and Retro Pay Calculators removed from TeamAAG on May 5th

January 1, 2026:

- §13 Uniform allotment increase
- §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
- Recurrent Training Hours LOA

Other

- §29 401(k) true-up for all of 2025
 - Quarter 1, 2026
- §34 Hotel quality/requirement changes
 - Hotels updated as hotel contracts expire
- Market Rate Adjustment LOA
 - March 2, 2026
- Hotel Gainshare LOA
 - LOA specifies timeline

Date to be determined:

- §9 Premium Open Time trading in Crew Access
- §10 Waiving rest to 26/7 on layover during bidding
- §10.S. Pre-Cancellation Pick Up
- §21 Boarding pay showing in Crew Access and PBS