



2025 CBA Implementation Timeline

spreadsheet 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:

Citation	Provision	Implementation Date
Sections 1-5		2/28/2025
Section 6: Seniority		
6.B.2	Seniority tiebreaker for new-hire Flight Attendants	2/28/2025
Section 7: Probation Period		2/28/2025
Section 8: Hours of Service		
8.D.1.	At the gate 45 minutes prior for hardstand	03/02/25
8.D.2.	Hardstand debrief extensions	<i>before ratification</i>
8.D.5.	Adjust a later report to maintain FARs	<i>before ratification</i>
8.E.	Add duty code if no assignment to track duty	<i>before ratification</i>
8.F.1.	>12:30 Duty Day	03/02/25
8.F.2.	>16:00 Duty Day	03/02/25
8.G.1.	>14:00 duty in domicile	03/02/25
8.G.2.	>14:00 duty in outstation	03/02/25
8.H.1.	Adjusted for double-out rest	03/02/25
8.H.2.	2.0x for waiving double-out rest	03/02/25
8.K.	Updated rest & procedures to restore rest	<i>before ratification</i>
8.L.2.a	Restoration of 48/7 rest	03/02/25
8.L.2.b.	Flying without 48/7 rest	03/02/25
8.M	Rest between trips between 10:00 and 10:30	03/02/25
8.O.	Updated surface DHD times	03/02/25
8.Q.	B2B Contactability	tentative 06/01/25
8.R.	Delay Notification	03/02/25
8.S	8.S. sequences offered first to original crew	<i>before ratification</i>
8.S.	Gained same evacuation options afforded to pilots	<i>before ratification</i>
8.T.	Base Turn time reduced to 1:30	03/02/25
Section 9: Junior Available and Premium Open Time		
9.E.4.	Trading safety positions & retaining premium	03/02/25

Section 10: Scheduling		
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.I.	Preclusion from being awarded flying into stations where not meeting government requirements (e.g. yellow fever vaccine for Costa Rica)	03/02/25
10.M.	Waive rest to 26/7 on layover during bidding	TBD
10.R.	Same-Day Scheduling Changes & Reassignments	03/02/25
10.S.2-9.	Pre-Cancellations (not including pre-cancellation pick up)	03/02/25
10.S.	Pre-Cancellation pick up	TBD
10.X.2.a.	All DHD require non-bumpable seat & next available AAG flight	<i>before ratification</i>
10.X.2.b.	1.5x for sitting in jumpseat when DHD	03/02/25
10.X.2.d.	DHD Seating Assignments	<i>before ratification</i>
10.X.7.	1.5x DHD converted to working	03/02/25
10.X.9.	Paid \$8 in lieu of complimentary meal when DHD on QX or OO	03/02/25
10.Z.3.	Personal drop timeline changed to 1400	03/02/25
10.Z.4.	Personal drops do not count as split for Reserve	03/02/25
10.DD.2.b.	Increase scheduled sit time during 4k turn to 75 minutes	April bidding for May sequences
10.DD.10.d.&e.	Reserve 4K pay (see 11.G.12)	03/02/25
Section 11: Reserve		
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.D.	Reserve release from contactability after self-assignment	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>before ratification</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.F.	Electronic list of Reserves on APSB available (on Crew Access)	<i>before ratification</i>
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 (<i>manual process until automated</i>)	03/02/25

Section 12: Exchange of Sequences		
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
12.H.	Increased out-of-domicile pick up to 4 total per month <i>(Currently will receive an error message but still able to pick up 4)</i>	03/02/25
Section 13: Uniforms		
13.D.	Increase uniform allotment	01/01/26
13.D.1	Increase arctic boot reimbursement to \$250	02/28/25
13.K	Updated maternity uniform return process	02/28/25
Section 14: Vacations		
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
Section 15: Leaves of Absence		
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
15.M.	Sick leave coordination	tentative 05/01/25
Section 16: Sick Leave/On the Job Injury		
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	tentative 04/01/25 notification for 05/01/25 implementation
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
Section 17: Medical Examination		
17.C	Clarified different outcomes of medical examination, and applications of pay protection	03/02/25

Section 21: Compensation		
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.H.	Holiday RON (<i>manual process until automated</i>)	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.R.	PPP Bonus Restructure	tentative 05/01/25
21.W	Increase to \$30 per drug/alcohol test	03/02/25
Section 22: Expenses		
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
Section 23: Insurance Benefits		
		03/02/25 for 2026 benefits
	IVF/adoption benefits/reimbursements	<i>before ratification (applies retroactively for all of 2025)</i>
	Boarding TFP counts toward Insurance 480	03/02/25
Section 25: Air Safety, Health, and Security		
25.G.7	Flight Attendant accompanying injured crewmember	03/02/25
Section 26: Association Security		
26.F.	Mechanism to collect dues in arrears	04/20/25 paycheck
Section 27: General Association		
27.P.1.f.	Conference/video call scheduled for and actually 30 minutes or less is paid 2 TFP	03/02/25
27.P.1.g.	Add 9.6% UB/CB override in lieu of Boarding Pay	03/02/25
Section 29: Performance Based Pay and Retirement		
29.B	Increase 401(k) match to 8%	03/02/25
29.B.	401(k) true-up for all of 2025	quarter 1, 2026

Section 30: Training		
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 in Peoplesoft 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>before ratification (\$150 pay applies retroactively for all of 2025)</i>

Section 32: Attendance Policy		
	Reserve assessed No Show:	03/02/2025
	• 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	
32	Quarterly Point Reduction Forms changed to one Point Reduction Form per trimester	01/01/2026

Section 33: Charters		
33.A.	Clarified language regarding charter bidding, re-bids, and vacancies	Charter bids posted after 03/02/25
	Charter bidding preference forms	tentative 03/27/25

Section 34: Lodging and Transportation		
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	Paid 0.75 TFP per hour, prorated, for excessive hotel/transportation wait times	03/02/25
34.D.	Reimbursed up to \$400 for hotel self-help with excessive wait time	03/02/25

Section 37: Commuter Policy

	Enhanced existing commuter provisions	03/02/25
	• 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	03/02/25
	Codified Other Air Line commuter provisions	03/02/25

Letters of Agreement

	Instructor Handbook	03/02/25
	Fatigue Risk Management Program	<i>before ratification</i>
	Flight Attendant Instructor Scope	03/02/25
	Flight Attendant Jumpseat Occupancy	03/02/25
	Hotel Gainshare	LOA specifies timeline
	Legacy Retiree Pass Privileges	03/02/25
	Market Rate Adjustment	03/02/26
	Onboard Breaks	<i>before ratification</i>
	One Call	<i>before ratification</i>
	Recurrent Training Hours	01/01/26