



2025-2028

Collective Bargaining Agreement

**Association of
Flight Attendants-CWA**



AFL-CIO

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PREAMBLE

THIS Collective Bargaining Agreement (hereinafter known as the "Agreement" or "CBA") is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ALASKA AIRLINES, INC. (hereinafter known as the "Company") and the AIRLINE FLIGHT ATTENDANTS in the service of ALASKA AIRLINES, INC., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS-COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO (hereinafter known as the "Association").

The Association of Flight Attendants has been certified by the National Mediation Board in Case No. R-7478, to represent the Airline Flight Attendants in the service of the Company and on their behalf negotiate and conclude an Agreement with the Company as to the rates of pay, rules and working conditions covering the Flight Attendants in the employ of the Company in accordance with the provisions of the Railway Labor Act, as amended.

1.A. Membership Non-Discrimination based on Association Membership**1.B. Non-Discrimination Policy****A. MEMBERSHIP NON-DISCRIMINATION BASED ON ASSOCIATION MEMBERSHIP**

No employee covered by this Agreement will be interfered with, restrained, coerced or discriminated against by the Company or the Association because of membership in the Association. All employees will be free to engage in lawful Association activities or to refrain from such activities.

B. NON-DISCRIMINATION POLICY

Neither the Company nor the Association will discriminate in any way against any employee based on that employee's inclusion in any classification protected from discriminatory treatment by Company Policy and State or Federal Law, including but not limited to race, color, ancestry or national origin, citizenship or immigration status, religion or creed, age, disability, sex or gender, pregnancy, sexual orientation, gender identity or gender expression, military or veteran status, marital or parental status, or medical or genetic information.



Section 2

Purpose of Agreement

The purpose of this Agreement is, in the mutual interest of the Company and employees, to provide for the operation of the services of the Company under methods that will further, to the fullest extent possible, the comfort and well-being of Alaska Airlines passengers, the efficiency of operation and the continuation of employment under conditions of reasonable hours, proper compensation and reasonable working conditions. It is recognized to be the duty of the Company, the employees and the Association to cooperate fully for the attainment of these purposes.

- 3.A. Recognition**
- 3.B. Recognition of Managerial Rights**
- 3.C. Managerial Rights Retained by the Company**
- 3.D. Scope**
- 3.E. Non-Revenue Generating (14 CFR part 91) Flights**
- 3.F. Card Check**
- 3.G. Foreign Domiciles**
- 3.H. Information Sharing**
- 3.I. Scope of the Agreement**

A. RECOGNITION

In accordance with certification R-7478 made by the National Mediation Board (NMB), the Company hereby recognizes the Association as the exclusive authorized representative of the Flight Attendants in the service of the Company for purposes of the Railway Labor Act, as amended.

B. RECOGNITION OF MANAGERIAL RIGHTS

Employees covered by this Agreement will be governed by all Company rules, regulations and orders previously or hereafter issued by proper authorities of the Company that are not in conflict with the terms and conditions of this Agreement and that have been made available to the affected employees prior to becoming effective.

C. MANAGERIAL RIGHTS RETAINED BY THE COMPANY

The right to manage and direct the working forces, subject to the provisions of this Agreement, is vested in and retained by the Company.

D. SCOPE

The Company will not engage in any 14 CFR Part 121 operations unless all flying is performed exclusively by the Flight Attendants whose names appear on the Alaska Airlines Flight Attendant System Seniority List in accordance with the then effective Agreement with the Association, (except as noted in D.1. and D.2., below) or to the extent that such requirement has been or is waived by another agreement between the parties.

1. Inflight management holding an FAA Flight Attendant certificate may perform Flight Attendant duties in the following manner for the purposes of remaining current and to assist with job and crew familiarization.
 - a. During a check-ride or an IOE, the manager(s) will not count toward the FAA required minimum crew;
 - b. May pre-board flights when the CFR required number of Flight Attendants is not available;
 - c. Inflight management may work as a Flight Attendant on a sequence under the following provisions:
 1. The Inflight management employee may work a scheduled sequence only in an open position as the "D" Flight Attendant on a three (3) person minimum crew or an "E" Flight Attendant on a four (4) person minimum crew.
 2. They will be considered a working member of the crew and must follow all requirements in the Flight Attendant Manual (FAM) and all limitations in the applicable Sections of the CBA (e.g. duty and rest provisions). They will be considered a "crewmember" for the purpose of this provision. Their effective seniority will be considered to be the most junior Flight Attendant on that flight.
 3. The Inflight management employee must work an entire sequence or a portion of a sequence broken at a SIP. The sequence must be legally constructed out of a Flight Attendant domicile.
 4. When the Inflight management employee is working as minimum crew, they may swap service or safety positions with a Flight Attendant. However, when the Inflight management employee is working as an extra crewmember, they may swap service positions only. If a safety position is swapped, Crew Scheduling must be notified, and the swap must be for the entire sequence.
 5. No single-source discipline may result from the Inflight management employee's presence on the sequence. Safety issues will be eligible for submission under the Aviation Safety Action Program (ASAP). If either party does not participate in the ASAP program, the Company and the Association will meet and agree to an equivalent alternative process.

- d. The Company will provide to the Association a list of sequence(s) flown by Inflight management holding an FAA Flight Attendant certification prior to the commencement of each trip if the Inflight management assignment is known in advance. If the assignment is not made in advance (e.g., to avoid a cancellation), then notification will be by the following calendar day.
2. Inflight management, holding an FAA Flight Attendant certificate, flying to avoid a cancellation:
 - a. An Inflight management employee may work a flight as a member of the minimum crew to avoid a cancellation.
 - b. Provisions c.2., c.4., and c.5., above, will apply.
3. List of management holding an FAA Flight Attendant certificate:
 - a. The Company will provide the Association with a current list of all FAA Flight Attendant certified management (including those outside of the Inflight division) and will update the list and notify the Association with any roster changes.
 - b. The pool of management personnel holding an FAA Flight Attendant certificate will not exceed a number equal to two percent (2%) of the Flight Attendant System Seniority List.
 - c. Management personnel holding an FAA Flight Attendant certificate may maintain their respective FAA Flight Attendant certificate regardless of role in the Company pursuant to the following terms and conditions:
 1. Management personnel under this provision may not attend Requalification Level III (i.e., attend Flight Attendant Initial Training) to maintain their currency.
 2. Under no circumstances will these individuals be permitted to perform safety-related duties as a Flight Attendant prior to occupying a permanent position within the Inflight division, including during any work action that may be taken by the Association.
 3. These individuals may have jumpseat and crew badge access, but in no event will they displace a Flight Attendant listed and cleared for the jumpseat.

E. NON-REVENUE GENERATING (14 CFR PART 91) FLIGHTS

If a flight is operated with passengers on board under the provisions of 14 CFR Part 91 (not revenue-generating), the Association will be notified. Flight Attendants may volunteer to staff the flight, and they will be compensated pursuant to [Section 33.C. \[Charter Compensation\]](#). Volunteer opportunities will be posted in a manner similar to charter postings. Awarding will be by Occupational Seniority. If there are inadequate volunteer(s), Crew Scheduling may assign Reserve Flight Attendants. Flight Attendant scheduling and compensation for 14 CFR Part 91 flights will be administered in accordance with Section 33 Charters.

F. CARD CHECK

Should the Company and/or Alaska Air Group (AAG) establish any new airline or acquire an interest in any carrier and maintain it as a separate carrier, the Association will be certified by the NMB as the exclusive bargaining representative under the Railway Labor Act, as amended, of the Flight Attendants of such airline upon a showing, without an election and pursuant to the procedures of the NMB, that a majority of the Flight Attendants of such airline has authorized the Association to be their exclusive bargaining representative. The Company, its parent and the employer of such Flight Attendants will remain neutral throughout the authorization process.

G. FOREIGN DOMICILES

The Company will not establish a foreign domicile without the consent of the Association. Only Flight Attendants on the Alaska Airlines System Seniority List may be assigned to such a domicile, and this Agreement will apply to such Flight Attendants.

H. INFORMATION SHARING

1. Subject to necessary confidentiality agreement(s) the Company agrees to regularly share and discuss business and operational data for the purpose of educating and developing a strong partnership with the Association.
2. The Company agrees to honor requests by the MEC President to allow the President or their designee reasonable opportunity to review any code share, capacity purchase, joint venture or other agreement that provides for the sharing of passengers or revenue between the Company and another air carrier, subject to appropriate non-disclosure agreements.

I. SCOPE OF AGREEMENT REMEDIES

Any dispute concerning alleged violation(s) of this Section will be handled in accordance with [Section 4.D. \[Status of Agreement Remedies\]](#), unless otherwise prohibited by law.

- 4.A. Acceptance of Agreement**
- 4.B. Successorship**
- 4.C. Labor Protective Provisions**
- 4.D. Status of Agreement Remedies**
- 4.E. Notification and Information Sharing**
- 4.F. Successorship or Merger Transaction Fund**

A. ACCEPTANCE OF AGREEMENT

It is expressly understood and agreed that when this Agreement is accepted by the Parties and signed by their authorized representatives, it will supersede any and all agreements existing or previously executed between the Company and any Association or individual affecting the employees covered hereunder.

B. SUCCESSORSHIP

This Agreement will be binding upon any successor, assign, assignee, transferee, administrator, executor and/or trustee (a "Successor") of the Company resulting from any transaction that involves transfer (in a single-step transaction or in multi-step transactions) to such Successor of ownership and/or control of all or substantially all of the equity securities and/or assets of the Company. The Company will provide notice of the obligations contained within this provision to any successor.

C. LABOR PROTECTIVE PROVISIONS

1. The following provisions apply in the case of a successorship transaction, as described in 4.B., above, in which the Successor is an air carrier or any corporate affiliate of an air carrier. The Flight Attendant groups shall be merged in accordance with the following:
 - a. The integration of the seniority lists of the respective Flight Attendant groups shall be governed by the Association Merger policy if both pre-transaction Flight Attendant groups are represented by the Association. If the other pre-transaction Flight Attendant group is not represented by the Association, then the lists will be merged according to the Flight Attendants' dates of hire at their respective carrier or predecessor carrier (in the event of a previous merger). The Successor shall accept the integrated seniority list.
 - b. The respective Flight Attendant collective bargaining agreements shall be merged into one (1) agreement as the result of negotiations among the Flight Attendant groups and the Successor; provided, however, that there will be no system-wide realignment of Flight Attendant positions or system re-bid as a result of the merger of the seniority lists or collective bargaining agreements resulting in Flight Attendants on the Alaska Airlines System Seniority List being involuntarily displaced or "bumped" out of her/his domicile by pre-transaction employees of the Successor. This provision does not prevent the closing of a domicile, reduction of the number of Flight Attendants in a domicile, reduction of flying by the Successor or any other such actions that may result in a furlough or a lay-off of any Flight Attendants on the merged seniority list of the Successor.
 - c. The aircraft (including all orders and options to purchase aircraft) and operations of each pre-transaction airline shall remain separated until such time as both the Flight Attendant System Seniority Lists are integrated and the Flight Attendant collective bargaining agreements are combined in accordance with C.1.a. and C.1.b., above.
 - d. If there is no collective bargaining representative for the Flight Attendants at the Successor carrier, the Successor must, to the extent that it continues to fly routes operated by the Company at or above pre-acquisition levels, offer employment to the Flight Attendants covered by this Collective Bargaining Agreement. Such offer of employment must be made prior to the integration of the aircraft and operations of the pre-transaction airlines. Nothing in this provision, however, restricts the Successor from determining to reduce or alter pre-transaction routes or levels of service and close or otherwise reduce operations in any Flight Attendant domicile. In such instances, the Successor shall determine the number of pre-transaction Alaska Airlines Flight Attendants that are required to provide the post-transaction service and shall make employment offers to these Flight Attendants in Alaska Airlines seniority order. Further, nothing in this Section shall restrict, or otherwise govern, the employment relationship once offers of employment have been made and accepted or the Collective Bargaining Agreement no longer applies, whichever is later.

- e. Neither the Company nor any Successor shall negotiate any change, modification or cancellation of any term or provision contained in Section 4.C.. Moreover, this provision will survive the merger/acquisition of Alaska Airlines until such time as the seniority lists have been integrated and the collective bargaining agreements merged into one.
 - f. Pending the merger of the pre-acquisition carriers and the Flight Attendant collective bargaining agreements and seniority lists, the Successor shall not decrease the Company's pre-acquisition annualized block hours, pre-acquisition annualized available seat miles or pre-acquisition number of aircraft.
2. In the event of a transaction in which the Successor is not an air carrier or any corporate affiliate of an air carrier, the Successor shall, in addition to assuming all obligations under the Agreement, provide the Flight Attendant with the Allegheny-Mohawk Labor Protective Provisions.

D. STATUS OF AGREEMENT REMEDIES

Any and all disputes concerning alleged violation(s) of this Section will be resolved by final and binding arbitration. The Company specifically agrees to arbitrate any grievance filed by the Association alleging violation of this Section on an expedited basis directly before the System Board of Adjustment sitting with a neutral member, as the arbitration forum. The dispute will be heard expeditiously no later than thirty (30) days following the submission to the System Board and decided expeditiously no later than sixty (60) days after submission, unless the Parties agree otherwise in writing. The Parties agree to abide by any arbitration award that is issued.

E. NOTIFICATION AND INFORMATION SHARING

In the event of a proposed Successorship Transaction, Merger Transaction, Acquisition Transaction, [or Asset Sale/Fragmentation Transaction], the Company will:

1. Provide the Association with reasonable advance notice of the proposed Successorship Transaction or Merger Transaction, Acquisition Transaction, [or Asset Sale/Fragmentation Transaction]
2. Meet to discuss the impact of the proposed Transaction upon the Flight Attendants
3. Disclose the details of any material agreements related to such Transaction in a timely manner to allow the Association to prepare for those discussions, provided that no financial or other confidential business information needs to be disclosed unless suitable arrangements for confidentiality are established.

F. SUCCESSORSHIP OR MERGER TRANSACTION FUND

In the event of a successorship transaction as described in 4.B., above, the Company will reimburse the Association up to two million dollars (\$2,000,000.00) of legal, consulting, and Union Business expenses caused by the transaction and incurred by the Association up to the time of implementation of a single Flight Attendant collective bargaining agreement, final integration of the Flight Attendant seniority lists, or until the resolution of any subsequent dispute, whichever occurs last.

Alaska Air Group (AAG)
Association of Flight Attendants (AFA)
Base Orientation
Base Turn
Block Time
CBA
CFR
Company Seniority
Computer Based Training (CBT)
Crewmember
Deadhead
Doctor
Domicile
Ferry Flight
Flight
Flight Attendant
Ground Duty
Ground Time
Inflight Management
Initial Operating Experience
Irregular Operations
Jet Bridge Trade
Like Sequence
Limo
Line of Time
Local Executive Council (LEC)

Long Stage Length Duty Period ("4k")
Master Executive Council (MEC)
Minimum Pay Rules (MPRs)
Month
Occupational Seniority (or "System Seniority")
Operational Incident Drop (Without Points)
Open Time
Performance Based Pay (PBP)
Personal Drop(s) (PD)
Pre-Board
Premium Open Time (Premium OT)
Productivity Premium Program (PPP)
Reserve Assignment List (RAL)
Reserve Line
Scan In
Sequence
Sequence Home Domicile
Sequence Interruption Point (SIP)
Severe Irregular Operations (SIO)
Step Rate
Straight Time
Surface Deadhead
TFP (Trip(s) For Pay)
Trip Rate
Unscheduled Day
Worked TFP

Alaska Air Group (AAG): Alaska Air Group Inc. is the parent company of Alaska Airlines (AS) and Horizon Air (QX).

Association of Flight Attendants (AFA): Association of Flight Attendants-CWA is the union representing Alaska Airlines Flight Attendants.

Base Orientation: Following training, the date on which the Flight Attendant is familiarized with their Flight Attendant domicile.

Base Turn: Two (2) sequences combined in the same duty period that contain no less than one hour and thirty minutes (1:30) block-to-block between the last flight of the previous sequence and the first flight of the subsequent sequence. The scheduled "base turn duty period" cannot exceed fourteen (14) hours on duty according to CFRs.

Block Time: Time beginning when the aircraft leaves the blocks at the gate under its own power for the purposes of flight until it blocks in at the gate at the completion of the flight.

CBA: Collective Bargaining Agreement

CFR: Code of Federal Regulations

Company Seniority: Seniority that accrues from the date an employee is placed on the Company payroll, which may be retroactive to include credit for time spent in Initial Training as provided for in [Section 6 \[Seniority\]](#) and will continue to accrue during the term of employment. Company Seniority will determine vacation accrual and all Company benefits.

Computer Based Training (CBT): Required supplemental training on an electronic device exclusive of Recurrent training.

Crewmember: Pilots and Flight Attendants

Deadhead: A positioning flight on which the Flight Attendant is traveling to or from a scheduling obligation or RON (i.e. transport of a Flight Attendant at Company request to or from protecting a flight, either scheduled or unscheduled, or other scheduling obligation).

Doctor: Any of the following health-care providers: Medical Doctor (M.D.), Chiropractor, Doctor of Osteopathy, Nurse Practitioner, Dentist, Naturopathic Physician, Midwife for maternity related illnesses only, and Licensed Physician's Assistant (PA). Registered Nurses (RN) and Licensed Practical Nurses (LPN) are not doctors.

Domicile: A location designated by the Company where a Flight Attendant is based. The domicile is referred to by its official airline code.

Ferry Flight: Flying on an aircraft without passengers at Company request.

Flight: When an aircraft takes off and lands.

Flight Attendant: A Flight Attendant is an Alaska Airlines employee regularly assigned to flight duty who is responsible for performing or assisting in the performance of all safety, passenger service and cabin preparation duties and whose name appears on the current Flight Attendant Seniority List. Flight Attendants will be responsible for handling passenger carry-on items, as required to secure the cabin for take-off and landing. Flight Attendants will not be responsible for the welfare of any passenger after the Flight Attendant has been released from their duties on the aircraft either at the home domicile or on any overnight. A Flight Attendant may be required to attend classes, meetings, etc. as are deemed necessary to fulfill government requirements (e.g. Federal Aviation Administration, Transportation Security Administration, etc.) and Company and operational requirements, and may be requested to participate in promotional and publicity assignments. Any pronoun used herein will be deemed and understood to designate any employee hereunder, regardless of gender identity.

Ground Duty: All work performed on the ground that is directly related to the duties of a flight to which a Flight Attendant is assigned.

Ground Time: When a Flight Attendant is on duty, but not performing Flight Attendant duties ([Section 8.Q.5. \[Contactability\]](#)) (i.e., any time that is not Block Time or Ground Duty) in a duty period.

Inflight management: Supervisory personnel with duties and responsibilities directly related to Flight Attendants.

Initial Operating Experience (IOE): A required number of observed flight hours that a new hire must complete as an extra crewmember, while performing safety related duties as required by the FAA.

Irregular Operations: Flights that do not operate in accordance with the published schedule because of circumstances such as weather, maintenance delays, cancellations, crew shortages, misconnects, air traffic control, or similar circumstances within the system, as well as natural disasters, sabotage, hijacking, bomb threat, or actual bomb, terrorist attacks and/or acts of war.

Jet Bridge Trade: A trade between Flight Attendants in which they trade or give away a sequence or portion of a sequence at any station no earlier than: (1) the calendar day of the earliest flight departure of the portion of the sequence(s) being traded; or (2) three (3:00) hours prior to departure for any flight departing between 12:00 AM and 2:59 AM, but no later than the commencement of boarding. SIPs are not considered a Jet Bridge Trade.

Like Sequence: A single sequence that operates no earlier than the original report time on the first day of the sequence and must release at domicile no later than 11:59 PM (local domicile time) on the last day of the original sequence. In determining the Like Sequence, Crew Scheduling will first consider a sequence with an equal number of days and then a sequence with fewer days. A sequence containing a Long Stage Length Duty Period ("4k") may be offered as a Like Sequence but will not be defined as a Like Sequence unless the original sequence also contains a Long Stage Length Duty Period. Like Sequence does not apply to [Section 10.S. \[Pre-Cancellations\]](#).

Limo: Any transportation of a Flight Attendant that does not meet the definition of a Flight or Deadhead; it may or may not have duty and/or pay credit. A Surface Deadhead may be coded as a Limo for tracking purposes but is still considered a Surface Deadhead if it meets the definition of Surface Deadhead.

Line of Time: A group of sequences making up a Flight Attendant's schedule of work for a month.

Local Executive Council (LEC): A Local Executive Council is comprised of directly elected officers including a President, Vice President, Secretary and Council Representative(s) (depending on size of council). The LEC Officers represent the members of a specific domicile(s) assisting with but not limited to representational, contractual and disciplinary incidents. The job responsibilities of the LEC officers are outlined in the Association Constitution and Bylaws.

Long Stage Length Duty Period ("4k"): A duty period containing a two (2) leg maximum and a scheduled sit time not exceeding seventy-five minutes (:75); departing from and returning to the same domicile; exceeding ten hours and thirty minutes (10:30); and not exceeding four-thousand (4,000) statute miles.

Longevity Premium: A premium paid to a Flight Attendant who has achieved sixteen (16) years Occupational Seniority that is increased when they achieve twenty (20) years of Occupational Seniority and every five (5) years thereafter. This will be paid on all Worked TFP.

Master Executive Council (MEC): A Master Executive Council will be the chief governing body for the membership at the airline and will consist of appointed officers including a President, Vice President and Secretary-Treasurer whose job responsibilities are outlined in the Association Constitution and Bylaws.

Minimum Pay Rules (MPRs): Rules governing the pay, credit and/or scheduling of sequences. [Sections 10.Y. \[Sequence Construction\]](#) and [21.D. \[Minimum Pay Rules\]](#).

Month: Each calendar month will be a bid month except for January, February and March.

- January: January 1st – January 30th
- February: January 31st – March 1st
- March: March 2nd – March 31st

Occupational Seniority (or "System Seniority"): Seniority that accrues from the date a Flight Attendant is placed on the payroll as a Flight Attendant, which will be retroactive to include credit for time spent in Initial Training as provided for in [Section 6 \[Seniority\]](#) and will continue to accrue during the Flight Attendant's period of service.

Operational Incident Drop (Without Points): Flight Attendants may request a drop and Inflight supervisors, managers, or their designee(s), will have the ability to offer Operational Incident Drops due to special circumstances. Such drops will be mutually agreeable between the Parties. Operational Incident Drops will not carry attendance points and will not preclude the Flight Attendant from receiving record improvement. Operational Incident Drops will be unpaid unless pay is offered by management. Management will be responsible for notifying Crew Scheduling, if appropriate.

Open Time: All uncovered flying at any point in time until picked up or assigned.

Performance Based Pay (PBP): An annual incentive pay plan in which a Flight Attendant is eligible to earn a percentage of their eligible earnings (as described in the Alaska Air Group Performance Based Pay Plan), based on the achievement of defined Company goals.

Personal Drop(s) (PD): An unpaid drop awarded by Crew Scheduling to a Flight Attendant in seniority order within the sequence classification.

Pre-Board: Assisting in the boarding of a flight that the pre-boarding Flight Attendant is not scheduled to work.

Premium Open Time (Premium OT): Sequences posted in Open Time (OT) offered at a premium no less than one and one-half times (1.5x) the trip rate.

Productivity Premium Program (PPP): A premium paid to a Flight Attendant if Worked TFP, State Sick Leave TFP, and paid and unpaid vacation credit meets or exceeds the qualifying TFP targets outlined in [Section 21.R \[Productivity Premium Program\]](#).

Reserve Assignment List (RAL): A list used by Crew Scheduling for scheduling a Reserve that takes into consideration the Reserve's TFP credit, seniority order, preferences and the TFP value and certain parameters of sequences being assigned.

Reserve Line: The schedule of days on and days off for a Flight Attendant on Reserve.

Scan In (or any conjugation or variation of, "scan in", e.g., scanning in, scan-in, scans in, etc.): The act of checking in for a sequence or an Airport Standby assignment using one of the following methods: via the Company designated check-in application on the Company-provided Inflight Mobile Device (IMD), by calling Crew Scheduling following an unsuccessful attempt to check in via the Company designated check-in application.

Sequence: A sequence is a series of flights that originate and terminate at Sequence Home Domicile and may include a deadhead and/or a surface deadhead segment as well as one or more overnights.

Sequence Home Domicile: The Flight Attendant domicile from which a sequence originates and terminates. The Sequence Home Domicile is the same as the Flight Attendant's domicile unless the Flight Attendant is on a sequence picked up out of their domicile.

Sequence Interruption Point (SIP): SIP's will occur in a sequence as follows: a SIP will be any arrival of the aircraft at the Sequence Home Domicile.

Severe Irregular Operations (SIO): An unforeseeable or unpredictable event, or an event not within the control of the Company, including but not limited to, severe weather, natural disasters, Air Traffic Control (ATC) system disruptions or other system disruptions that result in significant loss of schedule synchronization. If Severe Irregular Operations are declared by mutual agreement between the Company and the Alaska Airlines Air Line Pilots Association

(ALPA) the provisions within the CBA may be enforced with the destinations and/or domiciles impacted as agreed by the Company and ALPA.

Step Rate: Pay rate as outlined in [Section 21.A. \[Base TFP Step Rates of Pay\]](#).

Straight Time: The rate of pay a Flight Attendant receives based on the compensation table in [Section 21.A. \[Base TFP Step Rates of Pay\]](#).

Surface Deadhead: Transport of a Flight Attendant at Company request to or from protecting a flight, whether scheduled or unscheduled, via taxi, van, limo, bus, or other forms of ground transportation. Surface deadhead is considered duty time for purposes of rest and duty limitations. A Surface Deadhead may be coded as a Limo for tracking purposes but is still considered a Surface Deadhead if it meets this definition.

TFP (Trip(s) For Pay): Unit of pay based on point-to-point mileage outlined in [Section 21.E. \[TFP Calculation\]](#).

Trip Rate: Compensation for a particular flight exclusive of other forms of pay, such as "A" pay, per diem, delay, etc. A Flight Attendant's Trip Rate is calculated as follows: TFP x Step Rate x pay type (standard rate (1.0) or premium rate (premium multiples are specified in the Agreement)). The Trip Rate is subject to Minimum Pay Rules and/or pay protection(s) as provided for in the Agreement.

Unscheduled Day: A day off appearing on an original line of time.

Worked TFP: All paid TFP excluding vacation and sick leave.

- 6.A. Seniority Applications**
- 6.B. Calculations for Determining Seniority**
- 6.C. Seniority List**
- 6.D. Seniority Disputes**
- 6.E. Transferring to / from Supervisory or Other Non-Flying Duties**

A. SENIORITY APPLICATIONS

1. Company Seniority
 - a. Hired prior to Date of Ratification: Seniority that accrues from the date an employee is placed on the Company payroll, which will be retroactive to include credit for time spent in Initial Training as provided for in the Integration Seniority List (ISL) certified by the Seniority Merger Integration Committee (SMIC) unless the employee's Company date of hire is prior to Initial Training due to an internal transfer.
 - b. Hired after Date of Ratification: Seniority that accrues from the date an employee is placed on the Company payroll, which will be retroactive to the first day of Initial Training unless the employee's Company date of hire is prior to Initial Training due to an internal transfer.
 - c. Company Seniority will continue to accrue during the term of employment.
 - d. Company Seniority will determine vacation accrual and all Company benefits.
2. Occupational Seniority/System Seniority
 - a. Hired as a Flight Attendant prior to Date of Ratification: Seniority that accrues from the date an employee is placed on the Company payroll as a Flight Attendant, which will be retroactive to include credit for time spent in Initial Training as provided for in the Integration Seniority List (ISL) certified by the Seniority Merger Integration Committee (SMIC).
 - b. Hired as a Flight Attendant after Date of Ratification: Seniority that accrues from the date an employee is placed on the Company payroll as a Flight Attendant, which will be retroactive to the first day of Initial Training.
 - c. Occupational Seniority/System Seniority will be used for all vacation selection, , leaves of absence other than medical leaves, emergency leaves and additional personal leaves as defined in [Section 15 \[Leaves of Absence\]](#), reduction in force, return to active status after release due to reduction in force and bidding rights for line of time, reserve, extra sections, charter, Long Stage Length Duty Period ("4k"), vacancy bids, and other applications as provided for elsewhere in this Agreement.
 - d. Occupational Seniority/System Seniority Accrual Limits:
 1. All leaves of absence (medical, staffing adjustment, parental, maternity, military, etc.) retain and accrue for the duration of the approved leave.
 2. Voluntary and involuntary furlough - retain and accrue Occupational Seniority/System Seniority while on recall list up to the maximum limit of five (5) years pursuant to [Section 18.D.2.a. \[Recall from Furlough and Bypass\]](#).

B. CALCULATION FOR DETERMINING SENIORITY

1. Hired as a Flight Attendant prior to the Date of Ratification of the AFA Alaska Airlines 2018-2021 Joint Collective Bargaining Agreement (February 9, 2018): If more than one (1) Flight Attendant has the same Occupational Seniority date, then seniority will be determined by the order provided for in the Integration Seniority List (ISL) certified by the Seniority Merger Integration Committee (SMIC). Under no circumstances will relative seniority be changed by the SMIC in the ISL pursuant to the AFA-CWA Constitution & Bylaws in effect.
2. Hired as a Flight Attendant on or after the Date of Ratification of the AFA Alaska Airlines 2018-2021 Joint Collective Bargaining Agreement (February 9, 2018): If more than one (1) Flight Attendant has the same Occupational Seniority date, then seniority will be determined by adding the last six (6) digits of the individual's

PeopleSoft number to the last six (6) digits of the individual's Social Security number; the last three (3) digits of the sum will be compared, with the lower number being more senior. If the last three (3) digits of the sum are the same, then the last four (4) digits of the sum will be used as a tie-breaker using the same convention. If the last four (4) digits of the sum are the same, then the last five (5) digits of the sum will be used as a tiebreaker using the same convention. If the last five (5) digits of the sum are the same, then the last six (6) digits of the sum will be used as a tiebreaker using the same convention. This provision will be implemented with the first Initial Training class following the Date of Ratification of the AFA Alaska Airlines 2018-2021 Joint Collective Bargaining Agreement (February 9, 2018).

C. SENIORITY LIST

The Company will provide a copy of the permanent Flight Attendant System Seniority List, revised no more than once each month, in a place mutually acceptable to the Company and the Association. The Company will also provide a list of Flight Attendants who have transferred to supervisory or other non-flying duties directly related to the Flight Attendant duties, revised whenever a Flight Attendant on such list transfers back to the Flight Attendant duties and on every January 1; such list will record each individual's Occupational Seniority date and the date the individual transferred to supervisory or other non-flying duties directly related to the Flight Attendant duties.

D. SENIORITY DISPUTES

An employee may protest any omission or incorrect posting affecting the employee's seniority within thirty (30) days after posting of the seniority list, except that an employee on a leave of absence, vacation, or on an assignment at a location where a roster is not posted will have thirty (30) days after their return to duty in which to file such a request.

E. TRANSFERRING TO / FROM SUPERVISORY OR OTHER NON-FLYING DUTIES

If a Flight Attendant transfers to supervisory or other non-flying duties the following provisions will apply:

1. Transferring to a Supervisory or Other Non-flying Duties Related to the Flight Attendant Duties

A Flight Attendant transferred to a supervisory or other non-flying duties directly related to the Flight Attendant duties will continue to retain and accrue Company Seniority and Occupational Seniority for a period equal to the supervisor's years of accrued seniority as a Flight Attendant. Thereafter, they will retain but not accrue Occupational Seniority. Any subsequent transfer to such duties does not 'reset' a Flight Attendant's maximum accrual of Occupational Seniority pursuant to this provision. For the period of time that the Flight Attendant is transferred, they will be removed from the published domicile position lists.

2. Transferring to Management

- a. When a Flight Attendant transfers to a management position, the Company will provide to the Association a job description of the management/supervisory position, and the anticipated duration of the assignment. The effective date of the transfer(s) and the name(s) of the Flight Attendant(s) assuming the position(s) will also be included. All Flight Attendants transferring to such positions will be required to complete a confidentiality form. The Association and management will craft the form jointly and a copy of all signed forms will be provided to the Association. Any Flight Attendant currently holding a management/supervisory position who does not have a signed form on file will complete one on the effective date of this Agreement.
- b. The Flight Attendant's remaining vacation balance and accrued vacation credit in days will be converted to hours and deposited in their management PTO bank at a rate of eight (8) hours per day.
- c. The Flight Attendant's sick leave bank balance in TFP will be converted to hours and deposited in their management EIL bank at the TFP conversion rate of one and eleven-hundredths (1.11) TFP per hour.
- d. If the Flight Attendant transfers to supervisory or other non-flying duties not directly related to the Flight Attendant duties, they will forfeit their Occupational Seniority and if they elect to return to a Flight Attendant position they must reapply. In no case will their Occupational Seniority be reinstated.

3. Transferring from Management Back to Flying Duties

When a Flight Attendant transfers back to flying duties, the following provisions will apply:

- a. The Company will provide the Flight Attendant(s) name(s) and a minimum of thirty (30) days' notice to the Association prior to the transfer.
- b. Their PTO bank will be paid out and the EIL bank will be converted to sick leave at the current TFP conversion rate. Such sick leave will be deposited in the following ratios to the CBA Bank and State Bank: two-thirds (2/3) into the CBA Bank and one-third (1/3) up to a maximum of forty (40.0) TFP into the State Bank, with any overage deposited into the CBA Bank.
- c. They will be credited with the annual vacation accrual reduced by one-twelfth (1/12) the annual entitlement for each month in management that year. The Flight Attendant must request the appropriate amount of vacation and they will be granted a vacation slot consistent with their seniority. Alternately, the Flight Attendant may select an open vacation slot.
- d. If returning mid-month Section 15.I.2. [Return to Work Following...], will apply.

- 7.A. Probationary Period**
- 7.B. Discharge, Discipline or Furlough**
- 7.C. "A" Qualified**
- 7.D. Base Transfer Limitation**
- 7.E. Probationary Check-ride / Observation Flight and Reserve**
- 7.F. "Job Familiarization" Flights Following Base Orientation**
- 7.G. Probationary Reserve Requirement**
- 7.H. Voluntary Temporary Base Trades (Swaps) Restriction**
- 7.I. Probationary Review**
- 7.J. Ability to Pick-up and Fly Following Base Orientation and Prior to the first Day of the First Bid Month**

A. PROBATIONARY PERIOD

During the first one-hundred eighty (180) days of employment extended by any periods of furlough, suspension, or leave(s) of absence, each Flight Attendant shall be on probation.

B. DISCHARGE, DISCIPLINE, OR FURLOUGH

The Company shall have the right to discharge, discipline, or furlough any employee during the probation period without cause and without a hearing.

C. "A" QUALIFIED

All probationary Flight Attendants will be "A" qualified upon the completion of training.

D. BASE TRANSFER LIMITATION

Probationary Flight Attendants may not voluntarily change domiciles more than once during probation.

E. PROBATIONARY CHECK-RIDE / OBSERVATION FLIGHT AND RESERVE

For the purpose of a probationary check-ride or probationary observation flight, a Flight Attendant may be assigned out of order while on Reserve ([Section 11.E. \[Order of Assignment\]](#)). Flight time will be credited toward the Reserve's guarantee.

F. "JOB FAMILIARIZATION" FLIGHTS FOLLOWING BASE ORIENTATION

1. Following Base Orientation, if a probationary Flight Attendant is on Reserve and there are more than fifty percent (50%) of the Reserves in that domicile who are not subject to this provision, the Flight Attendant will be pre-assigned four (4) sequences in any position, excluding the "A" position except as provided in F.2., below, by Crew Scheduling. Such sequences may be assigned from the following flying:
 - a. Open Time no earlier than three (3) days prior to departure.
 - b. Sequences constructed by Crew Scheduling.
 - c. Flight Attendant-to-Flight Attendant Trades removed pursuant to [Section 12.D. \[Crew Scheduling Access...\]](#). If a sequence is removed from a Flight Attendant's line, the sequence may not be placed back on their line as a result of Crew Scheduling's error.
 - d. Position added as an additional Flight Attendant.
2. Crew Scheduling will make every reasonable effort to avoid giving an "A" position assignment to a probationary Flight Attendant during their first four (4) sequences. In the event that there is no Reserve available to fly an "A" position sequence, a probationary Flight Attendant on Reserve who is subject to this provision may be assigned "A" position. This provision does not apply to a probationary Flight Attendant who is awarded a line during their first month.

G. PROBATIONARY RESERVE REQUIREMENT

During the probationary period, a Flight Attendant will be expected to work a minimum of forty-eight (48) days of Reserve availability.

1. For every month during probation that the Flight Attendant is a Lineholder, the forty-eight (48) day requirement will be reduced by eight (8) days.
2. If a Flight Attendant "self-assigns" for an OT trip operating on days of scheduled Reserve availability, per [Section 11.E.1. \[Reserve Self Assignment\]](#), those days will count toward the Reserve day minimum.

3. Any flying assigned in F.1., above, will count toward the forty-eight (48) Reserve day requirement in G.1., above, on a day-for-day basis.
4. A Flight Attendant's probationary period may be extended until they have worked the required Reserve day minimum (or adjusted minimum due to Lineholder status).

H. VOLUNTARY TEMPORARY BASE TRADES (SWAPS) RESTRICTION

Probationary Flight Attendants are not eligible for voluntary temporary base trades (swaps). [Section 28.A.9.d \[Rules Governing Multiple Domiciles\]](#)

I. PROBATIONARY REVIEW

A probationary Flight Attendant will receive a probationary review as follows:

1. Such review is normally scheduled approximately three (3) months into the probationary period but may be scheduled before or after such time.
2. A probationary Flight Attendant will be asked several questions regarding safety and emergency procedures and will be allowed to use the Flight Attendant Manual.
3. Reviews shall ordinarily be conducted on a scheduled day of work. If the Flight Attendant is a Reserve, they will receive four (4.0) TFP that will be credited towards their Reserve guarantee if they are given no other Reserve assignment on that day (including Airport Standby). If the Flight Attendant is a Lineholder, and has their review conducted on a scheduled day of work on which they have flying, or is a Reserve who is given another Reserve assignment on the day of their review, they will receive no additional compensation.
4. If there is an approaching deadline requiring the Flight Attendant to attend a probationary review on a day off or if the Flight Attendant chooses to have the review conducted on a day off, they will be paid four (4.0) TFP. If the Flight Attendant is a Reserve, the four (4.0) TFP will be paid above their Reserve guarantee.

J. ABILITY TO PICK UP AND FLY FOLLOWING BASE ORIENTATION AND PRIOR TO THE FIRST DAY OF THE FIRST BID MONTH

During the period following base orientation and prior to the first day of their first bid month, a probationary Flight Attendant may pick up and fly a maximum of two (2) sequences. Such sequence(s) may depart from any domicile.

- 8.A. Applicability of Section 8**
- 8.B. Eight (8) Flights in Twenty-Four (24) Hours Limitation**
- 8.C. Twenty-Eight (28) Flights in Seven (7) Days Limitation**
- 8.D. Check-In and Debrief**
- 8.E. Duty Period**
- 8.F. Over-Duty Pay**
- 8.G. Fourteen Hour (14:00) Duty Provision**
- 8.H. Compensatory (Double-Out) Rest**
- 8.I. Night Rule**
- 8.J. Remain Over Night (RON) Rest**
- 8.K. RON Rest Restored**
- 8.L. Forty-Eight in Seven (48/7) Rest**
- 8.M. Domicile Rest**
- 8.N. Waiver of Contractual Rest**
- 8.O. Deadhead Duty Applications (including Surface Deadhead)**
- 8.P. Monthly Maximum (118.2 TFP / 90 Flights)**
- 8.Q. Contactability and Means of Notification**
- 8.R. Notification of Delay or Cancellation**
- 8.S. Natural Disasters, Acts of War, Riots, Terrorism, etc.**
- 8.T. Base Turns**
- 8.U. Operationally Impacted Minimum Days Off**

A. APPLICABILITY OF SECTION 8

The limitations provided for herein include all time when a Flight Attendant is assigned as a crewmember on regularly scheduled flights including 4k, deadheads, extra sections, ferry or charter flights, and scenic flights.

B. EIGHT (8) FLIGHTS IN TWENTY-FOUR (24) HOURS LIMITATION

A Flight Attendant will not be scheduled for more than eight (8) flights in any twenty-four consecutive hours (24:00) unless broken by a legal rest break.

C. TWENTY-EIGHT (28) FLIGHTS IN SEVEN (7) DAYS LIMITATION

A Flight Attendant will not be scheduled to fly more than twenty-eight (28) flights in any seven (7) consecutive days. The Flight Attendant may fly more than twenty-eight (28) flights in a seven (7) day period provided they are not originally scheduled to do so.

D. CHECK-IN AND DEBRIEF

An on-duty period will commence at the time a Flight Attendant is required to report for duty or the actual reporting time, whichever is later. Initial report time at the Sequence Home Domicile will be one (1) hour prior to scheduled departure and at out-stations forty-five minutes (:45) prior to scheduled departures. A duty period will terminate fifteen minutes (:15) after final block arrival of a flight at the Sequence Home Domicile and fifteen minutes (:15) after block arrival of a flight at an out-station.

1. A Flight Attendant is required to be at the aircraft forty-five minutes (:45) prior to departure, except when the departure is from a hardstand in which case it will be forty-five minutes (:45) at the departure gate.
2. Flight Attendants may contact Crew Scheduling to adjust the domicile debrief period for the sequence if the domicile debrief exceeds the scheduled fifteen minutes (:15). The adjustment will affect all Flight Attendants on the sequence. The adjusted debrief period will end when the last passenger has left the aircraft, or when the bus arrives at the terminal from a hardstand. This adjustment will not extend a Flight Attendant's duty period for purposes of pre-boarding or JA assignments. The crewmembers will be required to call Crew Scheduling as soon as possible after deplaning has completed, or when the bus arrives at the terminal from the hardstand, but no later than sixty minutes (:60) after block-in for any necessary schedule adjustments. Failure to call Crew Scheduling within these parameters will negate any schedule adjustment; however, per diem will still be paid as a result of a schedule adjustment if requested after such time.
3. A Flight Attendant will report for duty for their initial duty period using the Company-designated check-in application on their Global Positioning System (GPS) enabled Inflight Mobile Device (IMD) to scan in. Scanning in requires the GPS location feature on their IMD to be enabled at the time of scan-in and they must be physically located in the approved geographical area of the domicile from which the sequence or Airport

Standby (APSB) assignment commences. The approved geographical area for each domicile will include no less than the entire footprint of every concourse and adjacent main terminal area (e.g. ticket counter, baggage claim, et cetera) out of which Alaska Airlines operates.

4. If the Flight Attendant unsuccessfully attempts to scan in while they are physically located in the approved geographical area referenced in the preceding paragraph, they may call Crew Scheduling to be checked in; Crew Scheduling will check in the Flight Attendant and report the error to Inflight management. It will be recorded as an "Inability to Remotely Scan In" pursuant to [Section 32.C.17 \[Attendance Policy Definitions\]](#).
5. In the case of an FAR illegality affecting one (1) or more Flight Attendants on the same flight, the Company may either:
 - a. Change the scheduled departure time (to a later time) and adjust the report time of all the Flight Attendants; or
 - b. Keep the scheduled report time. At Crew Scheduling direction, the Flight Attendants affected by the illegality may report fewer than forty-five minutes (:45) prior to the scheduled departure.

E. DUTY PERIOD

A Flight Attendant will not be scheduled to be on duty for more than ten hours and thirty minutes (10:30). They will not be reassigned to a duty period in excess of twelve hours and thirty minutes (12:30) on a duty period by duty period basis. Notwithstanding the duty limitations contained in this Paragraph, in the event of an irregular operation a Flight Attendant will be required to remain on their sequence until the aircraft returns to the Sequence Home Domicile (or if requested, Crew Scheduling may release a Flight Attendant at any domicile/co-terminal or outstation) even if doing so requires the Flight Attendant to exceed their maximum duty hours except as provided in [8.G. \[Fourteen Hour \(14:00\) Duty...\]](#) and [8.I. \[Night Rule...\]](#), below. If scheduled duty of ten hours and thirty minutes (10:30) or less subsequently exceeds twelve hours and thirty minutes (12:30) due to irregular operations the following provisions in [8.F. \[Over-Duty Pay\]](#), [8.G. \[Fourteen Hour \(14:00\) Duty...\]](#), and/or [8.H. \[Compensatory \(Double-Out\) Rest\]](#), below, will apply. See [Section 10.DD. \[Long Stage Length...\]](#) for duty limitations applicable to Long Stage Length Duty Periods.

F. OVER-DUTY PAY

1. Flying into or above twelve hours and thirty minutes (12:30)

If a Flight Attendant's duty time exceeds twelve hours and thirty minutes (12:30), the Flight Attendant will be paid for any flying, including surface deadhead, into or above twelve hours and thirty minutes (12:30), including the entire TFP value of the flight that caused the Flight Attendant to exceed twelve hours and thirty minutes (12:30), at two times (2.0x) the trip rate until the Flight Attendant receives legal crew rest. In no case will the Flight Attendant receive less than one (1.0) TFP of over-duty pay paid at premium. For a Reserve, no less than one (1.0) TFP will be paid above the guarantee and no less than one (1.0) TFP will be credited toward guarantee, both at straight time.

2. Flying into or above sixteen hours (16:00)

If a Flight Attendant's duty time exceeds or is projected to exceed sixteen hours (16:00), the Flight Attendant will be paid the TFP value for all flying, including surface deadhead, into or above twelve hours and thirty minutes (12:30), including the entire TFP value of the flight that caused the Flight Attendant to exceed twelve hours and thirty minutes (12:30), at three times (3.0x) the trip rate until the Flight Attendant receives legal crew rest. In no case will the Flight Attendant receive less than one (1.0) TFP of over-duty pay paid at premium. For a Reserve, they will be paid no less than one (1.0) TFP at two times (2.0x) the trip rate above the guarantee, and no less than one (1.0) TFP will be credited at straight time towards guarantee.

G. FOURTEEN HOUR (14:00) DUTY PROVISIONS

1. At any Domicile/Co-terminal - A Flight Attendant may be asked and may elect but will not be required, to depart on a flight scheduled to land more than fourteen hours (14:00) from the beginning of their duty period. If the Flight Attendant declines, they will be pay protected for flights from which they are removed pursuant to this Paragraph. If they elect to continue, they will be paid two times (2.0x) the trip rate for the applicable duty period. Whether they elect or decline to depart, over-duty pay and/or pay protection will be pursuant to [8.F. \[Over-Duty Pay\]](#), above, and [8.H. \[Compensatory \(Double-Out\) Rest\]](#), below, if applicable.
2. At any Outstation - A Flight Attendant may be required to depart on a flight scheduled to land more than fourteen hours (14:00) from the beginning of their duty period only to complete scheduled flying and only if they are departing an outstation (not a domicile or co-terminal). They will be paid one and one-half times

(1.5x) the trip rate for the applicable duty period. The Flight Attendant(s) will be pay protected for flights from which they are removed as a result of the over-duty flying per [8.F. \[Over-Duty Pay\]](#), above, and [8.H. \[Compensatory \(Double-Out\) Rest\]](#), below.

H. COMPENSATORY (DOUBLE-OUT) REST

1. Following the termination of a sequence at the home domicile in which any duty period exceeds twelve hours and thirty minutes (12:30), the Flight Attendant must have time off equal to double the time spent on duty on the day the duty time exceeded twelve hours and thirty minutes (12:30). If the Flight Attendant is scheduled to work during that time, such Flight Attendant will be pulled from sufficient scheduling obligations (flights, training, etc.) with pay to receive the necessary rest. The Flight Attendant may only be required to fly the remaining flights on their original sequence via a legally scheduled positioning flight or at a SIP.
2. A Flight Attendant may waive the compensatory rest provided per H.1., above. If the Flight Attendant elects to waive the compensatory rest and completes a scheduling obligation (flies a sequence, attends training, etc.) that would have been partially or wholly removed by Crew Scheduling to provide such rest, the Flight Attendant will be paid two times (2.0x) the trip rate for such scheduling obligation.

I. NIGHT RULE

1. If a Flight Attendant is on duty at 4:29 AM local time (except for an APSB who has not had a flying assignment prior to the APSB assignment during the same duty period), they will not be required to remain on duty beyond 8:30 AM (initial departure station time of that duty period). The Company may build single-duty period sequences with one (1) return to domicile (i.e., turns) outside these parameters, but the Flight Attendant will not be scheduled for additional flying after the return to domicile.
2. If a Flight Attendant is on duty at 4:29 AM local time pursuant to I.1., above, and while at any Flight Attendant domicile (not including co-terminals) their duty day is subsequently projected to exceed ten hours and thirty minutes (10:30), the Night Rule duty restriction (i.e., not being required to remain on duty beyond 8:30 AM pursuant to I.1., above) supersedes the requirement during irregular operations to remain on their sequence until the aircraft returns to the Sequence Home Domicile pursuant to [8.E. \[Duty Period\]](#), above. A Flight Attendant at a domicile may waive the Night Rule duty restriction during irregular operations by electing to remain on duty beyond 8:30 AM (initial departure station time of that duty period) in a duty day that is projected to exceed ten hours and thirty minutes (10:30).
3. If a Flight Attendant is on duty at 4:29 AM local time pursuant to I.1., above, and they are at a co-terminal or an outstation, they may be required to remain on their sequence beyond 8:30 AM (initial departure station time of that duty period) due to irregular operations until the aircraft returns to the Sequence Home Domicile pursuant to [8.E. \[Duty Period\]](#), above.
4. If a Flight Attendant is on duty at 4:29 AM local time pursuant to I.1., above, and they remain on duty beyond 8:30 AM (initial departure station time of that duty period) pursuant to I.2. or I.3., above, they will receive the greater of two times (2.0x) the trip rate for the affected duty period or the pay under [8.F. \[Over-Duty Pay\]](#) or [8.G. \[Fourteen Hour \(14:00\) Duty...\]](#), above.

J. REMAIN OVER NIGHT (RON) REST

A Flight Attendant's duty period will run continuously unless broken by an overnight rest period that is scheduled for at least ten (10:00) hours from release to report. Rest must be scheduled for ten (10:00) hours, whether the sequence is originally constructed or at the time a Flight Attendant is reassigned to other flying not in the original sequence.

K. RON REST RESTORED

1. A Flight Attendant on a multi-day sequence will receive a minimum of ten hours (10:00) of RON rest from release to report per CFRs. If a Flight Attendant on a RON must have their CFR-required rest restored, they will suffer no loss of pay. Their schedule will be adjusted by Crew Scheduling using any of the following:
 - a. Adjust the Flight Attendant's report time for the following duty period to allow for CFR-required rest; or
 - b. Reassign the Flight Attendant pursuant to [Section 10.R. \[Same-Day Scheduling Changes and Reassignments\]](#); or
 - c. Remove the Flight Attendant from the assignment with pay protection and deadhead them to domicile following CFR-required rest.

L. FORTY-EIGHT IN SEVEN ("48/7") REST

1. Unless waived by the Flight Attendant, each Flight Attendant must have no less than one continuous forty-eight-hour (48:00) period free from all duty within any seven (7) consecutive day period ("forty-eight in seven" or "48/7"). This period is calculated from release to report. If a Flight Attendant waives "48/7" during the bidding process, they will be afforded the "48/7" protections between all other sequences except for those explicitly waived during bid awards or subsequent trading.
2. Forty-Eight in Seven ("48/7") Operationally Impacted
 - a. A Flight Attendant may, following the completion of a sequence that creates a "48/7" violation in conjunction with a subsequent sequence or scheduling obligation, call or email Crew Scheduling no more than two hours (2:00) after completion of that sequence or scheduling obligation, at their domicile and advise Crew Scheduling that, as a result of operational changes to their schedule, they will lose the "48/7". Crew Scheduling must then modify the original or subsequent sequence or scheduling obligation (e.g., adjusting Reserve APSB period, SIP of the original subsequent sequence or legally scheduled deadhead) to restore the "48/7". The Flight Attendant will not suffer a loss of pay as a result of such schedule adjustment.
 - b. If the Flight Attendant did not waive "48/7" they cannot be required to depart if the "48/7" cannot be restored; however, they may elect to take the original and subsequent sequence unaltered. If they do so, the Flight Attendant will be paid two times (2.0x) the trip rate for the first duty period of the subsequent sequence.

M. DOMICILE REST

A Flight Attendant will have a minimum of eleven hours and thirty minutes (11:30) from release to report scheduled between sequences at the home domicile unless they elect otherwise.

1. Scheduled Domicile Rest

If eleven hours and thirty minutes (11:30) is scheduled and the Flight Attendant does not receive at least ten hours and thirty minutes (10:30) rest from release to report, the Flight Attendant's schedule will be adjusted (via SIP or assignment of a Like Sequence) to provide eleven hours and thirty minutes (11:30) rest from release to report. The Flight Attendant will not suffer a loss of pay as a result of such schedule adjustment. In lieu of such adjustment, the Flight Attendant may elect to take the subsequent sequence unaltered. If they do so, the Flight Attendant will be paid two times (2.0x) the trip rate for the first duty period of the subsequent sequence.

2. Domicile Rest Waived by Flight Attendant and Operationally Impacted

A Flight Attendant may schedule themselves with fewer than eleven hours and thirty minutes (11:30), but no less than ten hours (10:00), release to report at home domicile.

- a. If the Flight Attendant waives domicile rest and their rest is subsequently operationally reduced, the Flight Attendant will be responsible for the second sequence if the CFR rest requirements of ten hours (10:00) release to report are met.
- b. If the Flight Attendant's schedule must be adjusted to accommodate minimum CFR-required rest of ten hours (10:00) release to report, the pay protection outlined in 8.M.1., above will not apply, and the Flight Attendant may choose one of the following options:
 1. Drop the sequence; or
 2. Pick up the sequence at a SIP or via deadhead (duty limitations would apply) provided there is an available, nonstop flight with a legal ground connection and an available seat in inventory prior to the next flight of the sequence; or
 3. Work a mutually agreed-to substitute assignment if such assignment is available, and the pay protection and premium in [Section 10.R.4.g.1. \[Pay for Reassignments\]](#) is not applicable.

N. WAIVER OF CONTRACTUAL REST

A Flight Attendant who waives any contractually required rest, and who then operationally would fall below any CFR-required rest period, will be pulled from sufficient flights to resolve the CFR illegality. The Flight Attendant will not be pay protected.

O. DEADHEAD DUTY APPLICATIONS (INCLUDING SURFACE DEADHEAD)

(See also [Section 10.X. \[Deadhead\].](#))

1. A Flight Attendant engaged in deadheading (including surface deadhead) will be deemed to be on duty for pay (see [Section 21.L. \[Deadhead Compensation...\]](#)), duty and rest limitation purposes whether such deadheading is performed at the beginning, middle or end of a series of flights.
2. The set times for surface deadhead between the following cities are:

ONT – BUR	1 hr. (1:00)
ONT – SNA	1 hr. (1:00)
SFO – OAK	1 hr. (1:00)
SFO – SJC	1 hr. (1:00)
SJC – OAK	1 hr. 15 mins. (1:15)
LAX – SAN	2 hrs. 30 mins. (2:30)
LAX – SNA	1 hr. 15 mins. (1:15)
LAX – ONT	1 hr. 45 mins. (1:45)
LAX – BUR	1 hr. 30 mins. (1:30)
SEA – BFI	30 mins. (0:30)
SEA – PAE	1 hr. 15 min. (1:15)

If the time is more than the times listed above, or for city pairings not listed above, the crewmembers will be required to call Crew Scheduling immediately after the surface deadhead for any necessary schedule adjustments. Failure to call Crew Scheduling at the time will negate any schedule change for the next duty day; however, the compensation will still be paid if the times listed above resulted in a Flight Attendant going over duty.

P. MONTHLY MAXIMUM (118.2 TFP / 90 FLIGHTS)

A Flight Attendant will not be scheduled to fly sequences totaling more than one-hundred eighteen and two-tenths (118.2) TFP or ninety (90) flights, whichever is less. A Flight Attendant may, at their option, exceed the monthly maximum.

Q. CONTACTABILITY AND MEANS OF NOTIFICATION

A Flight Attendant will not be required to keep the Company advised of their whereabouts during off duty periods. However, a Flight Attendant will be required to remain contactable while on duty (including Airport Standby). Flight Attendants must provide a contact number to Crew Scheduling ([Section 9.C.2. \[Means of Contact for JA\]](#) and [Section 11.D.1. \[Scheduling / Notice Time...\]](#)). Flight Attendant contactability will be administered as follows:

1. For the narrow purposes of contactability and means of notification, Positive Contact will mean:
 - a. An accepted Crew Access change notification; or
 - b. A phone conversation between the Flight Attendant and Crew Scheduling (Crew Scheduling must utilize a Company phone number on a recorded line exclusively for the purposes of scheduling-related matters); or
 - c. A conversation in person between an on-duty Flight Attendant and a Company employee (Flight Attendants and pilots excluded) or contract station personnel exclusively for the purposes of scheduling-related matters; or
 - d. If a Reserve on APSB responds to a scheduling-related message within Microsoft Teams (or successor system).
2. Scheduling-related Block2Block (B2B) messaging
 - a. Will not be considered Positive Contact.
 - b. Must be directed at an individual Flight Attendant or specific Flight Attendant(s).
 - c. May be sent on the Inflight Mobile Device at any time that B2B messaging is open during the duty period to include all flights including deadheads on a Flight Attendant's schedule during that duty period.
 - d. B2B messages may not be used for Junior Assignment (JA).

- e. Must be sent prior to block-in of a Flight Attendant's last flight in a duty period. The requirement to send prior to block-in does not apply to ground time, see Q.5., below. If the message is not received by the Flight Attendant within fifteen minutes (0:15) after block-in, through no fault of their own (e.g. they took their IMD out of airplane mode and checked B2B messaging timely, etc.), then they will not be required to make Positive Contact with Crew Scheduling.
- f. Flight Attendants will be required to make Positive Contact with Crew Scheduling if instructed by Crew Scheduling via B2B messaging, under the following circumstances:
 - 1. At the completion of deplaning;
 - 2. During ground time (i.e., on duty, but not onboard an aircraft performing Flight Attendant duties); or
 - 3. Within fifteen minutes (:15) after the completion of the debrief period and prior to leaving the secure area. The requirement to send prior to block-in does not apply to ground time, see Q.5., below. See "No Show" in [Section 32.C.1. \[Attendance Policy Definitions\]](#) and [32.C.15 "Unavailable for Contact" \[Attendance Policy Definitions\]](#).
- g. Flight Attendants will not be required to make Positive Contact with Crew Scheduling if instructed by Crew Scheduling via B2B messaging, under the following circumstances:
 - 1. Between initial report time at the Sequence Home Domicile and reporting to the aircraft for the first flight;
 - 2. During boarding;
 - 3. During deplaning, however, the Flight Attendant will be required to make Positive Contact at the completion of deplaning pursuant to Q.2.f., above, and Q.5., below.
 - 4. If the B2B message is sent after block-in of the last flight of the duty period.
- 3. Scheduling-related Microsoft Teams (or successor system) messaging
 - a. Reserves on APSB may be contacted via Microsoft Teams (or successor system) on the Inflight Mobile Device (IMD) for scheduling-related matters during their APSB assignment involving that specific APSB assignment.
 - b. Will not be considered Positive Contact, unless the Reserve on APSB responds pursuant to Q.1.d., above.
 - c. Must be directed at an individual Reserve on APSB.
- 4. If a Flight Attendant has Positive Contact regarding a revised scheduling obligation (e.g., report time, reassignment, cancellation) regardless of whether they are on or off duty, they will be required to act in accordance with the change, provided that the change is legal under the CBA and FARs.
- 5. If a Flight Attendant is on duty during ground time (i.e., on duty, but not onboard an aircraft performing Flight Attendant duties), Crew Scheduling may contact the Flight Attendant using the methods described in [Section 32.C.15.b. \[Attendance Policy Definitions\]](#) (e.g., contact number(s) on file or B2B messaging if available (see Q.2.c. above)), and the Flight Attendant is obligated to respond to Crew Scheduling as soon as feasible, see Q.5.a.-c., below.
 - a. If a Flight Attendant makes Positive Contact with Crew Scheduling within five minutes (:05) from the time of the final contact, they are not subject to Attendance Policy consequences.
 - b. If a Flight Attendant makes Positive Contact with Crew Scheduling more than five minutes (:05) and less than fifteen minutes (:15) from the time of the final contact they will be assessed an "Unavailable for Contact" per [Section 32.C.15. \[Attendance Policy Definitions\]](#).
 - c. If a Flight Attendant makes Positive Contact with Crew Scheduling fifteen minutes (:15) or more from the time of the final contact, they will be assessed a "No Show" per [Section 32.C.1. \[Attendance Policy Definitions\]](#).
- 6. Crew Scheduling may, but is not required to, utilize an in-person conversation between an on-duty Flight Attendant and a Company employee (Flight Attendants and pilots excluded) or contract station personnel exclusively for the purposes of scheduling-related matters to establish Positive Contact at any time.
- 7. If contacted during an off-duty period (during a RON), a Flight Attendant may, but is not required to, contact Crew Scheduling. However, as soon as feasible after the commencement of their next duty period, they must make Positive Contact with Crew Scheduling.

8. If a Flight Attendant is contacted by Crew Scheduling during an off-duty period (RON) and the Flight Attendant elects to answer or return the call, it will be considered Positive Contact, and they will be required to accept any assignment that is legal under the CBA and FARs.
 - a. The Flight Attendant is required to make their best effort to be ready for duty (at the airport, dressed in uniform, if applicable, and with required items) at the revised report time.
 - b. If the Flight Attendant believes they are not likely to be ready for duty at the revised report time due to logistical challenges (e.g., physical distance from the airport, traffic, severe weather conditions, etc.), they may provide a reasonable estimate of when they will be ready for duty. This estimate must be provided at the time of contact.
 - c. The Flight Attendant must be ready for duty no later than the estimated time in 8.Q.8.b. above, otherwise points will apply pursuant to [Section 32 \[Attendance Policy.\]](#) Exceptions may be made under [32.K. \[Special Circumstances\]](#).
 - d. A Flight Attendant is subject to reassignment once they arrive at the airport ready for duty.
 - e. Once Crew Scheduling and the Flight Attendant make Positive Contact on the Flight Attendant's layover, the Flight Attendant maintains a scheduling obligation until the parties make subsequent Positive Contact and the Flight Attendant is released from such obligation by Crew Scheduling. This provision may not be utilized to place a Flight Attendant on "standby" or to require them to remain contactable.
9. No Flight Attendant will be denied the ability to check-in to a hotel, or to board or exit a hotel shuttle, because they choose not to contact Crew Scheduling at that time during an off-duty period (during a RON).

R. NOTIFICATION OF DELAY OR CANCELLATION

1. When a scheduled departure is delayed by one hour (1:00) or more, or the flight is cancelled, the Company will make every effort to notify the Flight Attendant(s). These notifications may be completed by Crew Scheduling via Positive Contact pursuant to 8.Q.1., above, or a voicemail left on the Flight Attendant's number(s) on file with the Company.
2. If the Company becomes aware that a flight following a RON is being delayed by one hour (1:00) or more, the Company will advise the Flight Attendant(s) before they depart the arrival airport or within two hours (2:00) after block-in by the notification methods indicated in 8.R.1., above. If the Company has knowledge within these timelines and fails to notify the Flight Attendant, a Lineholder will be paid at two and one-half times (2.5x) the trip rate for flights flown, including any surface deadhead, for the entire sequence in addition to any applicable Minimum Pay Rules (MPRs) and/or Sit Pay at straight time; and a Reserve will be paid at one and one-half times (1.5x) the trip rate for flights flown, including any surface deadhead, for the entire sequence in addition to any applicable MPRs and/or Sit Pay at straight time above guarantee and will be credited at straight time toward guarantee.

S. NATURAL DISASTERS, ACTS OF WAR, RIOTS, TERRORISM, ETC.

1. In the face of natural disasters, acts of war, riots, terrorism, etc., the primary focus of the Association and the Company will be the safety of the crew when scheduling or reassigning Flight Attendants to fly into or out of areas affected by imminent or present natural disasters, acts of war, riots, terrorism, et cetera.
2. When a natural disaster, acts of war, riots, terrorism, etc., is imminent or present, and a need for rescheduling or reassigning crews becomes apparent, the Manager of Crew Scheduling or their designee will contact the MEC President or their designee. Contact with the Association appointed representative will be maintained until such time as all crewmembers have been returned to domicile and normal operations have resumed.
3. If the pilots are offered release from flying into or out of a city, or laying over in a city affected by such natural disasters, act of war, riots, terrorism, etc., the Flight Attendant crewmembers will be released as well and provided the same evacuation opportunities afforded to the pilots. Every effort will be made to keep Flight Attendant crews together when reassigning them to be removed from a city affected by imminent or present natural disasters, acts of war, riots, terrorism, et cetera.
4. It may be necessary to exceed duty limitations in accordance with S.5., below, in order to remove Flight Attendants from danger, in order to bring customers out of a city impacted by natural disaster, acts of war, riots, terrorism, etc., or to resume normal operations to a city impacted by such events.
5. On a case-by-case basis, with the mutual agreement of the parties, the scheduling limitation of ten hours and thirty minutes (10:30) of duty outlined in [8.E. \[Duty Period\]](#), above, may be exceeded to remove crews from or to avoid danger and/or to facilitate bringing customers out of a disaster area, or to resume normal

operations to an affected city impacted by such events. The compensatory rest outlined in [8.H. \[Compensatory \(Double-Out\) Rest\]](#), above, and any other applicable Sections will apply, and will be provided upon the Flight Attendant's first return to domicile. Additionally, the two times (2.0x) (three times (3.0x) as applicable) rate of pay will apply to any TFP flown in a duty period scheduled to exceed or that actually exceeds ten hours and thirty minutes (10:30) of duty due to irregular operations directly resulting from 8.S..

- a. Crews that exceed such duty limitations to perform such work will be deadheaded one way (in either direction) in passenger seats.
- b. An uncovered sequence constructed under 8.S. ("8.S. sequence") will be built with appropriate compensatory "double-out" rest added to the end of the sequence that cannot be reduced. However, such rest and the pay provisions of H.2. [Compensatory (Double-Out) Rest], above, may be waived by the Flight Attendant in order to pick up or trade into another sequence.
- c. An uncovered "8.S. sequence" will first be offered to a Flight Attendant who has flights cancelled from their line of time as a result of an 8.S. event and is eligible for an alternate assignment under the provisions of [Section 10.S. \[Pre-Cancellations\]](#), if applicable. The Flight Attendant may accept the "8.S. sequence" or may decline with pay protection for the original sequence at straight time. If the Flight Attendant accepts and works the "8.S. sequence", any conflicting scheduling obligations will be resolved in accordance with [8.H. \[Compensatory \(Double-Out\) Rest\]](#).
- d. An "8.S. sequence" may be placed into OT for pick-up and trading. The associated compensatory "double-out" rest cannot be reduced as a result of trading. However, such rest and the pay provisions of Section H.2. [Compensatory (Double-Out) Rest], above, may be waived by the Flight Attendant in order to pick up or trade into another sequence.
- e. A Reserve may be assigned an "8.S. sequence". If the Reserve works the sequence, they will be credited one times (1.0x) the trip rate toward the Reserve's guarantee and any additional premium TFP(s) will be paid above guarantee.

6. Day Rooms for 8.S sequences will be administered pursuant to [Section 34.A.3. \[Day Rooms\]](#)

T. BASE TURNS

1. A Flight Attendant may combine two (2) sequences in the same duty period that contain no less than one hour and thirty minutes (1:30) block-to-block between the last flight of the previous sequence and the first flight of the subsequent sequence. The scheduled base turn duty period cannot exceed fourteen hours (14:00) on duty in accordance with CFRs.
2. If the total Base Turn duty day of the combined sequences contains ten hours and thirty minutes (10:30) or less, all language in this Agreement regarding such duty limitations and pay will continue to apply.
3. If the total Base Turn duty day of the combined sequences is scheduled for more than ten hours and thirty minutes (10:30) then the Flight Attendant will be considered to have waived all duty limitations and premium pay for that day triggered by exceeding ten hours and thirty minutes (10:30) or above.
4. A Flight Attendant will not suffer a loss of pay for misconnects between sequences comprising a Base Turn.
5. A Flight Attendant will receive per diem for the entire duty day containing the Base Turn and must remain contactable.
6. A Flight Attendant will not receive Sit Pay per [Section 21.T. \[Sit Pay\]](#) for the sit created between the two (2) sequences that comprised the Base Turn unless there is a subsequent delay of two hours (2:00) or more between the sequences, that adds to the already existing sit time.

U. OPERATIONALLY IMPACTED MINIMUM DAYS OFF

For Lineholders, see [Section 10.E.1.a. \[Line Construction...\]](#).

For Reserves, see [Section 10.E.1.b. \[Line Construction...\]](#) and [Section 11.B.4. \[Reserve: General\]](#).

- 9.A. Junior Assignment (JA) Definition**
- 9.B. Ineligible for JA during Vacation**
- 9.C. Means for Contact for JA**
- 9.D. Company's Right to Assign JA**
- 9.E. Premium Open Time**
- Add. Junior Assignment and Premium Open Time Addendum**

A. JUNIOR ASSIGNMENT (JA) DEFINITION

When a Flight Attendant is required to work on their scheduled day off, or when Crew Scheduling assigns a Flight Attendant any additional flying after a completed scheduled sequence. Such additional flights or sequences must be legally scheduled. A Flight Attendant may be required to remain on duty after being JA'd at the completion of a sequence up to twelve hours and thirty minutes (12:30) for that duty period [See Arbitration number 48-98 (Knowlton 2/23/99)].

B. INELIGIBLE FOR JA DURING VACATION

A Flight Attendant will not be contacted for a JA during their vacation, including on the last day of their vacation. A Flight Attendant may not be JA'd into their vacation.

C. MEANS OF CONTACT FOR JA

Flight Attendants may be contacted for JA duty by the following methods only and such contact must also be in accordance with [Section 8.Q \[Contactability...\]](#):

1. When contacted in person on Company property or at the airport during scheduled duty on a scheduled day of work except when deplaning exceeds the scheduled domicile debrief period of fifteen minutes (:15) ([Section 8.D.2. \[Check-in and Debrief\]](#)).
2. Telephone contact with the Flight Attendant at their primary contact number(s) on file with Crew Scheduling between scheduled check-in and domicile release for their sequence. Flight Attendants must provide a contact number to Crew Scheduling.

D. COMPANY'S RIGHT TO ASSIGN JA

The Company will have the right to assign the JA Flight Attendant to all regular and extra section flights or sequences and charters operated to which positions are not filled from the Reserve Flight Attendant pool but only in compliance with the rules listed below. 4k sequences may not be JA'd, unless the sequence is altered to fit within the ten hour and thirty minutes (10:30) maximum duty period provisions. No "JA'ing" will be allowed between domiciles ([Section 28.A.7. \[Rules Governing Multiple Domiciles\]](#)). A Flight Attendant may be JA'd anytime while on duty, including at the end of a completed sequence. However, if a Lineholder is reassigned pursuant to [Section 10.R. \[Same-Day Scheduling Changes and Reassignments\]](#) and completes the reassignment, such Flight Attendant cannot be JA'd if the Flight Attendant has flown flights equal to or greater than the Flight Attendant's original assignment.

1. A Flight Attendant who is assigned JA and flies will be compensated as follows:
 - a. The Flight Attendant who is assigned JA and flies the JA will receive two and one-half times (2.5x) the appropriate trip rate for all flights flown or scheduled, including surface deadhead, as a JA or for flights from which the Flight Attendant was pulled at one time (1.0x) the trip rate, whichever dollar amount is greater.
 - b. In no event will the Flight Attendant be compensated for fewer TFP(s) than immediately prior to being JA'd.
 - c. The Flight Attendant will be paid the greater dollar amount of what they were scheduled to fly or what they actually flew including JA premium.
 - d. When a Flight Attendant has been JA'd at the completion of the Flight Attendant's scheduled sequence to a RON that results in flying during a duty period commencing on a scheduled day off, the Company will return the Flight Attendant to the domicile on an AAG flight(s) at the earliest possible time, while avoiding flight cancellation due to crew shortage. Compensation will be set at one (1.0) TFP for each four (4) hours calculated from the time the Flight Attendant terminates in the overnight city until fifteen minutes (:15) after the Flight Attendant actually arrives at the domicile. (Over two (2) hours will count as a full four (4) hours; two (2) hours or less will not count). The Flight Attendant will also receive two

- and one-half times (2.5x) the trip rate for any flights flown including surface deadhead following the completion of the Flight Attendant's originally scheduled sequence until they are returned to the domicile.
- e. If the Company JA's a Flight Attendant out of order, the Flight Attendant who actually flies the JA will be paid two and one-half times (2.5x) the trip rate for the sequence and an additional one-half times (0.5x) the trip rate for the error. The Flight Attendant who should have been JA'd to the sequence will be pay protected at two and one-half times (2.5x) the trip rate for the sequence. The pay will be in addition to any other applicable premium(s). No other Flight Attendant will be due any compensation.
 - f. A Flight Attendant who picks up and flies a JA sequence or portion of a JA sequence will receive two and one-half times (2.5x) the trip rate for all flights flown or scheduled, including surface deadhead, in the sequence or portion of a sequence which originated as a JA sequence.
 - g. A Flight Attendant who is on a JA trip that changes when they arrive at the airport will be paid two and one-half times (2.5x) the trip rate on all flights flown including surface deadhead in the originally scheduled sequence or in the revised sequence, whichever is greater of the two.
2. When Crew Scheduling must JA a Flight Attendant for a sequence, the assignment must be given as follows:
- a. The assignment may be given no earlier than the calendar day prior to the departure of the sequence.
 - b. If the JA is made the day prior to the sequence departure, the monthly seniority list must be used starting with the most junior available Lineholder on duty no earlier than midnight (12:00 AM) the day prior in the domicile from which the sequence departs who is completely legal for the flight or sequence to be assigned. If there is no such Flight Attendant available, scheduling will start over, contacting the most junior available Lineholder on duty based in that domicile who requires the least amount of future flights to be pulled to make such Flight Attendant legal for the JA flight or sequence to be assigned.
 - c. If the JA is made such that the Flight Attendant is given additional flying on the same day that they complete a scheduled sequence, it must be legally scheduled (see also 9.A., above). The monthly seniority list must be used starting with the most junior available Lineholder on duty that day. If there is no such Flight Attendant available, scheduling will start over, contacting the most junior available Lineholder on duty that requires the least amount of future flights to be pulled to make such Flight Attendant legal for the JA flight or sequence to be assigned.
 - d. A Flight Attendant awarded a Reserve line cannot be JA'd ([Section 11.B.6. \[Reserve: General\]](#)). However, when a Reserve picks up a sequence on day(s) off they will be considered a Lineholder for the purposes of this provision and may be JA'd at the completion of the sequence provided that the JA assignment releases by midnight (12:00 AM) of that day and is made part of the same duty period. A Lineholder who picks up a Reserve day(s) may be JA'd only when contacted at check-in for the Reserve assignment or while the Reserve assignment is in progress.
 - e. A Flight Attendant who is working a JA sequence is not eligible to be JA'd again until after check-in of their subsequent sequence (the one following the JA).
 - f. A Flight Attendant is ineligible to be assigned JA on day(s) on which they have given-away or traded sequences from their original line provided that no additional flying is picked up or traded and placed on those same day(s).
 - 1. Example a: A Flight Attendant has a 3-day sequence on days 1,2,3. They drop the 3-day sequence and pick up, or trade into, a 2-day sequence on days 1 and 2. They are ineligible to be assigned JA for day 3.
 - 2. Example b: A Flight Attendant has two (2) touching 2-day sequences on days 1,2,3,4. They drop the second 2-day sequence on days 3 and 4 and pick up or trade into a turn on day 4. They are ineligible to be assigned JA for day 3, but are eligible to be assigned JA for day 5.
 - g. A Flight Attendant who has been JA'd may immediately post for trade or give-away the entire JA sequence or legally SIP'd portion of such sequence to the real-time electronic trip trading system. A JA sequence or portion of a JA sequence may also be traded or given-away as a Jet Bridge Trade. The JA premium will follow a traded JA sequence or portion of a JA sequence pursuant to 9.D.1.a., above. JA'd sequences cannot be dropped into or traded with Open Time.
 - h. When a Flight Attendant receives a JA assignment, Crew Scheduling will record the Flight Attendant's preference to accept a release without pay protection of the JA assignment if the operation supports such scheduling adjustment. The sequence or portion of a sequence may not be assigned by Crew Scheduling

- to another Flight Attendant as a JA assignment. If Crew Scheduling releases a Flight Attendant from a JA assignment, it must be done in seniority order of those who have been JA'd for that day and who have preferenced to be released. Crew Scheduling will contact the Flight Attendant on the primary contact number on file with Crew Scheduling and leave a voicemail if necessary, notifying that the sequence has been removed based on their preference. Such removal will not be made within four (4) hours of scheduled departure. A Flight Attendant may change their preference by contacting Crew Scheduling prior to the JA assignment being removed from their line.
3. For the purposes of generating the JA assignment list, a Lineholder, or a Reserve who has picked up a sequence on a day off, will be considered "on duty" after scheduled check-in at domicile, while on a layover, and up to release at domicile.
 4. If the JA assignment will cause the Flight Attendant to go below twelve (12) minimum days off, or will not provide forty-eight (48) hours' rest within seven (7) days, Crew Scheduling must inform the Flight Attendant and they may decline the assignment. If accepted, all pay provisions will apply to the JA assignment.
 5. When a Flight Attendant is assigned a JA sequence and they report they and/or their child or qualified family member is sick at that time, such Flight Attendant will not be charged with a sick day, but they may be required to produce verification of their own, their child's or qualified family member's illness. If the Flight Attendant produces a doctor's statement dated within forty-eight (48) hours of the JA call, which is turned in prior to departure of the next scheduled sequence, no points will be charged under [Section 32 \[Attendance Policy\]](#).
 6. The Company will provide a list of Flight Attendants JA'd and those who were legal and available for those assignments to the Association upon request.
 7. No JA'ing will be allowed between domiciles.
 8. The Manager of Inflight Crew Scheduling, or their designee, will confer with the Association Scheduling Chairperson, or their designee, prior to JA'ing.
 9. JA flying occurs on days the Flight Attendant is scheduled to be off or after the completion of a scheduled sequence. Any other reassignments occur on days the Flight Attendant is already scheduled to fly, although due to irregular operations they may carry into days the Flight Attendant was scheduled to be off. ([Sections 9.A. \[Junior Assignment\]](#) and [10.R. \[Same-Day Scheduling Changes and Reassignments\]](#))

E. PREMIUM OPEN TIME

Crew Scheduling may designate individual sequences as premium pay sequences regardless of Reserve availability. Once posted, it may not be revoked. However, if the sequence is assigned to or self-assigned by a Reserve, the premium will not apply.

1. The Company will publish notification of Premium OT via Crew Access (or similar program mutually agreed to by the Parties).
2. A Flight Attendant who picks up Premium OT will receive a minimum premium of one and one-half times (1.5x) the applicable rate of pay.
3. Trading / Giving Away Premium OT
 - a. A Flight Attendant may trade their Premium OT sequence for another Flight Attendant's Premium OT sequence, and the resulting premium rate for both sequences will be the lower of the two (2) premium rates prior to the trade, if different.
 - b. A Flight Attendant may trade their Premium OT sequence for another Open time sequence (regardless of the premium indicator) at straight time, and the premium pay will not follow the sequence traded into Open Time. The same sequence may be converted back to Premium OT only if Crew Scheduling once again designates the sequence as Premium OT while the sequence is in Open Time.
 - c. A Flight Attendant may give away a Premium OT sequence to another Flight Attendant and the premium pay will not follow the sequence. After the commencement of a Premium OT sequence, a Flight Attendant may give away a portion of the sequence to another Flight Attendant (e.g., via Jet Bridge Trade, SIP, etc.) It is the responsibility of the Flight Attendant who originally picked up the Premium OT sequence to notify Crew Scheduling in order to retain the premium on the portion flown, including surface deadhead. The portion of the sequence given away will not retain the premium.
 - d. A Flight Attendant may trade their Premium OT sequence for another Flight Attendant's straight-time

- sequence and the result would be that both sequences would be paid at straight time pursuant to E.3.a., above.
4. If a Flight Attendant picks up a Premium OT sequence, and prior to or following check-in, subsequently trades safety positions within the same sequence, the Flight Attendant will then retain the associated premium pay. A Flight Attendant may also trade safety positions between one-position (i.e., D position) and three-position (i.e., A, B, or C position) sequences and retain the associated premium pay if all scheduled flight numbers and dates are identical in both sequences. It is the responsibility of the Flight Attendant(s) to notify Crew Scheduling when trading safety positions pursuant to this Paragraph (as this is a manual process). Upon notification, Crew Scheduling will manually add the applicable premium pay back onto the roster of the eligible Flight Attendant(s) for the affected sequence(s), including Jet Bridge Trades and sequences containing deadhead(s). Applicable premium pay will follow the eligible Flight Attendant(s) and not the safety position.
 5. A Flight Attendant who is on a Premium OT trip that changes due to a pre-cancellation will be guaranteed no less than the number of TFP originally scheduled on a day-for-day basis if they fly an alternative assignment pursuant to [Section 10.S.2.c. \[Alternative Assignment\]](#). They will be paid the premium attached to the originally-scheduled Premium OT sequence and paid that rate on all flights flown including surface deadhead in the revised sequence. If the revised sequence due to a pre-cancellation is worth less TFP than the originally scheduled Premium OT sequence, the Flight Attendant will also be compensated the TFP value of the difference between the sequences on a day-for-day basis paid at straight time. If the Flight Attendant subsequently trades the alternate assignment, the premium will be subject to adjustment pursuant to 9.E.3., above.
 6. A Flight Attendant who is on a Premium OT trip that changes due to a reassignment (same-day scheduling change) will be guaranteed no less than the number of TFP originally scheduled on a day-for-day basis. They will be paid the premium attached to the originally scheduled Premium OT sequence and paid that rate on all flights flown including surface deadhead in the revised sequence.
 - a. If the revised sequence due to a reassignment is worth less TFP than the originally scheduled Premium OT sequence, the Flight Attendant will also be compensated the TFP value of the difference between the sequences, on a day-for-day basis, paid at straight time, provided Crew Scheduling attempts to contact the Flight Attendant via a telephone call to advise of the reassignment or cancelled flying two hours (2:00) or more prior to scheduled report time.
 - b. If Crew Scheduling does not attempt to call the Flight Attendant pursuant to 9.E.6.a., above, then the Flight Attendant will be compensated the TFP value of the difference between the sequences, on a day-for-day basis, paid at the Premium OT rate of the original assignment. Reassignment pay and Premium OT pay protection will not pyramid for flying less than scheduled on a day-for-day basis.
 - c. If Crew Scheduling does not attempt to call the Flight Attendant within two hours (2:00) prior to scheduled report time pursuant to 9.E.6.b. above, and the entire sequence is cancelled, the Flight Attendant will still be required to report if they have not made Positive Contact with Crew Scheduling and been released. The Flight Attendant will be guaranteed at least the number of TFP originally scheduled. Additionally, they will be pay protected at the originally posted premium rate for any cancelled flying, including surface deadhead, not made up in each duty period by reassigned flights actually flown including surface deadheads. Reassignment pay and Premium OT pay protection will not pyramid for flying less than scheduled on a day-for-day basis.
 7. If a Flight Attendant's Premium OT trip changes due to a reassignment (same-day scheduling change), and the reassignment results in the Flight Attendant flying, including surface deadhead, more than scheduled, the flying above schedule will be paid at one and one-half times (1.5x) the trip rate based on a day-for-day comparison. If a duty period crosses midnight, such duty period will be credited in the day in which the duty period starts for the purposes of this provision.
 8. Flight Attendant(s) on vacation may pick up Premium OT sequences. Compensation for flights actually flown, including surface deadheads, will be paid in addition to vacation pay. However, CBA sick leave will not be paid for accepted flights or sequences not flown during scheduled vacation day(s).
 9. Flight Attendant(s) may pick up Premium OT sequences out of domicile. Each Premium OT sequence will count as one (1) of the monthly limit of four (4) out-of-domicile pick-ups, per domicile.



ADDENDUM

1. How am I paid if I am JA'd?

JA Example

If you are given an assignment as a JA, you will be compensated two and one-half times (2.5x) the trip rate for all flights flown or scheduled as a JA, including surface deadhead, or at one time (1.0x) the trip rate for flights from which you were pulled, whichever is greater. In no event will you be compensated for fewer TFP than prior to being JA'd.

EXAMPLE as shown in Rainmaker:

Assume you fly the following JA sequence.

FLT	ORG	DST	TRP25 FLW25	TRP10 FANon
460	SEA	SJC	2.1	
421	SJC	SEA	2.1	0.8

In the example noted above, you will be paid four and two-tenths (4.2) TFP at two and one-half times (2.5x) times your normal step rate and 0.8 TFP for the Average Duty Period Guarantee (ADPG) at your normal step rate.

If you had been pulled from a scheduled sequence worth eight (8.0) TFP to fly the example noted above, you would be paid the greater dollar value of your scheduled flying or the JA flying.

So, in this situation, you would be paid the value of your JA flying even though it is less TFP because it is worth more than the value of the original scheduled flying you would have flown at straight time.

If you had been JA'd at the end of your scheduled sequence to a RON that results in flying on a scheduled day off, the Company will return you to Sequence Home Domicile on an AAG flight(s) at the earliest possible time, while avoiding flight cancellation due to crew shortage. You will be paid one (1.0) TFP for each four (4) hours from the time you arrive in the overnight city until fifteen minutes (:15) after you arrive at your Sequence Home Domicile in addition to the two and one-half times (2.5x) trip rate for any flights flown (including surface deadhead) during the duty period following the unscheduled RON as follows: (over two hours (2:01 or greater) will count as a full four hours (4:00); two hours (2:00) or less will not count).

EXAMPLE as shown in Rainmaker:

You are LAX domiciled and scheduled to fly the following sequence:

	FLT	ORG	DST	TRP10 FLW10	TRP10 FANon	TRP10 ADPG
Day 1	505	LAX	PDX	2.5	1.5	
Day 2	538	PDX	LAX	2.5	1.5	2.0

Between hard time, the Duty Period Minimum (DPM), and the Average Duty Period Guarantee (ADPG), the sequence pays ten (10.0) TFP.

When you return to LAX you are JA'd to do some additional flying. The additional flying results in the following:



EXAMPLE as shown in Rainmaker:

	FLT	ORG	DST	TRP10 FLW10	TRP10 FANon	TRP10 ADPG	TRP25 FLW25
Day 1	505	LAX	PDX	2.5	1.5		
Day 2	538	PDX	LAX	2.5			
	091	LAX	SEA				2.8
Day 3	592	SEA	LAX		1.2	1.7	2.8

Pay for the reassigned sequence would be as follows:

- 5.0 TFP at one time (1.0x) rate
- 2.7 TFP for Duty Period Minimum (DPM)
- 5.6 TFP at two and one-half times (2.5x) rate for JA
- 1.7 TFP for Average Duty Period Guarantee (ADPG)

You arrive in SEA at 11:40 PM on Day 2. On Day 3 you depart SEA and arrive in LAX at 11:10 AM.

You would also receive three (3.0) TFP Stranded Pay (SR) per [Section 9.D.1.d. \[Company's Right to Assign JA\]](#) for the unscheduled RON of twelve hours (12:00) from block-in at SEA to fifteen minutes (:15) after block-in at LAX.

2. **How will I be paid if I picked up a Premium OT sequence or I am JA'd to a sequence which changes the same day prior to scheduled initial report and greater than two hours (2:00) prior to report?**

If your sequence is changed greater than two hours (2:00) prior to scheduled initial report, you will be guaranteed at least the number of TFP originally scheduled. You will be paid the premium attached to your Premium OT sequence for all flights flown including surface deadhead, and brought up to the TFP value of the original assignment at straight time. You will be paid two and one-half times (2.5x) the trip rate for all flights flown or scheduled, including surface deadhead, if you have been JA'd. Reassignment pursuant to Section 10.R.4.g. [Pay for Reassignments] will not be applicable for same-day scheduling changes of Premium OT sequences for flying less than scheduled on a day-for-day basis.

Less than Scheduled Example:

Premium OT (1.5x): Original Sequence:	99	SEA	-	ANC	4.0	TFP
	204	ANC	-	SEA	4.0	TFP
Changed the same day and greater than two (2) hours prior to scheduled initial report:	310	SEA	-	SAN	3.0	TFP
	113	SAN	-	SEA	3.0	TFP

Example, as shown in Rainmaker:

FLT	ORG	DST	TRP10 FANon	TRP15 FLW15
310	SEA	SAN		3.0
113	SAN	SEA	2.0	3.0

Eight (8.0) TFP total, of which six (6.0) TFP will be paid at one and one-half times (1.5x) the trip rate and two (2.0) TFP at straight time.

If you were JA'd you will receive two and one-half times (2.5x) pay on the eight (8.0) TFP in the originally scheduled sequence because it is worth more TFP than the revised sequence.



Greater than Scheduled Example:

Premium OT (1.5x): Original Sequence:	310	SEA	-	SAN	3.0	TFP
	113	SAN	-	SEA	3.0	TFP
Changed same day and greater than	99	SEA	-	ANC	4.0	TFP
2 hours prior to scheduled initial report:	204	ANC	-	SEA	4.0	TFP

Example, as shown in Rainmaker:

FLT	ORG	DST	TRP15 FLW15	TRP20 FLW20
99	SEA	ANC	4.0	
204	ANC	SEA	2.0	2.0

Eight (8.0) TFP total, of which six (6.0) TFP will be paid at one and one-half times (1.5x) the trip rate and two (2.0) TFP will be paid at two times (2.0x) the trip rate.

If you were JA'd, you will receive two and one-half times (2.5x) pay on the eight (8.0) TFP for the revised sequence.

3. **How will I be paid if I picked up a Premium OT sequence or I am JA'd to a sequence which changes two (2) hours or less prior to report?**

If your sequence is changed two (2) hours or less prior to report, you will be guaranteed at least the number of TFP originally scheduled. You will be paid the premium attached to your Premium OT sequence for all flights scheduled or actually flown including surface deadhead, whichever is greater, in each duty period at the originally posted premium rate. You will be paid two and one-half times (2.5x) the trip rate for all flights flown or scheduled, including surface deadhead, if you have been JA'd. Reassignment pay pursuant to [Section 10.R.4.g. \[Pay for Reassignments\]](#) will not be applicable for same-day scheduling changes of Premium OT sequences for flying less than scheduled on a day-for-day basis.

Less than Scheduled Example:

Premium OT (2.0x): Original Sequence:	99	SEA	-	ANC	4.0	TFP
	204	ANC	-	SEA	4.0	TFP
Changed less than 2 hours prior to report:	310	SEA	-	SAN	3.0	TFP
	113	SAN	-	SEA	3.0	TFP

Example, as shown in Rainmaker:

FLT	ORG	DST	TRP20 FLW20	TRP20 FANon
310	SEA	SAN	3.0	
113	SAN	SEA	3.0	2.0

Eight (8.0) TFP total, of which six (6.0) TFP will be paid at two times (2x) the trip rate for flights flown and two (2.0) TFP at two times (2x) the trip rate premium guarantee.

If you were JA'd, you will receive two and one-half times (2.5x) pay on the eight (8.0) TFP in the originally



scheduled sequence because it is worth more TFP than the revised sequence.

Greater than Scheduled Example:

Premium OT (1.5x): Original Sequence:	310	SEA	-	SAN	3.0	TFP
	113	SAN	-	SEA	3.0	TFP
Changed less than 2 hours prior to report:	99	SEA	-	ANC	4.0	TFP
	204	ANC	-	SEA	4.0	TFP

Example, as shown in Rainmaker:

			TRP15	TRP20
FLT	ORG	DST	FLW15	FLW20
99	SEA	ANC	4.0	
204	ANC	SEA	2.0	2.0

Eight (8.0) TFP total, of which six (6.0) TFP will be paid at one and one-half times (1.5x) the trip rate and two (2.0) TFP at two times (2.0x) the trip rate. If you were JA'd, you will receive two and one-half times (2.5x) pay on the eight (8.0) TFP in the originally scheduled sequence because it is worth more TFP than the revised sequence.

4. **How will I be paid if I picked up a Premium OT sequence or I am JA'd to a sequence which cancels less than two (2) hours prior to report?**

If your sequence is cancelled less than two (2) hours prior to report, you will be guaranteed at least the number of TFP originally scheduled. You will be pay protected for any cancelled flying including surface deadheads not made up in each duty period at the originally posted premium rate. You will be pay protected two and one-half times (2.5x) the trip rate for scheduled flights not flown, including surface deadheads if you have been JA'd.

Example:

Premium OT (2.0x): Original Sequence:	1039	SEA	-	PDX	1.0	TFP
	1008	PDX	-	SEA	1.0	TFP

Example, as shown in Rainmaker:

			TRP10	TRP20
FLT	ORG	DST	FANon	FANon
1039	SEA	-	PDX	1.0
1008	PDX	-	SEA	1.0

In this example, due to a cancellation with no subsequent reassignment, the Flight Attendant will be paid four (4.0) TFP total, of which two (2.0) TFP will be paid at two times (2x) the trip rate premium guarantee and two (2.0) TFP at straight time for the Duty Period Minimum (DPM).

If you were JA'd, you will be paid four (4.0) TFP total, of which two (2.0) TFP will be paid at two and one-half times (2.5x) the trip rate premium guarantee and two (2.0) TFP will be paid at straight time for the Duty Period Minimum (DPM).

- 10.A. Preferential Bidding System**
- 10.B. Line of Time / Line Averages**
- 10.C. Contractual Limits Apply in PBS**
- 10.D. Method of Awarding Lines**
- 10.E. Line Construction and Operational Impact**
- 10.F. Planned Absences / Carry-In**
- 10.G. Prorated Lines During Month with Leave of Absence**
- 10.H. Flight Attendants on No-Bid Status**
- 10.I. Bidding While Withheld from Service or Unable to Meet Applicable Government Requirements**
- 10.J. Bid Packets and Bidding Timelines**
- 10.K. Standing (Default) Bid**
- 10.L. Bid Awards, Bid Protest and Bid Re-Awards**
- 10.M. PBS Bid Line Options / Preferences**
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- 10.P. Buddy Bidding**
- 10.Q. Low-Bid Option**
- 10.R. Same-Day Scheduling Changes and Reassignments**
- 10.S. Pre-Cancellations**
- 10.T. Use of Non-Revenue Flight Attendant to Cover Staffing Shortage**
- 10.U. Scheduling Committee**
- 10.V. Responsibility of Crew Scheduling**
- 10.W. Scheduling Errors**
- 10.X. Deadhead**
- 10.Y. Sequence Construction**
- 10.Z. Personal Drop(s)**
- 10.AA. Through Flight Provisions at Sequence Home Domicile**
- 10.BB. Pre-Boarding**
- 10.CC. No Show Sequence Recovery for Lineholders (or Reserves Picking Up on a Day Off)**
- 10.DD. Long Stage Length Duty Period ("4k")**
- 10.EE. Electronic Bid Software**
- 10.FF. Operationally Impacted Minimum Days Off**
- Add. Scheduling Addendum**

A. PREFERENTIAL BIDDING SYSTEM (PBS)

The Company will utilize and maintain a Preferential Bidding System (PBS), meeting the requirements in this Section and any other terms, which have been mutually agreed upon by the Company and Association, for the construction and awarding of flight schedules and Reserve Lines of Time. The Company will provide monthly bid packages and awards.

1. Flight Attendants will use the PBS agreed to by the parties unless an alternative method has been approved by the Company and the Association. A method of alternative bidding will be made available to Flight Attendants in the event of a system failure.
2. A Standing Joint PBS Committee will be composed of members from the Company and four (4) members from the Association, in addition to the Association Scheduling Chair. The number of Company members may not exceed the number of Association members. The Association members will have continuing PBS involvement in conjunction with the Scheduling Committee.
3. The Joint PBS Committee will oversee PBS implementation, development and administration of any PBS. The Association members will be provided equal access to verify system settings, constraints and parameters (within the vendor's contractual limitations/restrictions, provided that, if the applicable contract does not permit the Association to acquire its own copy of the software, then the Association will be provided access to the Company's copy adequate to enable the Association to verify system settings, constraints and parameters).
4. The Company will pay all flight pay loss for the Association's PBS committee members at the rates provided in [Section 27.P.1.e. \[Company Business...\]](#).

5. The bidding interface will be accessible to Flight Attendants both inside and outside the Company's network (home computer via internet).
6. The Company will bear all expenses related to the initial startup and subsequent "debugging" of PBS, including but not limited to, software development, add-on/upgrades, all post-installation software modification, equipment purchases, the interfacing of current hardware with new PBS computers, the supplying of sufficient terminals for Flight Attendants to bid at each domicile and the providing for internet and network bidding capabilities, for a web-based program mutually agreed to by both the Company and the Association.
 - a. The Company will not be required to supply Flight Attendants with personal computers or internet access away from work.
 - b. The Company will make every effort to ensure that the PBS can operate on the most-used browsers or applicable systems.
7. The Joint PBS Committee will develop all required PBS procedure manuals and training programs and oversee Flight Attendant training. During any training period, a parallel bidding procedure will be made available to Flight Attendants for familiarization purposes prior to any new PBS system going on line. During the training months, in addition to the Association members of the Joint PBS Committee, there will be Association appointed Trainers in each domicile (and co-terminal). The Company will bear all costs of training including flight pay loss for the Association members of the Joint PBS Committee and the Association domicile Trainers. Trainers will be available at a minimum of once per calendar quarter to help Flight Attendants to bid and to understand their award for the first calendar year after a new system is implemented.
8. No part of the PBS software or equipment will be substituted, altered or modified without the prior written consent of the Association.

B. LINE OF TIME / LINE AVERAGES

A bid line will be a monthly line composed entirely of published sequences with a monthly schedule of no more than ten (10.0) TFP above or below the monthly bid line average in the domicile. Each domicile's line average will not go below seventy-five (75.0) TFP nor above eighty-five (85.0) TFP. A Flight Attendant will bid in their domicile.

C. CONTRACTUAL LIMITS APPLY IN PBS

All contractual limitations on the construction of bid lines will remain in effect.

D. METHOD OF AWARDING LINES

1. Lines will be constructed preferentially, in order of seniority, one Flight Attendant at a time, with the Flight Attendant holding as many sequences available within their domicile at their seniority that meet their specific preferences, such preferences being stated in priority order provided that those sequences do not conflict with any known absences. Reserve lines will be constructed using a methodology that respects seniority in a similar manner as regular lines. A Flight Attendant on a voluntary temporary base trade (swap) will bid at their own system seniority ([Section 28.A.9.g. \[Rules Governing Multiple Domiciles\]](#)).
2. All monthly lines, including Reserve lines in this process, will be awarded in accordance with seniority and bid preferences. In cases where a Flight Attendant is denied a bid preference to ensure adequate daily work coverage such assignment will be in accordance with the bid preferences of the Flight Attendant and forced in inverse order of seniority. Bid preferences, which are denied in order to ensure adequate daily work coverage, will deviate from seniority order only due to unavoidable limitations of the PBS algorithm.
3. If a Flight Attendant has a Reserve day at the end of a bid month, the domicile rest requirement in [Section 8.M.1. \[Scheduled Domicile Rest\]](#) does not apply for the purposes of line construction between the last day of the prior bid month and the first day of the new bid month when awarding Reserve days in the new bid month.

E. LINE CONSTRUCTION AND OPERATIONAL IMPACT

1. Lineholder/Reserve Days Off
 - a. When a duty period carries into a day off by fifteen minutes (:15) or more as a result of operations, the Lineholder will be paid two and one-half times (2.5x) the TFP value for any flight(s) including surface deadheads that operate on a day off in addition to all other compensation unless E.2.a below applies.
 - b. When a duty period carries into a day off as a result of operations by fifteen minutes (:15) or more, the Reserve will be paid two and one-half times (2.5x) the TFP value for any flights(s) including surface deadheads that operate on a day off, one times (1.0x) the trip rate toward the guarantee and one and

one-half times (1.5x) the trip rate above the Reserve's guarantee, unless E.2.b. below applies.

2. In addition, all Flight Attendants will be guaranteed a minimum of twelve (12) days off in a thirty (30) day month and a minimum of thirteen (13) days off in a thirty-one (31) day month. Recurrent Training is not considered one of a Flight Attendant's minimum days off ([Section 30.A.1.e. \[General Training...\]](#)). The number of days off per month will be reduced by four-tenths (0.4) day(s) for each day of a planned absence, rounded to the nearest whole number, excluding Recurrent Training and month-end carry-in flying. This number will be rounded down if it is at or below four-tenths (0.4) (e.g. 1.4, 2.4, etc.) and rounded up if at or above five-tenths (0.5) (e.g. 1.5, 2.5, etc.) ([Section 10.E.1. \[Line Construction...\]](#)) (See [Minimum Days Off Chart in Addendum to Section 10.](#))

Example: You have seven (7) days of vacation in a thirty-one (31) day month. Your minimum days off will be prorated as follows:

$$7 \times 0.4 = 2.8, \text{ round up to } 3.0$$

Minimum days off (excluding vacation) are $12 - 3 = 9$

Example: Thirteen (13) days of medical leave in a thirty (30) day month:

$$13 \times 0.4 = 5.2, \text{ round down to } 5.0$$

Minimum days off (excluding medical leave) are $12 - 5 = 7$

- a. When a duty period carries into a minimum day off by fifteen minutes (:15) or more as a result of operations, the Lineholder will be paid pursuant to 1.a. above. In no case will the Flight Attendant receive less than one and six-tenths (1.6) TFP paid at two and one-half times (2.5x) the TFP value for any flight(s) including surface deadhead that operate on a day off, in addition to all other compensation, provided that the Lineholder's schedule for the month contains no more than their minimum twelve (12)/thirteen (13) scheduled days off, as applicable at the time of the sequence that carries the Lineholder into a day off.
 - b. When a duty period carries into a minimum day off as a result of operations by fifteen minutes (:15) or more, the Reserve will be paid pursuant to 1.b. above. In no case will the Flight Attendant receive less than one and six-tenths (1.6) TFP paid at two and one-half times (2.5x) the TFP value for any flight(s) including surface deadheads that operate on a day off above their guarantee, provided that the Reserve's schedule for the month contains no more than their minimum scheduled days off twelve (12) or thirteen (13) days off, as applicable at the time of the assignment that carries the Reserve into a day off. Also see [Section 11.B.4. \[Reserve: General\]](#).
3. A bid line will contain no Reserve days and a Reserve line will contain only Reserve days and days off.
 4. A bid line will not contain any out of domicile sequences, including charters.
 5. In LAX, bid lines may consist of sequences with check-ins at LAX and one, and only one, co-terminal unless waived by the Flight Attendant, in which case they may be awarded sequences that depart from any combination of LAX and any co-terminals.
 6. All known flying, including scheduled and confirmed 14 CFR part 121 charters, will be placed in the PBS program for bid. A Flight Attendant will be awarded a Charter in PBS only if they have preferenced for such flying.
 7. A Flight Attendant will be awarded a Long Stage Length Duty Period (4k) in PBS only if they have preferenced for such flying.

F. **PLANNED ABSENCES / CARRY-IN**

The Company will apply any known absence(s) to a Flight Attendant's schedule.

1. Carry-in(s)/absence(s)/pre-award(s) that are known at the time of bidding, will be pre-planned in the bid process and credited in the new month.
2. The credit value of the known absence(s) will be reflected in the total value of the line for purposes of the line building parameters according to the below schedule, and will have the credit value applied towards a Flight Attendant's line credit:
 - a. Recurrent Training: zero (0) for Day 1, six (6.0) TFP for Day 2, and six (6.0) TFP for each day thereafter; any other Company-required training at the value stated in [Section 30.C.3. \[Training Pay\]](#);
 - b. Vacation: four (4.0) TFP per day;
 - c. Leaves: two and eight-tenths (2.8) TFP per day (pay, if applicable, will be based upon the type of leave).

G. PRORATED LINES DURING MONTH WITH LEAVE OF ABSENCE

A Flight Attendant who will be available to work less than an entire month will be allowed to bid during the bidding process and will be awarded a schedule for that portion of the month during which they will be available, with the number of minimum days off prorated based upon the numbers of days available (e.g. a Flight Attendant returning from maternity leave mid-month). (See E.2. [Line Construction...], above, and [Addendum to Section 10.](#))

H. FLIGHT ATTENDANTS ON NO-BID STATUS

Flight Attendants on a no-bid status but otherwise eligible to bid will be scheduled outside of the PBS system (e.g. Trainers).

I. BIDDING WHILE WITHHELD FROM SERVICE OR UNABLE TO MEET APPLICABLE GOVERNMENT REQUIREMENTS

1. If a Flight Attendant is withheld from service by the Company at the time of bid closing they will be allowed to bid for a schedule for the following bid period in accordance with this Section.
2. If a Flight Attendant does not meet applicable government requirements (e.g., Country vaccination requirements) for entrance into a location served by the Company, they must notify the Company and will be precluded from being awarded such flying (including charter flying). Such notification must be submitted prior to the first day of the calendar month prior to bidding for the following month. The Flight Attendant will be prevented from picking up or trading into any sequence with flying into that location. If the Flight Attendant does acquire flying into that location, the sequence will be dropped without pay. If the Flight Attendant is a Reserve, they may not self-assign a sequence that flies into that location and will be bypassed in the order of the (RAL).

J. BID PACKETS AND BIDDING TIMELINES

1. Bid packets will be made available electronically via a home access computer system and the Company computer terminals located in each domicile on or before the date of bid packet distribution. One hard copy of the bid packet will be available at each domicile or co-terminal.
2. Bid packets will contain all of the sequence information for all of the scheduled sequences in a given domicile and its co-terminals. Each domicile's bid packet will state the anticipated number of bid lines and Reserve lines that will be awarded in that domicile, the line average for the month in the domicile, the minimum and maximum TFP a line can be built to in the domicile and the training dates and locations for the domicile for the following month.
3. Bid packets will be made available to all Flight Attendants at each domicile on or before 9:00 AM PT on or before the fifth (5th) of the month prior to the bid period. In the event of a major, previously unknown airline schedule change, after sequences are constructed, the Company and the Association may agree to modify the Bid Timeline as appropriate.
4. A Flight Attendant must submit their bid by 9:00 AM PT on the tenth (10th) of the month prior to the bid period.
5. Should there be a "system failure" at a domicile or co-terminal, the Company will extend the acceptance of bids by twenty-four (24) hours at the affected domicile or by as long as the system failure exists, whichever is longer. The Company will determine when a "system failure" exists. A "system failure" may include those times when the service provider's system is not generally available for access for a significant period due to a failure of the system itself; or when access routes to the system (e.g. telephone service, power, etc.) is not available on a broad geographic scale. Failure of a Flight Attendant's personal computer or failure due to the error of a user will not be considered a "system failure."
6. The system will allow a Flight Attendant to revise their bid. The last bid submitted will be honored.
7. The PBS System will generate, track and provide each Flight Attendant a bid confirmation for each bid supplied by the Flight Attendant.
8. The bid award for lines of time will be made available to all Flight Attendants by 9:00 AM PT on or before the thirteenth (13th) of the month prior to the bid period, but as soon as possible.
9. Bid Lines are final as of 9:00 AM PT on the fourteenth (14th) of the month prior to the bid period.

K. STANDING (DEFAULT) BID

1. A standing bid may be submitted at any time by a Flight Attendant and will remain in effect until it is changed by the Flight Attendant, but no later than the date bids must be submitted for a given month. A Flight

Attendant failing to make a bid or failing to meet the deadline will be assigned a line in the awards as per their standing bid.

2. If the Flight Attendant fails to make a bid and no standing bid exists, the PBS will default to "award pairings" and build a regular line for the Flight Attendant if their seniority would otherwise allow them to hold a regular line or a Reserve line if their seniority would require them to hold a Reserve line.

L. BID AWARDS, BID PROTEST AND BID RE-AWARDS

1. An individual Report will be made available to each Flight Attendant each month that reconciles the Flight Attendant's bid to their awarded schedule on a preference-by-preference basis.
2. Any Flight Attendant who has an inquiry or believes they may have received an incorrect bid award on their award will notify Crew Planning prior to 9:00 AM PT on the fourteenth (14th) of the month prior to the bid period.
3. Crew Planning will promptly review any inquiry submitted. If a programming or system error occurred, the affected Flight Attendant will be made whole. No remedy will be available if the subject of the inquiry was due to the Flight Attendant's choice of bid preferences.
4. Where there is a programming error that affects substantial numbers of Flight Attendants in a domicile(s), there may be a re-award upon agreement between the Company and the Association.
5. If, after the final bids have been awarded, any errors are subsequently discovered that makes any bid illegal in any manner, the Company will pull the Flight Attendant from sufficient flights with pay to be made legal.
6. Bid Results: Domicile line awards and coverage reports (or similar) will be published and made available to Flight Attendants electronically.

M. PBS BID LINE OPTIONS / PREFERENCES

1. Types of bid requests:
 - a. Global -- A bid request that sets overall guidelines for the bidder's schedule.
 - b. Prefer Off -- A bid request used to request dates or days off during the month.
 - c. Avoid -- A bid request used to define unwanted sequences or sequence criteria during the month.
 - d. Award -- A bid request used to define preferences for work during the month.
 - e. Instruction -- A bid request that provides special instructions to change or remove prior restrictions when processing your bid.
 - f. Set Condition -- A bid request that is used to define conditions and/or preferences specific to maximum thresholds of TFP, Days On/Off and Domicile Layovers.
 - g. Waive -- A bid request that provides a waiver of specific contractual provisions.
2. Specific agreed upon bid line request choices or instructions (the terminology in PBS may differ):
 - a. All Aircraft Type
 - b. Any Aircraft Type
 - c. PeopleSoft Number
 - d. Average daily TFP
 - e. Buddy Bidding
 - f. Charter
 - g. Deadhead Legs
 - h. Depart On Day Of Week
 - i. Depart On Time Range
 - j. Departing On Dates
 - k. Duty Duration
 - l. Duty Legs
 - m. Duty On Day Of Week/ Duty On Date List/ Duty On Date Range/ Duty On Time
 - n. Enroute Check-In Time
 - o. Enroute Check-Out Time
 - p. Flight Number
 - q. Followed By
 - r. Landings In
 - s. Layover Starting At (time)
 - t. Layover Stations/ Layover Duration/ Layover On (specific dates)
 - u. Limit

- v. Long Stage Length Duty Period
 - w. Long Stage Length Duty Period Redeye
 - x. Maximum Legs per Duty Day
 - y. Maximum Schedule
 - z. Minimum Days Off/Maximum Days On (Pattern)
 - aa. Minimum Domicile Rest
 - bb. Pairing Check-In Station
 - cc. Pairing Check-In Time
 - dd. Pairing Check-Out Time
 - ee. Pairing Length
 - ff. Pairing Number
 - gg. Pairing Total Credit
 - hh. Position
 - ii. Prefer Off
 - jj. Redeyes
 - kk. Reserve
 - ll. RON Check-in Time
 - mm. RON Release Time
 - nn. Sit Length
 - oo. TAFB
 - pp. Time Off Before and/or After Sequence
 - qq. Waiver of prohibition of two (2) sequences in one (1) calendar day
 - rr. Waiver of 48/7 (allow twenty-six (26) hours off in seven (7) days at RON)
 - ss. Waiver of 48/7 (allow twenty-four (24) hours off in seven (7) days at domicile)
3. Preferences and/or avoidances may be conditioned on other preferences and/or avoidances.
 4. Specifically agreed upon Reserve bid request choices (blocks of Reserve days will be pre-built, just as sequences are pre-built):
 - a. AM, PM
 - b. Days on and off
 - c. Length of block
 - d. Month end carry-over
 - e. Forty-Eight in Seven (48/7) waiver

N. ADDITIONAL BID PREFERENCES

Up to two (2) additional preferences may be added each calendar year, and said preferences will not be unreasonably denied.

O. BID POSITIONS AND ASSOCIATED RESPONSIBILITIES

All Flight Attendants will bid for positions flown on aircraft.

1. The "A" Flight Attendant will be primarily responsible for the first class cabin, the first class galley, first class liquor and associated paperwork, and will perform duties as outlined in the Flight Attendant Manual (FAM).
2. The "B" & "C" Flight Attendants will be primarily responsible for the main cabin. They will share responsibility for the main cabin galley and share responsibility for the main cabin liquor and associated paperwork, and will perform duties as outlined in the FAM.
3. Additional Flight Attendants (e.g. "D," "E" and/or "F"), when assigned, will perform duties as outlined in the FAM.
4. By mutual agreement Flight Attendants may trade service positions but must sit and perform their assigned or awarded safety positions and duties. However, Flight Attendants may trade safety positions on a sequence by sequence basis and the new positions must be reflected on the sequence. A Flight Attendant may not be displaced from their safety or service position by another Flight Attendant. For two (2) or more Reserves called out for the same sequence, see Section 11.E.12. [Order of Assignment].

P. BUDDY BIDDING

Flight Attendants may buddy bid (two (2) Flight Attendants flying a sequence(s) together). The Flight Attendants who wish to bid together may try to do so by bidding the seniority number of the most junior Flight Attendant. If buddy bidding is not awarded, line preferences will be awarded at the lower(est) seniority.

Q. LOW-BID OPTION (LBO)

The Company may offer an LBO under the following conditions:

1. Bid packets will reflect the number of available LBOs that would allow a Flight Attendant to bid a line between five (5.0) TFP under and five (5.0) TFP over one-half ($\frac{1}{2}$) of the line average in the domicile for that month.
2. The Company will specify by domicile the number of Flight Attendants who will be able to hold that option and conduct a bid, based upon seniority, by the fifth (5th) of the month prior.
3. Flight Attendants awarded the LBO will be advised of their status prior to the PBS bid process. They will bid in the PBS, and their lines will be built to between five (5.0) TFP under and five (5.0) TFP over one-half ($\frac{1}{2}$) of the line average in the domicile for that month.
4. A Flight Attendant may not bid for an LBO until they are off probation.
5. A Flight Attendant who is awarded an LBO will continue to receive all Company benefits, if otherwise eligible.
6. A Flight Attendant awarded an LBO line of time will be expected to end the month with no more than ten (10.0) TFP credit over their original line value. This will include carry-in, and all pre-planned absences, such as vacation or leave of absence. Sick Leave Make-Up Day(s) pursuant to Section 16.N will not count toward the ten (10.0) TFP restriction.
7. LBO Reserves will be measured from a forty-five (45.0) TFP (5.0 TFP/Reserve day x 9 Reserve days) line value. This will include carry-in, and all pre-planned absences, such as vacation or leave of absence.
8. Pay for Recurrent or any other training, time flown on picked up Reserve days, premium pay or TFP resulting from irregular operations will be excluded from this limitation.
9. If an LBO line exceeds the above limitations, the Flight Attendant will not be allowed to hold an LBO for the next two (2) months that it is available. (The first penalty month will always be a bid month behind.) For example, if a Flight Attendant violates the LBO in February, their penalty months will begin in April, provided LBO is offered in that month.
10. If an LBO Lineholder or Reserve finds themselves in an extenuating financial situation, they may appeal to the Manager of Crew Planning for an exemption from the above limitations. Exemption from these limitations shall be considered under an application similar to the "special circumstances" language in Section 32.J. of this Agreement.

R. SAME-DAY SCHEDULING CHANGES AND REASSIGNMENTS

1. General
 - a. Section 10.R. [Same-Day Scheduling...] is applicable when a Lineholder's line of time (or a Reserve's who picked up a sequence(s) on a day(s) off) is revised on or after the first calendar day of the sequence containing the revised flying.
 - b. All times are in Sequence Home Domicile time unless otherwise noted.
 - c. A Lineholder's original flight(s) may be revised due to a scheduling change(s) (e.g., retimes, tech stops, overflights, diversions, aircraft downgrades/up-gauges, delays, etc.)
 - d. Lineholders can be required to work into a day off due to a scheduling change (e.g., reassignments, delays, retimes, etc.)
 - e. A Lineholder may be JA'd anytime while on duty, including at the end of a completed sequence. However, once a Lineholder is reassigned pursuant to this Section and completes the reassignment, such Lineholder cannot be JA'd if the Lineholder has flown flights equal to or greater than the Lineholder's original assignment.
 - f. If a Lineholder picks up a sequence with the required domicile crew rest and is unable to work the sequence due to irregular operations or a reassignment on an earlier sequence, the Lineholder is pay protected, on a day-for-day basis for the portion of the sequence they cannot fly, and there will be no impact to their attendance record for the missed flying. Rest may be restored per [Section 8.M. \[Domicile Rest\]](#) in such circumstances and the above protections will apply for the missed flying.
 - g. The Lineholder will be required to remain contactable during ground time.

- h. When departures on the Lineholder's line of time are delayed by one hour (1:00) or more, or cancel, the Company will make every effort to give notice of such irregular operation(s) and any subsequent known schedule revisions as soon as practicable.
- 2. Greater Than Minimum Staffing
 - a. Greater than minimum staffing may be resolved the day prior to the first calendar day of the sequence but no earlier than 6:00 PM Pacific Time.
 - b. If a sequence is scheduled to have or has greater than minimum staffing, sufficient Lineholders may be released from scheduling obligation to reduce staffing on the sequence to minimum crew.
 - c. Greater than minimum staffing resulting from a Crew Scheduling trading error will be resolved pursuant to [Section 12.J. \[Crew Scheduling Trading Errors\]](#). Otherwise, such release will be administered as follows:
 - 1. The Lineholder will be contacted at their primary contact number(s) on file with Crew Scheduling;
 - 2. Must be at the mutual agreement of Crew Scheduling and the Lineholder(s);
 - 3. Cannot occur earlier than 6:00 PM Pacific Time the day prior to but no later than scheduled check-in of the sequence;
 - 4. Will be offered in seniority order and assigned in inverse seniority order to Lineholders on the sequence who are not on Reserve the day of operation of the sequence, and if the affected Lineholder(s) is not in contact with Crew Scheduling prior to check-in, such Lineholder(s) will be required to check-in as originally scheduled; and
 - 5. Any Lineholder(s) granted release due to greater than minimum staffing will be pay protected pursuant to [Section 21.M. \[Pay Protection\]](#).
- 3. Vacancies

A vacancy is an unoccupied position in a sequence.

 - a. A vacancy will first be offered in Occupational Seniority order to any Lineholder(s) who are not on Reserve on the day of operation and who are on a sequence with greater than minimum staffing; then assigned to the most junior Lineholder(s) amongst the crews with greater than minimum staffing in accordance with 10.R.2., above.
 - b. If there is no Lineholder(s) on a sequence with greater than the minimum staffing, the vacancy will be first offered to a Lineholder(s) of a crew with minimum staffing in order of Occupational Seniority. If the vacancy is not accepted, the Company will assign the vacancy to the most junior Lineholder(s) of a crew with minimum staffing.
- 4. Reassignments
 - a. A Reassignment is a scheduling adjustment on a Lineholder's line of time that occurs on scheduled day(s) of work ("days on") and up to the completion of a scheduled sequence.
 - b. Notification of reassignment can occur anytime between midnight (12:00 AM) on the first day of the original sequence and completion of the original or revised sequence, as appropriate.
 - c. Like Sequence

A Lineholder may be assigned only to a Like Sequence, which is a single sequence that operates no earlier than the original report time on the first day of the sequence (except as outlined in 10.R.4.c.6., below) and must release at domicile no later than 11:59 PM on the last day of the original sequence. Such Like Sequence may contain the same flights as the original sequence but revised due to subsequent scheduling changes and/or different flights than the original sequence.

 - 1. For determining a Like Sequence in a reassignment Crew Scheduling will first consider sequences with an equal number of days, then sequences with fewer days.
 - 2. A Lineholder may be reassigned prior to actual departure of the first leg of their sequence to a Like Sequence pursuant to 10.R.4.d., below. The restrictions of 10.DD.12. [Long Stage Length...], below, and [Section 33.A.3.h. \[Charter Bids\]](#) apply.
 - 3. Crew Scheduling may combine multiple sequences with remain overnights (RONs) at domicile for purposes of reassigning a Lineholder to a Like Sequence; in these circumstances, hotel and

transportation will be provided by the Company at no cost to the Lineholder and RON per diem will continue to accrue.

4. A Lineholder cannot be reassigned to a Like Sequence containing eight (8) takeoffs per duty period on a Friday or Sunday night.
5. Like Sequence restrictions do not apply to 10.S. [Pre-Cancellations]. Pre-cancellations are administered as "alternative assignments."
6. Crew Scheduling may call to offer the Lineholder a reassignment with an earlier report time to what is otherwise a Like Sequence. The Lineholder is not required to accept the offer.
- d. Reassignment notifications sent prior to scheduled report time
 1. Involving a partial crew: When flights have been revised or cancelled resulting in two (2) or more crews available to fly and the Company has created a sequence(s) that does not require the full complement of Lineholders, Crew Scheduling will:
 - a. Decide whether to combine the crews in order to determine reassignments under this provision;
 - b. Resolve greater than minimum staffing (e.g., release Lineholders) pursuant to 10.R.3., above;
 - c. Reassign the remaining Lineholders by attempting to contact them in Occupational Seniority order, amongst the Lineholders on the same sequence (or sequences, if combined);
 - d. Prior to being placed into Open Time, any uncovered sequence constructed under [8.S. \[Natural Disasters...\]](#) will first be offered to the original crew, if part of their original sequence is re-constructed as an 8.S. sequence.
 2. Involving an entire crew: All reassignments that require an entire crew on the same sequence but do not pertain to resolving greater than minimum staffing pursuant to 10.R.3., above, will be made based upon availability and legality of the crews. If a Lineholder acknowledges a Crew Access change notification(s) for such reassignment, they will be responsible for the new report time. Such acknowledgement will be considered positive contact.
 3. If the Lineholder does not acknowledge notification of the reassignment, they will report as originally scheduled.
- e. Reassignments at or after scheduled report time and prior to departure of the first flight.
 1. Involving a partial crew: When two (2) or more partial crews, upon scheduled report time at domicile, learn that flights have been canceled resulting in two (2) or more crews available to fly and the Company has created a sequence(s) that does not require the full complement of Lineholders, Crew Scheduling will:
 - a. Decide whether to combine the crews in order to determine reassignments under this provision; and
 - b. Resolve greater than minimum staffing (i.e., release Lineholders) and offer the reassignment in order of seniority and assign it in inverse order of seniority pursuant to 10.R.3., above.
 2. Involving an entire crew: All reassignments that require an entire crew on the same sequence but do not pertain to resolving greater than minimum staffing pursuant to 10.R.3., above, will be made based upon availability and legality of the crews.
- f. Reassignments away from domicile
 1. Reassignments after initial departure (i.e., while on duty): If a vacancy(ies) occurs on another sequence after the first flight of a sequence has departed, Crew Scheduling will offer the vacancy(ies) to the crew in seniority order and will assign it in reverse order of seniority. When two (2) or more partial or full crews are available, Crew Scheduling will decide whether to combine the crews in order to determine reassignment under this provision.
 2. Reassignments on a layover (i.e., while off duty): If a vacancy(ies) occurs on a sequence during a layover, Crew Scheduling will attempt to contact the crew to offer the vacancy(ies) in seniority order; however, failing to reach the crew in seniority order, the Crew Scheduler may assign the vacancy(ies) to the first crewmember(s) reached. By mutual agreement between the Lineholders, the assigned vacancy(ies) may be given and voluntarily accepted by another Lineholder(s) on the crew.

g. Pay for Reassignments

1. A Lineholder who has been reassigned pursuant to 10.R.4 will be paid one and one-half times (1.5x) the trip rate for the entire sequence for their actual or scheduled flying, including surface deadhead, whichever is greater on a day-for-day comparison. If a duty period crosses midnight, such duty period will be credited in the day in which the duty period starts for the purposes of this provision. For the purposes of this provision, "scheduled flying" is the sequence on the Lineholder's line prior to any scheduling adjustment(s) (such as under [Sections 10.R. \[Same-Day Scheduling Changes and Reassignments\]](#), [10.S. \[Pre-Cancellations\]](#) and/or [16.L. \[Calling in Well\]](#), etc.) See also [Section 21.M. \[Pay Protection\]](#).
2. The below scheduling changes will not be paid pursuant to g.1. above:
 - a. Overflights (i.e., after takeoff, where a scheduled landing is not completed, but a landing occurs in one of the next scheduled station(s) in the duty period)
 - b. Return-to-gate
 - c. Flights converted to ferry flights where the city pairs remain the same
 - d. Delays, including but not limited to delays that occur in the first duty period where a new report time is accepted by a Flight Attendant prior to scheduled report time
 - e. Removing flights from a sequence
 - f. Flight number or sequence number changes where the city pairs remain the same
 - g. Conversions to DH or from DH to working
 - h. Earlier report time that is twenty-nine (:29) minutes or less that occur(s) after the commencement of a sequence that is accepted by the Flight Attendant
 - i. [8.S. \[Natural Disasters...\]](#) sequences
 - j. Ground activities, excluding surface deadheads, (e.g. Aircraft swaps, pre-boarding, adjustment of ground transportation, ground training, and drug/alcohol testing, etc.).
 - k. Sequence changes resulting from a Flight Attendant-initiated schedule change (e.g. deadhead not needed, waive surface deadhead, trade at the SIP, Jet Bridge trade, fatigue program, commuter recovery, scheduling adjustments resulting from waiving CBA legalities (e.g. base turn revisions), etc.)
3. Notwithstanding 10.R.4.g.1. and 10.R.4.g.2., above, during the duty period in which one of the following occurs, a Flight Attendant will be paid one and one-half times (1.5x) the trip rate for the duty period scheduled or actually flown, whichever is greater:
 - a. Diversion(s)/Tech stop(s)/Flag stop(s)
 - b. "Air Turnback(s) (i.e., a takeoff with return to the same airport)
 - c. Earlier report time that is greater than twenty-nine (0:29) minutes that occur on the first day of the sequence and are accepted by a Flight Attendant prior to scheduled report time.
4. However, if a Flight Attendant is reassigned in addition to any of the exclusions in 10.R.4.g.2. and/or 10.R.4.g.3., and 10.R.4.g.1., above, they will be paid pursuant to g.1., above. In the case of a base turn, the reassignment premium will be paid only on the portion of the original sequence impacted by the reassignment.
5. Any reassignment that results in a change to a RON city will be paid pursuant to g.1. above.
6. The Company will not include any TFP added as Minimum Pay rules (MPRs) and/or Sit Pay when comparing sequences in order to calculate the pay for a reassignment in accordance with 10.R., above.
7. If the Lineholder is given an assignment which returns them back to domicile more than four hours (4:00) past the release time on the last day of the original sequence, the prorated portion for any flying, including the surface deadhead, into or above the four hours (4:00) maximum, will be paid at one and one-half times (1.5x) the trip rate. In no case will the Lineholder receive less than one (1.0) TFP paid at premium.
8. If the assignment given contains four (4) or more legs than the original assignment on a day-for-day comparison, the Lineholder will be paid at two times (2.0x) for the TFP value of the legs worked in

excess of three (3) including surface deadhead. Such Lineholder will be entitled to four (4.0) TFP in addition to all other compensation. In no case will the Lineholder receive less than one (1.0) TFP paid at premium.

9. If both premium pay provisions apply (hours versus legs in 10.R.4.g.7. or 10.R.4.g.8., above), the Lineholder will receive the greater of the two. These two provisions will not pyramid.
10. Deadhead conversions are administered under 10.X. [Deadhead].
11. A Lineholder may trade a reassigned sequence; however, the pay protection and pay rate premiums in this section 10.R.4.g., will not apply.
- h. **Unscheduled Overnights.** Unscheduled overnights into scheduled days off are covered under [Section 21.N \[Stranded Pay\]](#) and [Section 9.D.1.d. \[Company's Right to Assign JA\]](#). Any additional flying assigned at the completion of a scheduled sequence is covered in [Section 9.D.1.d. \[Company's Right to Assign JA\]](#), for Lineholders and Reserves who picked up on days off.

S. PRE-CANCELLATIONS

Section 10.S. [Pre-Cancellations] is applicable when a flight on a Lineholder's line of time is canceled in advance of the first day of the sequence containing the canceled flight ("pre-cancellation"). This provision also applies to a Reserve who picks up flying on days off. All times indicated throughout this provision are Sequence Home Domicile time, unless otherwise stated.

1. Notice

- a. The Company will make every effort to give notice of a pre-cancellation by the end of the next calendar day via automated schedule change alert, Company e-mail, and primary phone contact.
- b. If a Lineholder reports a pre-cancellation, Crew Scheduling will confirm or deny the pre-cancellation with Network Operations Director ("the NOD"). If the pre-cancellation is confirmed, the Company will notify the Lineholder in the same manner as for any other pre-cancellation as outlined below.
- c. In lieu of calling the Lineholder to give notice of pre-cancellation, Crew Scheduling may drop the sequence with pay protection and push a Crew Access change notification at any time to the Lineholder, and the related scheduling obligation will be removed from the Lineholder's schedule.
- d. Lineholders may notify the Company of their preference to waive pay protection for all pre-cancellations, and this preference may be updated at any time. The preference on file at 11:59 PM Pacific Time the day prior to the date of processing the pre-cancellation will apply. If the Lineholder does not state a preference, the Company will notify the Lineholder in the same manner as for any other pre-cancellation as outlined below. However, in all circumstances, the Lineholders may not waive pay protection for schedule adjustments outlined in 10.S.5.c. (minimal schedule changes) and 10.S.9.a. (retimes).
- e. If the Lineholder acknowledges a Crew Access change notification of a pre-cancellation or discusses the pre-cancellation with a Crew Scheduler via phone, they may either pick up an alternative assignment pursuant to 10.S.10., below, or call Crew Scheduling between and including 6:00 PM and 8:00 PM pursuant to 10.S.4., below.

2. Alternative Assignment

- a. In order to replace a confirmed pre-cancellation, Crew Scheduling will place a pre-cancellation placeholder on the Lineholder's line of time in Crew Access that allows for pick up over the footprint of the original sequence plus two hours (2:00) earlier and later ("pre-cancellation pick up footprint") per 10.S.10., below. Crew Scheduling may also offer the Lineholder an alternative assignment that may include alteration of the original sequence and/or multiple sequences on the same day(s) as the original sequence containing the pre-cancellation.
- b. If an alternative assignment is accepted, the duty period commences at the report time of the alternative assignment.
- c. If the original sequence is a Premium Open Time sequence, that premium will apply to the alternative assignment. If a Lineholder subsequently trades such assignment the premium will be subject to adjustment pursuant to the provisions of [Section 9.E.3. \[Trading/Giving Away Premium OT\]](#).
- d. In the case of co-terminals, if the alternative assignment does not check-in and release at the same co-terminal as the pre-cancelled flights, and the Lineholder did not pick up pursuant to 10.S.10, the Company will pay-protect any difference in flying pursuant to [Section 21.M. \[Pay Protection...\]](#) and at the

- Lineholder's request, the Company will provide surface deadhead transportation to and from the co-terminal of the original assignment and the domicile/co-terminal of the alternative assignment.
- e. In the case of Severe Irregular Operations (SIO), the Lineholder may pick up per 2.a., above, and will receive the greater of the premium posted on the sequence, or one and one-half times (1.5x) the trip rate on flights flown, including surface deadhead.
3. Initial Positive Contact to Report or Confirm a Pre-Cancellation

In order to replace a confirmed pre-cancellation, Crew Scheduling will place a pre-cancellation placeholder on the Lineholder's line of time in Crew Access that allows for pick up over the footprint of the original sequence plus two hours (2:00) earlier and later ("pre-cancellation pick up footprint"). If the Lineholder makes initial positive contact to confirm a reported pre-cancellation, then Crew Scheduling may offer the Lineholder an alternative assignment pursuant to 10.S.2., above, or the Lineholder may choose to utilize the pre-cancellation pick up footprint, pursuant to 10.S.10., below.

 - a. During such call prior to 6:00 PM:
 1. If Crew Scheduling offers an alternative assignment, the Lineholder may:
 - a. Accept such assignment; or
 - b. Accept a pre-cancellation pick up footprint and agree to follow the pre-cancellation pick up process outlined in 10.S.10; or
 - c. Decline the alternative assignment if the footprint of the alternative assignment is more than two (2) hours earlier and/or later than the original sequence containing the pre-cancellation, and either: (1) accept a pre-cancellation pick up footprint and agree to follow the pre-cancellation pick up process outlined in 10.S.10., or (2) agree to call Crew Scheduling another time pursuant to 10.S.4., below; or
 - d. Decline the alternative assignment and waive pay protection pursuant to 10.S.5., below.
 2. If Crew Scheduling does not offer an alternative assignment, the Lineholder may:
 - a. Accept a pre-cancellation pick up footprint and agree to follow the pre-cancellation pick up process outlined in 10.S.10., or
 - b. Waive pay protection pursuant to 10.S.5., below.
 - b. During such call 6:00 PM to 8:00 PM:

Alternative assignment options will be resolved pursuant to 10.S.4., below. (No additional call is required if a Lineholder picks up a pre-cancellation replacement sequence before 6:00 PM the day prior to report pursuant to 10.S.10., below.)
 - c. During such call after 8:00 PM to midnight (12:00 AM):
 1. If live flights still exist in the sequence containing a pre-cancellation, then Crew Scheduling may offer an alternative assignment that fits within the footprint of such sequence. If no alternative assignment is available that fits within the footprint of such sequence, then the Lineholder will be required to report as originally scheduled.
 2. If all flights in the sequence have been cancelled, then the Lineholder will be pay protected for the entire sequence and removed from further scheduling obligation on those days.
 4. Alternative Assignment Options 6:00 PM to 8:00 PM

When the Lineholder and Crew Scheduling discuss alternative assignment options during a call that occurs between and including 6:00 PM to 8:00 PM:

 - a. If Crew Scheduling offers an alternative assignment that fits within the footprint of the sequence containing a pre-cancellation, the Lineholder may:
 1. Accept the alternative assignment, or
 2. Waive pay protection pursuant to 10.S.5., below, and be relieved of any further scheduling obligation on the days of the original sequence containing the pre-cancellation.
 - b. If Crew Scheduling does not offer an alternative assignment that fits within the footprint of the sequence containing a pre-cancellation, then the Lineholder will be pay protected under [Section 21.M. \[Pay Protection...\]](#) and relieved from further scheduling obligation on the days of the sequence containing the pre-cancellation.
 - c. If a Lineholder does not pick up a pre-cancellation replacement sequence before 6:00 PM the day prior to report pursuant to 10.S.10., below, they agree to call Crew Scheduling between and including 6:00 PM

- to 8:00 PM pursuant to 10.S.3.a.-b., above.
- d. If the Flight Attendant is on duty with the Company between 6:00 PM and 8:00 PM the day prior to the pre-cancellation, they will contact Crew Scheduling no later than release at domicile.
5. Waive Pay Protection and Removed from Further Scheduling Obligation
 - a. If a Lineholder has not already accepted an alternative assignment, then they may elect to waive pay protection and be removed from further scheduling obligation on the days of the sequence containing a pre-cancellation by calling Crew Scheduling no later than 11:59 PM the day prior to the first day of the original sequence, or notifying the Company of their preference to waive pay protection pursuant to S.1.d., above. However, in all circumstances, the Lineholders may not waive pay protection for schedule adjustments outlined in 10.S.5.c. (minimal schedule changes) and 10.S.9.a. (retimes).
 - b. A Lineholder may not be JA'd on a day they waived pre-cancellation pay protection.
 - c. However, a Lineholder may not waive pay and be removed from further scheduling obligations or be eligible for alternative assignments for minimal schedule changes if all the following circumstances are met:
 1. All RON(s) (if applicable) in the assignment remain the same; and
 2. No individual RON (if applicable) in the assignment is reduced by more than four hours (4:00); and
 3. The total number of legs in the assignment are the same or fewer; and
 4. No additional surface deadheads are added to the sequence; and
 5. For turns, the city pairs must remain the same.
 6. For retimes, the first flight of the sequence is retimed to twenty-nine (0:29) minutes or less earlier than the original departure time, pursuant to 10.S.9.a.2., below.
 7. For retimes, the last flight of the sequence is retimed to twenty-nine (0:29) minutes or less later than the original arrival time, pursuant to 10.S.9.a.4., below.
- [Note: All other legs with retimes within the pairing that don't violate 10.S.5.C. cannot be waived.]

Examples of minimal schedule changes where there is not an option to waive pay or be eligible for an alternative assignment pursuant to 10.S.5:

Scheduled Sequence	Actual Sequence
Day 1 SEA-LAX-SEA	Day 1 SEA-LAX-SEA (via an alternative DH or operating leg that does not impact the footprint of the sequence)
Scheduled Sequence	Actual Sequence
Day 1 PDX-SEA-SJD	Day 1 PDX-SEA-SJD
Day 2 SJD-LAX-PDX	Day 2 SJD-PDX
Scheduled Sequence	Actual Sequence
Day 1 SEA-SFO-ORD	Day 1 SEA-SFO (via a later DH)-ORD
Day 2 ORD-SEA	Day 2 ORD-SEA

6. Failure to Call/Contact
 - a. If either Crew Scheduling or the Lineholder does not make initial positive contact with the other to report or confirm a pre-cancellation pursuant to 10.S.4., then the Lineholder will be required to report as originally scheduled.
 - b. Lineholder fails to call between and including 6:00 PM to 8:00 PM as agreed pursuant to 10.S.4.a.-b.:
 1. If the Lineholder calls Crew Scheduling after 8:00 PM to midnight (12:00 AM), Crew Scheduling may offer an alternative assignment on the same day(s) as the original assignment regardless of the footprint, and the Lineholder may accept the alternative assignment or decline it without pay protection pursuant to 10.S.5.
 2. If the Lineholder does not call Crew Scheduling, the Lineholder will not be pay protected. If the Lineholder subsequently reports at the time originally scheduled, the Lineholder may be given a

reassignment.

3. If the Lineholder fails to call Crew Scheduling and does not report by the original time, the Lineholder will be subject to the provisions of [Section 32 \[Attendance Policy\]](#).
 4. If the Lineholder reports as originally scheduled and subsequently is not reassigned, then the Lineholder will be released without pay protection and without a further reporting obligation related to the pre-cancellation.
 5. Crew Scheduling may drop the Lineholder's original sequence with pay protection prior to report.
7. Pre-Cancellation Pay Protection
- a. A Lineholder who has a confirmed pre-cancellation and accepts an alternative assignment will be paid for their actual or scheduled flying, including surface deadhead, whichever is greater, on a day-for-day basis. For the purposes of this provision "scheduled flying" is the sequence on the Lineholder's line of time prior to any scheduling adjustment(s) (such as under [Sections 10.R. \[Same-Day Scheduling Changes and Reassignments\]](#), or [10.S. \[Pre-Cancellations\]](#), and/or [16.L. \[Calling In Well\]](#), etc.). See also [Section 21.M. \[Pay Protection\]](#). Such pay protection will be negated if the Lineholder trades away the alternative assignment.
 - b. A Lineholder may trade a pre-cancellation replacement sequence; however, the pay protection in 10.S.7.a., above, will not apply.
 - c. A Lineholder may not be JA'd on a day they are released from a sequence with pay protection due to a pre-cancellation. The Lineholder will not have any further reporting obligation related to the applicable pre-cancellation.
8. Pre-Cancellations as Applicable to Passport Renewals/Name Changes
- a. Provided that they have submitted the passport for renewal at least fifteen (15) days before its expiration date, a Lineholder whose passport is out for renewal and who has international flying on their line may:
 1. Contact Crew Scheduling at any time the day before the first day of the sequence and be released without pay except as provided in 10.S.5., above.
 2. Call Crew Scheduling between and including 6:00 PM and 8:00 PM the day before the first day of the sequence. Procedures for alternative assignments will be governed by 10.S.4., above.
 - b. The above procedures will also apply when a Lineholder submits their passport for a name change. They must notify the Company when they do so and will not be excused from international flying until such notice is given.
 - c. When counting the fifteen (15) days prior to passport expiration, the first day of the count will begin on the day the Lineholder relinquishes their passport for renewal. The Lineholder will immediately notify Crew Scheduling when they no longer have a valid passport in their possession.
9. Flight Routing Changes, Retimes, and Downgrades
- All pre-cancellations, flight routing changes, retimes pursuant to this provision, and aircraft downgrades pursuant to 10.S.9.b., below, that are confirmed in advance of the day of departure (i.e., first day) of a sequence, for a Lineholder, or for a Reserve who picked up on days off, will be administered under this Paragraph S. References in Paragraph S. to "pre-cancellations," "flight(s)...cancelled," "cancelled...flight(s)," "cancellation(s)," and other similar variants of "pre-cancellations" occurring in advance of the day of departure of a sequence will be understood to also refer to the circumstances defined above (pre-cancellations, flight routing changes, retimes, and aircraft downgrades) in order to determine the applicable scheduling and pay protection options except where otherwise specifically excluded. Pay protection under S.3.c.2., above, will apply only if all flights in the sequence have been cancelled.
- a. "Retimes" (i.e., flight(s) with revised departure and/or arrival times) that are confirmed in advance of the first day of a sequence will be administered as follows:
 1. For all retimes of the first flight in a sequence that are one-minute (:01) to twenty-nine minutes (:29) earlier than the original departure time, the Lineholder may neither waive pay nor be relieved of further scheduling obligation. They will not be required to report earlier than originally scheduled and will maintain the original report time unless they choose to accept the earlier report time.
 2. For all retimes of the first flight in a sequence that are thirty minutes (:30) or more earlier than the original departure time, the Lineholder may waive pay and be relieved of further scheduling

obligation. Alternatively, the Lineholder may choose to stay on the revised sequence and will be compensated one and one-half times (1.5x) the trip rate for the first flight of the sequence.

3. For all retimes that reduce a RON by at least four hours (4:00), the Lineholder may either waive pay and be relieved of further scheduling obligation, or they may stay on the revised sequence.
 4. For all retimes of the last flight in a sequence that are thirty minutes (:30) or more later than the original arrival time, the Lineholder may either waive pay and be relieved of further scheduling obligation, or they may choose to stay on the revised sequence and they will be compensated one and one-half times (1.5x) the trip rate for the last flight of the sequence. Such retime may not cross midnight into the Lineholder's day off.
 5. All other retimes that are confirmed in advance of the day of departure of a sequence will be pushed to the Lineholders' schedules as revised flying outside of Section 10.S. [Pre-Cancellations], and they may neither waive pay nor be relieved from further scheduling obligation.
- b. "Aircraft downgrades" in 10.S.9. above refers to aircraft swaps from an equipment type requiring four (4) Lineholders to an equipment type requiring three (3) Flight Attendants when the Company builds three-position ("ABC") and one-position ("D") sequences. Such downgrades are resolved pursuant to Section 10.R.3. However, if the Company begins to build anything other than ABC-position and D-position sequences, then the parties will reconvene to bargain on the application of such sequences pursuant to pre-cancellations under this agreement.
 - c. A Company flight that is cancelled from a Lineholder's line of time in advance of the day of departure will be administered as a pre-cancellation under this Section even if such flight is replaced by a Capacity Purchase Agreement (CPA) flight operated as or on behalf of Alaska Airlines (e.g., Horizon Air, SkyWest) with the same flight number and/or routing as the cancelled flight.

10. Pre-Cancellation Pick Up

The following provisions run in parallel with all other provisions in 10.S. [Pre-Cancellations]:

- a. In order to replace a confirmed pre-cancellation, Crew Scheduling will place a pre-cancellation placeholder on the Lineholder's line of time in Crew Access that allows for pick up over the footprint of the original sequence plus two hours (2:00) earlier and later ("pre-cancellation pick up footprint") (provided the Lineholder has not already called Crew Scheduling and accepted an alternative assignment).
- b. Crew Scheduling will generate a Crew Access change notification advising the Lineholder of the pre-cancellation.
- c. The Lineholder may pick up a single sequence from Open Time that fits within or exceeds the pre-cancellation pick up footprint and covers, at minimum, the same calendar days.
- d. Pre-cancellation pick up must be completed by 6:00 PM the day prior to the day of report or the Lineholder will be required to call Crew Scheduling between and including 6:00 PM and 8:00 PM pursuant to 10.S.4., above.
- e. If the Lineholder picks up a Premium Open Time sequence as a pre-cancellation replacement sequence, the premium will apply.
- f. If applicable, a picked up pre-cancellation replacement sequence will be pay protected pursuant to 10.S.7.a.
- g. A Lineholder may pick up a pre-cancellation replacement sequence out of domicile and the sequence will be counted toward the out of domicile pick-up limitations pursuant to [Section 12.H.2 \[Out of Domicile Trades...\]](#).
- h. A Lineholder may not trade a pre-cancellation pick up footprint.
- i. A Lineholder may trade a picked up pre-cancellation replacement sequence; however, the original sequence pay protection will no longer apply pursuant to 10.S.7.b., above.

T. **USE OF NON-REVENUE FLIGHT ATTENDANT TO COVER STAFFING SHORTAGE**

1. The Company may utilize a Flight Attendant who is traveling non-revenue to work any flight when circumstances at an out station present the need to delay or cancel a flight due to in-flight staffing shortage. The Company will offer such flying:
 - a. First, in seniority order, to a Flight Attendant who could work the flight without causing them to become illegal for their next sequence(s) and who has already listed in Fly Employee Travel ("Fly") to fly out of

the outstation on the same day prior to the creation of the staffing shortage.

- b. Then, if no such Flight Attendant accepts the assignment, the Company will offer it, in seniority order, to those Flight Attendants who have already listed in Fly to fly out of the outstation on the same day prior to the creation of the staffing shortage.
2. The non-revenue Flight Attendant is not under any obligation to work the flight. Should the Flight Attendant accept the flight:
 - a. They will be paid at one and one-half times (1.5x) the trip rate for all flights flown. All MPRs will apply. Reserve Flight Attendants will be paid above guarantee. They will suffer no loss of pay if the flying causes them to become illegal for their next scheduled sequence(s).
 - b. Duty time will start at the time the Flight Attendant accepts the assignment, or one (1) hour before original scheduled departure from the out station, whichever is later.
 - c. Once the assignment is accepted, all applicable contract provisions will apply. The Flight Attendant will be pay protected for any other loss of flying as a result of accepting the assignment and be paid the greater of what was flown or credited.
 - d. If they request, the Flight Attendant will be given online positive space travel on the next available flight to the non-rev's originally intended destination if different than the actual destination, once their assignment is complete. If online travel is not available between the city sequences, the Company will purchase a ticket for the Flight Attendant on the next available flight.
3. A Flight Attendant may accept an assignment under the provision of 10.T. [Use of Non-Revenue Flight Attendant...] only once per bid month.
4. If more than one (1) non-revenue Flight Attendant is available, the assignment will be offered, in seniority order, taking into account the Flight Attendant's legalities.

U. SCHEDULING COMMITTEE

See [Section 27.P.4. \[Company Business...\]](#).

V. RESPONSIBILITY OF CREW SCHEDULING

The responsibility of Crew Scheduling is to carry out the provisions of the Agreement and Schedule Policy only. Any differences with a Flight Attendant as to the meaning or application of the Agreement, compensation, or Schedule Policy will be referred to a supervisor in the appropriate department.

1. Crew Scheduling will be responsible for processing sequence trades, sick calls, Open Time and any emergencies that may arise out of rescheduling.
2. The Company will provide toll free domestic and international numbers for Flight Attendants to use only for checking on Reserve assignments, reroutes or reassignments.
3. When a Flight Attendant's schedule is modified by Crew Scheduling, or additional flying (including Junior Assignments) is added under any provision(s) of this Agreement, Crew Scheduling will notify the Flight Attendant of the provision(s) of the Agreement under which the sequence is being modified. Such disclosure will occur as an annotation that is visible to the Flight Attendant in Crew Access. If the conversation occurs via telephone, the provision(s) will be communicated verbally to the Flight Attendant.

W. SCHEDULING ERRORS

(For scheduling errors involving sequence trades, pick-ups, drops and/or give-aways see [Section 12.J. \[Crew Scheduling Trading Errors\]](#).)

Flight Attendants will not be disciplined for scheduling and/or dispatch mistakes. Flight Attendants will be pay protected for TFP lost as a result of scheduling errors. If the sequence at issue involves premium pay, the Flight Attendant will be pay protected as follows:

1. Charter at two times (2.0x) the trip rate for all charter flights whether flown or not;
2. JA at two and one-half times (2.5x) the trip rate for all flights flown, and at straight time for TFP lost if no flying is done or for the difference between flights flown and the TFP value of the original sequence.
3. In the event a Flight Attendant supplies a screenshot of an incorrect TFP value posted in Crew Access the following guidelines apply:
 - a. The Company will honor the value of any screenshot with a duty period value of eleven (11.0) TFP or

- lower. The Company reserves the right to review any screenshot with a duty period value of eleven and one tenth (11.1) TFP or greater.
- b. For screenshots with a duty period value of eleven and one tenth (11.1) TFP or greater, the Company will not be required to pay more than eleven (11.0) TFP for a duty period (example, Flight Attendant picks up a turn posted at a value of thirty (30.0) TFP, the Company would pay the Flight Attendant eleven (11.0) TFP if they had a screenshot).
 - c. In the event a Flight Attendant is due incremental pay not reflected in Crew Access for a specific sequence (e.g., stranded pay), the Company will pay the greater of what the sequence pays with the 10.W. pay protection or with the Stranded pay.
 - d. Exceptions:
 1. The Company will not honor screenshots where the sequence values associated with zero (0) pay events (such as personal drops) have incorrect TFP value.
 2. The Company will not honor screenshots taken after a sequence commences and prior to release as estimation times in JCTE can cause MPRs to move around (however screenshots of Flight Attendant actions taken during a sequence are still honored such as SIPS, Base Turns and Jet Bridge Trading).
 - e. Screenshots from the Rainmaker crew pay system will not be honored due to the following considerations:
 1. Rainmaker displays a Flight Attendant's draft pay information over the course of a pay period and is not final until payroll has been closed.
 2. Rainmaker is the system of record for a Flight Attendant's crew pay details and may differ from Crew Access as work rules are applied throughout the payroll cycle.
- X. **DEADHEAD (DH)**
- (See also [Section 8.O. \[Deadhead Duty Applications...\]](#) and [21.L. \[Deadhead Compensation...\]](#)).
1. A Flight Attendant is not required to wear their uniform when deadheading if the Flight Attendant is not scheduled for a subsequent flying leg in the same duty period.
 2. Deadhead Seating
 - a. A deadhead requires positive space non-bumpable seating for all Flight Attendants unless unavailable at the time the DH booking is created. If the Flight Attendant is returning to the Sequence Home Domicile at the completion of the sequence, the deadhead must be scheduled on the next available AAG departure to the Sequence Home Domicile.
 - b. If a revenue seat is unavailable due to operational situations (e.g., oversell, aircraft swap, weather, cancellation, inoperative equipment, booking error, misconnect, etc.):
 1. On a flight scheduled for less than four (4) hours, the Flight Attendant must occupy the Flight Attendant jumpseat if assigned to accommodate revenue guest(s), and the Flight Attendant will be paid one and one-half times (1.5x) for the TFP value of the DH flight (excluding those Flight Attendants already at one and one-half times (1.5x) due to conversion from DH status to working status as noted below in 7.a). Opportunities pursuant to this provision will be offered in Occupational Seniority order and assigned, if applicable, in inverse Occupational Seniority order.
 2. On a flight scheduled for four (4) hours or greater, the Flight Attendant may choose but is not required to occupy the Flight Attendant jumpseat instead of a guest seat if it is offered to accommodate revenue guest(s) and the Flight Attendant will be paid one and one-half times (1.5x) for the TFP value of the DH flight (excluding those Flight Attendants already at one and one-half times (1.5x) due to conversion from DH status to working status as noted below in 7.a). Opportunities pursuant to this provision will be offered in Occupational Seniority order.
 - c. Deadhead Not Available After Four (4) Hours
When a flight is not available after four (4) hours, the Flight Attendant will be given a hotel room and remain overnight, if they so choose.
 - d. Deadheading Flight Attendant(s) not occupying a jumpseat will be assigned a passenger seat as follows:
 1. A non-premium aisle or window seat in main cabin forward of the wing if such seat is available at the time the sequence is assigned. If not available, the Flight Attendant will be assigned the most forward non-premium aisle or window seat in main cabin if such seat is available at the time the

sequence is assigned. If not available, the Flight Attendant will be assigned the most forward non-premium seat in main cabin. In all circumstances, a reclining seat will be assigned, if available.

2. Prior to scheduled departure, on flights operated by Alaska Airlines (if this expands to QX and OO operated flights for the Company's pilots, it will also be expanded for AS Flight Attendants), and within a timeframe and upgrade priority no less favorable than that provided the Company's pilots, a Flight Attendant will be upgraded based on the upgrade process for Company Business positive space travel, in the following order:
 - a. First class
 - b. Reclining window or aisle exit row
 - c. Premium window or aisle
3. Alaska Airlines onboard internet service will be provided to deadheading Flight Attendants free of charge on a mobile device.
3. Deadhead on the last day of a sequence

A Flight Attendant with deadhead on the last leg, of the last day, of a sequence may request to be released from the deadhead obligation no earlier than the completion of the last live flight preceding the deadhead. Crew Scheduling will grant the request if no other scheduling obligation is reflected on the Flight Attendant's schedule at the time of the call. The Flight Attendant will be allowed to deadhead either earlier or later than the scheduled deadhead. A Flight Attendant may choose to decline a deadhead on the last leg, of the last day, of a sequence and will be paid as though they flown the deadhead as scheduled at the time of release.

4. Released Deadhead

A Flight Attendant who has been released from a deadhead leg will not be required to work the flight, regardless of where it is departing from.

5. A deadheading Flight Attendant will be subject to reroute if contacted by Crew Scheduling.
6. A Reserve Flight Attendant may deadhead home on an earlier flight when a duty period on the last day of the sequence has no other scheduled flying except a deadhead, but the reserve is still governed by the contact periods and duty limitations for the remainder of the Reserve period.
7. Work in lieu of Deadhead

- a. Crew Scheduling may require a Flight Attendant to work the flight(s) in lieu of a deadhead and the Flight Attendant will be paid one and one-half times (1.5x) the trip rate for the converted flight(s). If a Flight Attendant is converted from deadhead to operate earlier or later flight(s) to the same city pairs on their original sequence, the flight(s) will be paid at one and one-half times (1.5x) the TFP value for the affected leg(s). For Reserves, straight time is credited towards the guarantee and one-half times (0.5x) the trip rate is paid above guarantee.

After schedules are published and awarded, any Flight Attendant who is added to a flight(s) in addition to the minimum crew complement will be considered a deadhead on that flight, even if seated in a Flight Attendant jumpseat. If the Flight Attendant is required to work the flight, they will be required to work in lieu of deadheading only to satisfy the minimum crew complement. Flying under [Section 7.F. \["Job Familiarization" Flights...\]](#) will be excluded from this provision.

- b. Crew Scheduling will assign the conversion(s) from deadhead to working Flight Attendant(s) in inverse Occupational Seniority order. If a more senior Flight Attendant on the sequence wishes to work in lieu of deadhead, they must call Crew Scheduling no less than forty-five (:45) minutes prior to departure and they will be assigned the working position rather than the junior Flight Attendant(s).

8. Lineholder Option to Decline an Initial Deadhead

A Lineholder may, with Crew Scheduling's approval, decline a deadhead and meet up with a sequence on the first working leg, with no loss of pay for the deadhead. Such request may be made no earlier than the calendar day prior to the sequence day of departure. The Flight Attendant is responsible for positioning themselves and they must make every reasonable effort to arrive prior to scheduled boarding time pursuant to [Section 8.D. \[Check-In and Debrief\]](#). The Flight Attendant must notify Crew Scheduling prior to scheduled boarding if they believe they will not be able to meet up with the first working leg of the sequence and [Section 32 \[Attendance Policy\]](#) will apply. If they No Show the sequence, they will be afforded the provisions of [Section 10.CC. \[No Show Sequence Recovery...\]](#), below.

9. The Company will provide a deadheading Flight Attendant with one (1) complimentary meal on board any flight operating when there is a pre-order food option available for guest purchase, provided the Flight Attendant pre-orders a fresh food item or a shelf-stable food item online within the ordering windows that are available to guests, and product is still available. If the Flight Attendant does not order a meal within the ordering window, they may select an excess onboarded meal free of charge before any are offered to guests. Flight Attendants on scheduled or unscheduled deadheads on airlines that are part of Alaska Air Group (e.g., Horizon Air) or that operate as Alaska Airlines pursuant to a capacity-purchase agreement (e.g., SkyWest Airlines), will receive eight dollars (\$8.00) in lieu of a complimentary meal, if food is available for purchase on such flight.
 - a. The eight dollars (\$8.00) will be considered a non-taxable expense reimbursement, and not as wages.
 - b. There will be no obligation to provide meals or expense reimbursement in lieu of a meal on scheduled or unscheduled deadheads on any other carrier.
10. Deadheading Due to Sick On-line:

A Flight Attendant who reports in sick on-line will be returned on the first available AAG flight(s) to the following: their domicile or co-terminal, the domicile or co-terminal from which the sequence departed or their registered commuter city/co-terminal. They will be treated as positive space as a deadhead.
11. The Company can change a scheduled deadhead flight to a working flight on a sequence dropped into Open Time without paying the premium in 10.X.7. above, as long as the change occurs prior to the sequence being picked up.

Y. SEQUENCE CONSTRUCTION

1. Turnarounds (i.e., one (1) duty period) will consist of a maximum of eight (8) flights and a minimum of four (4.0) TFP (the Duty Period Minimum (DPM)). For all-nighters, in which one (1) duty period falls in two (2) calendar days, one (1) four (4.0) TFP DPM will apply. Once flown, the five (5.0) TFP Average Duty Period Guarantee (ADPG) will apply per [Section 21.D. \[Minimum Pay Rules\]](#).
2. Lineholder and Reserve Flight Attendants will be paid a minimum of four (4.0) TFP for each duty period of a sequence that contains less than four (4.0) TFP, except where a Flight Attendant elects to break a sequence at a SIP or Jet Bridge Trade, in which case the Flight Attendant will be paid for flights actually flown, including surface deadhead. This includes charter flying, a sequence containing a Long Stage Length Duty Period (4k), reserve flying assignments, additional duty periods on days off and Open Time sequences. Only SIP or Jet Bridge Trade sequences that the Company has put into Open Time will be eligible for the four (4.0) TFP Duty Period Minimum (DPM). [See Arbitration #54-94 (Wollett 6/29/96) and Arbitration #55-94 (Gaunt 4/7/97)].
3. No Flight Attendant will be scheduled for an eight (8) flights sequence on a Friday or Sunday night.
4. Each duty period of a multi-day sequence will be scheduled for a maximum of eight (8) flights and a minimum of four (4.0) TFP ([Section 21.D.1. \[Minimum Pay Rules\]](#), [Duty Period Minimum](#)), except that sequences may be constructed with three (3) full days of flying with deadhead only on the first or last day.

Example:

For a multi-day sequence with two (2) duty periods spanning three (3) calendar days, a Multiday Sequence Minimum (MSM) will apply. A four (4.0) TFP credit will be applied to each calendar day of the multi-day sequence totaling twelve (12.0) TFP MSM across the entire sequence [3 calendar days x 4 TFP MSM credit/day = 12.0 TFP MSM].

5. Multiday sequences of three (3) or more calendar days with less duty periods than calendar days will be scheduled with no less than four (4.0) TFP times the number of calendar days in the sequence ([Section 21.D.3. \[Minimum Pay Rules\]](#), [Multiday Sequence Minimum](#)).
6. Sequences with a period of time from 1:00 AM to 11:00 PM (local time) free of duty will be scheduled with four (4.0) TFP for each such period ([Section 21.D.2. \[Minimum Pay Rules\]](#), [Extended Overnight Rule](#)). However, the four (4.0) TFP minimum does NOT apply to the twenty-four hour (24:00) or longer period within a sequence that has no duty but does NOT span 1:00 AM to 11:00 PM (local time).

Examples:

- a. Twenty-eight-hour (28:00) layover from 11:00 PM to 3:00 AM two (2) days later, the four (4.0) TFP EOR

- applies.
- b. Twenty-eight-hour (28:00) layover from 2:00 AM to 6:00 AM the following day, the four (4.0) TFP EOR does NOT apply. However, the MSM would apply.
 7. A sequence will be scheduled with the applicable TFP value of all flying, including surface deadhead, plus any additional TFP as a result of the Duty Period Minimum (DPM) on a duty period by duty period basis. The calculated TFP value for each duty period will be added to any application(s) of the Extended Overnight Rule (EOR) in the sequence. In the event that the sum total TFP value of the aforementioned applications does not meet the minimum TFP requirement pursuant to the Multiday Sequence Minimum (MSM), additional TFP will be applied in order to bring the TFP value of the sequence up to the MSM. The sequence will be scheduled with no less than the total TFP value of all these applications summed across the entire sequence.
 8. Sequences or partial sequences (e.g. SIPs, Jet Bridge Trades etc.) that the Company places into Open Time or assigns to a Flight Attendant will be eligible for all MPRs. [See Arbitration #54-94 (Wollett 6/29/96) and Arbitration #55-94 (Gaunt 4/7/97)]

Z. PERSONAL DROP(S)

Personal Drop(s) will be granted if staffing levels permit, as determined by Crew Scheduling, and are subject to the following:

1. No picked up flying of any sort, whether from other Flight Attendants, Open Time, or charters is allowed on a Personal Drop day.
2. Personal Drop(s) are unpaid.
3. Personal Drop requests must be submitted by 2:00 PM on the day prior to the day requested to be dropped, in order for the request to be processed in seniority order.
4. Personal Drop(s) will be granted in domicile seniority order, no later than midnight (12:00 AM) on the day prior to the day requested to be dropped. Personal Drops granted to Reserves under this provision will not be considered a Reserve block split. The Personal Drop form will contain an option for a Reserve to elect to automatically decline a Personal Drop if the award occurs after their Reserve Availability Period (RAP) has begun.
 - a. If additional drops become available after this time, Crew Scheduling will first grant them to Flight Attendants who submitted requests before 2:00 PM the day prior to the day requested to be dropped, in seniority order.
 - b. For Reserves, awards may go outside seniority order based on staffing as determined by Crew Scheduling, such as number of days available and/or AM/PM shift available. (e.g. one (1) Reserve available for four (4) days, versus several Reserves available for one (1) day. The Company reserves the right to retain the four (4) day Reserve and grant the Personal Drop to the one (1) day Reserve.)
5. Flight Attendants may submit requests for Personal Drop(s) after 2:00 PM on the day prior to the day requested to be dropped. After all requests submitted by 2:00 PM the day prior have been honored in seniority order, late requests will be granted on a first-come, first-served basis. For Reserves, requests will be granted on a first-come, first-served basis, according to AM/PM classification.
6. Requests for Personal Drops may be withdrawn any time prior to awarding of the drop requests by calling Crew Scheduling. For Personal Drops affecting a Reserve Availability Period already in progress, Crew Scheduling will afford a Reserve the opportunity to opt out of a Personal Drop for that day and subsequent days in the Reserve block prior to granting the drop.
7. Once granted, the request cannot be withdrawn and the Flight Attendant will be removed from duty for the requested day(s). Pay protection is waived for any flight(s) that is/are impacted by the Personal Drop and subsequently is/are altered or cancelled.
8. The Company will electronically post the seniority of the Flight Attendants granted Personal Drops and the day(s) for which they were granted. This information will be available in real time and accessible through the Flight Attendant website. Should the list of Personal Drops be unavailable for any reason, management will work with the Information Technology (IT) department to restore access as quickly as possible.

AA. THROUGH FLIGHT PROVISIONS AT SEQUENCE HOME DOMICILE

1. Flight Attendants may be required to extend the fifteen minute (:15) debrief period at home domicile with through passengers on board the aircraft under the following circumstances:

- a. The "A" Flight Attendant is responsible to remain with passengers. The "A" Flight Attendant may voluntarily offer the assignment to another Flight Attendant. If more than one (1) Flight Attendant volunteer(s), the most senior Flight Attendant will remain on board in addition to the "A" Flight Attendant. If another Flight Attendant is required to maintain the minimum crew, the most senior Flight Attendant who volunteers will remain on board; if there are no volunteers, the most junior Flight Attendant will be required to remain on board.
- b. The sequence must be scheduled with additional scheduled ground time as reflected in the monthly bid packet or a revision to the monthly bid packet.
- c. The additional scheduled ground time cannot cause the Flight Attendant to remain on duty in excess of twelve hours and thirty minutes (12:30).
- d. The additional scheduled ground time is scheduled only on continuing flights as published in the Alaska Airlines flight timetable.
- e. The additional scheduled ground time does not extend one (1) hour beyond debrief. All Flight Attendants who remain with the passengers during extended ground time will be compensated one (1.0) TFP at their appropriate pay rate. In the event that a Reserve Flight Attendant remains with the passengers for the extended ground time, one (1.0) TFP will be paid above the guarantee.

BB. PRE-BOARDING

(For pre-boarding pay, see [Section 21.S. \[Pre-boarding Compensation\]](#)).

A Flight Attendant may be required to assist in pre-boarding under the following conditions provided that actual pre-boarding of passengers commences prior to the end of the Flight Attendant's debrief period:

1. Boarding must commence prior to the end of their debrief period.
2. If pre-boarding extends past the end of the debrief period, the Flight Attendant's schedule will be adjusted to provide the amount of rest required by [Section 8.M. \[Domicile Rest\]](#). The Flight Attendant must call Crew Scheduling for any necessary schedule adjustments as a result of extended pre-boarding pursuant to [Section 8.D.3. \[Check-in and Debrief...\]](#). However, if the Flight Attendant waived contractual rest in order to pick up the sequence, the Flight Attendant's schedule will be adjusted to provide no less than the amount of rest of the Flight Attendant's schedule before being assigned to pre-board a flight, unless the Flight Attendant elects otherwise. The Flight Attendant will not suffer a loss of pay as a result of a schedule adjustment necessitated by a pre-boarding assignment which extends beyond the debrief period. The resulting schedule adjustment may include reassignment to a new sequence or assignment to position the Flight Attendant for the original sequence.
3. If assisting in pre-boarding a flight extends past the end of the debrief period causing the duty period to exceed twelve hours and thirty minutes (12:30), the reassignment provisions of [Sections 8.H. \[Compensatory \(Double-Out\) Rest\]](#) and [8.F. \[Over-Duty Pay\]](#) apply.
4. A Flight Attendant who is not on duty may be requested but is not required to pre-board a flight.

CC. NO SHOW SEQUENCE RECOVERY FOR LINEHOLDERS (OR RESERVES PICKING UP ON A DAY OFF)

1. Flight Attendant participation in sequence recovery for a No Show is voluntary and does not absolve the Flight Attendant from receiving administration of discipline related to No Shows in [Section 32 \[Attendance Policy\]](#).
2. A Flight Attendant who has received a No Show for an assignment may elect to recover flying by contacting Crew Scheduling. Crew Scheduling will determine if it is operationally feasible to recover any or all of the originally assigned sequence. Crew Scheduling and the Flight Attendant will work together to determine the best point to recover the sequence.
3. Returning a Flight Attendant to their originally scheduled sequence will not result in additional cost to the Company. Any deadhead(s) required to position the Flight Attendant will not be paid and the Flight Attendant will not be paid for any TFP missed.
4. If the Flight Attendant cannot be returned to their original assigned sequence, they may be offered, but are not obligated to accept, a reassignment to another sequence or portion of a sequence. If available, Crew Scheduling will offer the Flight Attendant an assignment for the same number of days but may offer a shorter or longer sequence.
5. If the Flight Attendant accepts the assignment, they will not be subject to premium pay as a result of a reassignment pursuant to [10.R. \[Same-Day Scheduling Changes and Reassignments\]](#), above, unless the

sequence is subsequently revised. The pay for the new or revised sequence will serve as the original pay if there are subsequent reassignments.

6. Crew Scheduling may deadhead a Flight Attendant who receives a No Show at an outstation to another station to cover flying not part of their original assignment if it is not operationally feasible to recover part of the originally assigned sequence. In this case, the Flight Attendant will be paid for the deadhead.

DD. LONG STAGE LENGTH DUTY PERIOD ("4k")

1. At the Flight Attendant's option, they may preference and may be awarded a sequence with one (1) or more Long Stage Length Duty Periods (4k's) as defined in [Section 5 \[Definitions\]](#).
2. Crew Planning may construct 4k's under the following parameters:
 - a. Two (2) leg maximum in the duty period.
 - b. The scheduled sit time will not exceed seventy-five minutes (:75).
 - c. Must depart from and return to the same domicile.
 - d. The 4k will exceed ten hours and thirty minutes (10:30) but cannot exceed four-thousand (4,000) statute miles (i.e. two-thousand (2,000) statute miles per leg or four-thousand (4,000) statute miles round-trip). See [Section 8.E. \[Duty Period\]](#) for 4k reassignments.
 - e. Crew Planning must consult with the Association Scheduling Chair on a monthly basis and during sequence construction for specific sequence selection.
 - f. The 4k provided for in this Section may be built into a multi-day sequence; however, the exceptions to [Section 8.E. \[Duty Period\]](#) will only apply to the duty period that contains the 4k.
 - g. Sequences containing 4k's will be identified and placed into PBS for bid. In no circumstances will a Flight Attendant be awarded a sequence containing a 4k(s) via PBS unless they have indicated a preference for or have specifically bid for those sequences.
3. A maximum of ninety percent (90%) of the total 4k sequences will be built out of any single domicile for each bid month.
 - a. Any domicile with five percent (5%) or more of the total number of single-duty period 4k sequences will be included in the ninety percent (90%) allocation.
 - b. All other domiciles will be allocated 4k sequences in accordance with paragraph DD.4. below:
4. A minimum of ten percent (10%) of the 4k sequence(s) will be built and distributed in the remaining domiciles on an approximately equitable basis as follows:
 - a. The number of 4k sequences at each domicile will be approximately proportionate to the number of active Flight Attendants in the domiciles.
 - b. No single domicile in this group may be allocated more than five percent (5%) of the total number of 4k sequences.
5. Sequences containing a 4k(s) may be offered as Premium Open Time with a minimum one and one-half times (1.5x) premium.
6. Automated trading of 4k's will be processed through Crew Access or a successor system.
7. Reserve Flight Attendants who self-assign into a 4k will be considered to have opted into the sequence.
8. A Flight Attendant who is awarded or accepts a sequence containing a 4k(s) of twelve hours and thirty minutes (12:30) or less will not be deemed to have waived the pay and crew rest provision in [Sections 8.F. \[Over-Duty Pay\]](#), [8.G. \[Fourteen Hour \(14:00\) Duty...\]](#), [Section 8.H. \[Compensatory \(Double-Out\) Rest\]](#) and [8.M. \[Domicile Rest\]](#).
9. If there is an open position(s) on 4k sequence(s) and it is more than three (3) hours prior to departure the following will apply:
 - a. The 4k sequence must be placed into Open Time per [Section 12.E.1. \[Open Time\]](#).
 - b. Crew Scheduling may reconfigure a 4k sequence consistent with [Section 8.E. \[Duty Period\]](#) to make all duty periods equal to or less than ten hours and thirty minutes (10:30) prior to assignment. If such reconfiguration occurs, the surviving legal sequence is no longer considered a 4k sequence.

- c. A Reserve may opt into a 4k sequence by preferencing it on the RAL. Crew Scheduling may bypass the order of assignment to assign a 4k sequence to a Reserve who has preferenced 4k. A Reserve who preferences 4k, then subsequently receives a 4k assignment, must accept the sequence. If a Reserve preferences a 4k sequence the premium in 10.e., below, will apply.
 - d. If no such Reserve exists as referenced in 9.c., above, Crew Scheduling may offer a 4k sequence to another Reserve and must inform that Reserve the sequence contains a 4k duty period(s). They are not required to accept the sequence. If that Reserve declines the offer, the next Reserve in the appropriate order of assignment may be offered the 4k sequence under the same conditions of this provision. The process may be repeated until all available Reserves are exhausted.
10. If there is an open position(s) on 4k sequence(s) and it is three (3) hours or less prior to departure the following apply:
- a. Crew Scheduling may offer the 4k sequence to a Lineholder as a reassignment at check-in consistent with [Section 10.R. \[Same-Day Scheduling Changes and Reassignments\]](#). Crew Scheduling must inform the Lineholder that the sequence contains a 4k duty period. They are not required to accept the assignment. If a Flight Attendant accepts the 4k sequence as a reassignment all provisions of [Section 10.R. \[Same-Day Scheduling Changes and Reassignments\]](#) will apply. If the Lineholder declines the offer, the next eligible Lineholder in seniority order may be offered the 4k sequence under the same conditions of this provision. The process may be repeated until all available Lineholders are exhausted consistent with [Section 10.R. \[Same-Day Scheduling Changes and Reassignments\]](#).
 - b. Crew Scheduling may reconfigure a 4k sequence consistent with [Section 8.E. \[Duty Period\]](#) to make all duty periods equal to or less than ten hours and thirty minutes (10:30) prior to assignment. If such reconfiguration occurs, the surviving legal sequence is no longer considered a 4k sequence.
 - c. A Reserve may opt into a 4k sequence by preferencing it on the RAL. Crew Scheduling may bypass the order of assignment to assign a 4k sequence to a Reserve who has preferenced 4k. A Reserve who preferences 4k, then subsequently receives a 4k assignment, must accept the sequence. If a Reserve preferences a 4k sequence the premium in 10.e., below, will apply if flown.
 - d. Crew Scheduling may involuntarily assign a 4k sequence to a Reserve. In such circumstance, the premium in 10.e., below will apply if flown.
 - e. A Reserve who is assigned and flies a 4k sequence on a Reserve day by Crew Scheduling (whether assigned, involuntarily assigned, or opted into by preferencing), the Reserve will be paid one and one-half times (1.5x) for the entire 4k sequence, of which one times (1.0x) the trip rate will be credited toward the Reserve's guarantee and one-half times (0.5x) the trip rate will be paid above the guarantee.
11. Crew Scheduling may create or reconfigure sequence(s) that contain a 4k only if the 4k was in a published sequence originally built by Crew Planning and due to irregular operations (including crew shortage) needs to be staffed.
12. Lineholders will not be required to accept or be reassigned to a 4k sequence.
13. A sequence containing a 4k may not be assigned as a JA.
14. If a Flight Attendant domicile opens or closes, the parties will meet and agree on a revised 4k sequence distribution system.

EE. ELECTRONIC BID SOFTWARE

The Company will provide and maintain a real-time electronic system for the bidding and awarding of lines. The system will support at least the second to most recent version, in addition to the prior two versions of Microsoft Edge (or any subsequent Microsoft platform), and Safari (or any subsequent Apple platform). The Company will make a good faith effort (taking into account excessive cost and availability) to ensure such system is accessible from at least one other commonly used web browser that is compatible with a mobile device. If the Company changes the IMD to a non-Apple device, then the Parties will meet to bargain the effects of the change.

FF. OPERATIONALLY IMPACTED MINIMUM DAYS OFF

For Lineholders, see E.1.a. [Line Construction...], above.

For Reserves, see E.1.b. [Line Construction...], above, and [Section 11.B.4. \[Reserve: General\]](#).

ADDENDUM

Minimum Days Off Chart

Lineholder and Reserve

30-day month

31-day month

Planned Absences	Min Days Off	Planned Absences	Min Days Off
0	12	0	13
1	12	1	13
2	11	2	12
3	11	3	12
4	10	4	11
5	10	5	11
6	10	6	11
7	9	7	10
8	9	8	10
9	8	9	9
10	8	10	9
11	8	11	9
12	7	12	8
13	7	13	8
14	6	14	7
15	6	15	7
16	6	16	7
17	5	17	6
18	5	18	6
19	4	19	5
20	4	20	5
21	3	21	4
22	3	22	4
23	2	23	3
24	2	24	3
25	2	25	3
26	1	26	2
27	1	27	2
28	0	28	1
29	0	29	1
30	0	30	1
		31	0

- 11.A. Application of Section 11**
- 11.B. Reserve: General**
- 11.C. Classification of Reserves**
- 11.D. Scheduling / Notice Time to Report**
- 11.E. Order of Assignment**
- 11.F. Airport Standby**
- 11.G. Reserve Compensation**
- 11.H. Reserve Exchange of Days, Pick-Ups and Trades**
- 11.I. Reserve Cross-Utilization Between or Among Domiciles**
- 11.J. Reserve Repositioning**
- 11.K. Reserve Long stage Length Duty Period ("4k") Assignments**
- Add. Reserve Addendum**

A. APPLICATION OF SECTION 11

1. The provisions of [Section 8 \[Hours of Service\]](#) will apply to Reserves except as specifically provided for otherwise within this Section and/or Addendum to this Section. Reserves will be entitled to the same benefits on the same basis as Lineholders.

B. RESERVE: GENERAL

1. The Reserve system will be on a seniority bid basis. All Flight Attendants in each domicile may bid Reserve.
2. Except as otherwise provided in this Section, any Flight Attendant sitting reserve will be considered a Reserve Flight Attendant for purposes of this Section.
3. Reserve lines will be constructed as follows:
 - a. Reserve Minimum Days Off

A Reserve will be scheduled for and receive a minimum of twelve (12) days off in a thirty (30) day bid month and a minimum of thirteen (13) days off in a thirty-one (31) day bid month unless otherwise modified by planned absences pursuant to [Section 10.E.1. \[Line Construction...\]](#).
 - b. Reduced Time Reserve Lines

Notwithstanding 3.a., above, the Company may offer a reduced-time Reserve line. Reduced-time Reserve lines will contain a minimum of fifteen (15) days off in a thirty (30) day month and sixteen (16) days off in a thirty-one (31) day month. A Reserve will not be awarded a reduced-time Reserve line unless they so request in the bidding process.
 - c. Rest Between Reserve Blocks

Scheduled reserve blocks, including one (1) day block, will be separated by not less than forty-eight (48) hours off, unless the Reserve waives that forty-eight (48) hour restriction during the line-bidding process ([Section 10.M.4.e. \[PBS Bid Line Options...\]](#)). A one (1) day block may be awarded only on the first and last day of the bid month. A one (1) day block on the last day of the bid month does not have to be followed by forty-eight (48) hours off in the following bid month.
4. Operationally Impacted Minimum Days Off

When a duty period carries into a day off as a result of operations by fifteen minutes (:15) or more, the Reserve will be paid pursuant to [Section 10.E.2.b. \[Line Construction...\]](#).

 - a. For the purposes of calculating days off under B.4. only, in addition to regularly scheduled days off, any vacation day will be considered a day off (sequences picked up during vacation will count as days on). Other scheduled Reserve days or days of scheduled duty from which a Reserve has been released from duty, e.g. sick leave, jury duty, Company Business, Union Business, Management Drops, bereavement leave, pay protection, and leaves of absence (other than days off scheduled prior to the commencement of the leave) will not be considered days off.
 - b. If a Flight Attendant picks up a sequence from Open Time or trades with or picks up a sequence from another Flight Attendant and it overlaps into the new month as a result of irregular operations, the day(s) off will be compensated as provided in B.4.
5. A Reserve may be assigned several sequences or portions of sequences the same Reserve day within duty period limitations.

6. Junior Assignment (JA) and Reserves

A Flight Attendant awarded a Reserve line cannot be JA'd ([Section 9.D.2.d. \[Company's Right to Assign JA\]](#)). A Lineholder who picks up a Reserve day(s) may be JA'd only when contacted at check-in for the Reserve assignment or while the Reserve assignment is in progress. A Flight Attendant awarded a Reserve line who picks up a sequence on day(s) off can be JA'd at the completion of the sequence, provided that the JA assignment releases by midnight (12:00 AM) of that day and is made part of the same duty period.

7. At the end of a Reserve block of days, the Reserve will be returned to their home domicile for their domicile rest.**8. A block of Reserve day(s) that touches another block in a new month becomes a single block.****9. Domicile Rest**

A Reserve will receive at least eleven hours and thirty minutes (11:30) rest at domicile, measured from release until report for their next sequence or APSB assignment.

a. Interruption of Domicile Rest

1. Upon return to domicile and release from duty, a Reserve will not be obligated to be contactable during the first nine hours (9:00) of rest, regardless of her/his reserve availability. If Crew Scheduling contacts the Reserve with a legal assignment and the Reserve elects to answer during any portion of this rest that coincides with the Reserve's availability period, the Reserve must accept the assignment.

2. A Reserve may be contacted only one time during domicile rest and will receive at least nine consecutive hours (9:00) of uninterrupted rest. If the Reserve has positive contact via phone call during rest and does not receive nine consecutive hours (9:00) of uninterrupted rest, they will receive two times (2.0x) the trip rate of which one times (1.0x) will be paid above guarantee, for all TFP flown or credited or APSB duty, until they receive legal rest.

b. Inflight management will use its best efforts to avoid interrupting the Reserve's rest; the provisions of this Paragraph will not apply to an inadvertent contact unrelated to Reserve scheduling, made by non-Crew Scheduling personnel.

10. Reserve Compensatory (Double-Out) Rest

A Reserve due compensatory rest under [Section 8.H. \[Compensatory \(Double-Out\) Rest\]](#) will receive such rest at the completion of the sequence containing the duty period over twelve hours and thirty minutes (12:30). The Company will not assign additional flying following the completion of the sequence. The Reserve may waive such compensatory rest if agreed to by Crew Scheduling; if so, they will receive two (2.0x) the trip rate for any sequence or APSB assignment that reports during the period in which the Reserve would have had compensatory rest, of which one-half times (0.5x) will be paid above guarantee.

11. Over-Duty Charters

A Reserve can be assigned a charter built up to fourteen hours (14.00), but only in the event of a No Show or vacancy with less than eight hours' (8:00) notice. Over-duty charters assigned to Reserves will be assigned pursuant to [Section 33.A.3.h.2. \[Ad Hoc Charters...\]](#) and compensated as specified in [Section 33.C.5. \[Charter Compensation\]](#).

C. CLASSIFICATIONS OF RESERVES

There are three (3) classifications of Reserve: A.M. Reserve (AM) P.M. Reserve (PM) and Extended-Day Reserve (ER).

1. AM/PM Lines Only

Flight Attendants bid for and are awarded in seniority order to an AM line or a PM line. Reserve lines will be constructed of all AM or all PM days. Each classification has a period as designated below during which the Flight Attendant must be contactable and available for assignment.

2. Reserve Availability Periods

a. AM Reserves must be available for contact and assignment between midnight (12:00:00 AM) and 1:59:59 PM local domicile time. Any assignment must commence within the Reserve Availability Period but no earlier than 2:00:00 AM local domicile time unless agreed to by the Flight Attendant.

- b. PM Reserves must be available for contact and assignment between the hours of 10:00:00 AM and 11:59:59 PM local domicile time. Any assignment must commence within the Reserve Availability Period but no earlier than noon (12:00:00 PM) local domicile time unless agreed to by the Flight Attendant.
 - c. ER Reserves must be available for contact and assignment from midnight (12:00:00 AM) to 11:59:59 PM. Any assignment must commence within the Reserve Availability Period.
 - d. Reserves may be given assignments for the next day consistent with their Reserve classification.
3. Number of Extended Days (ER) and Conversion to ER
- a. Reserve lines will not have pre-scheduled ER days.
 - b. The Company may convert a Reserve to ER as follows:
 - 1. No more than three (3) conversions in a bid month unless the Reserve preferences "Yes" to ER on the RAL. Conversions will be processed in RAL order within days of availability and call type, with those who have preferenced "Yes" to ER converted first. For Reserves who have preferenced "Yes" to ER conversions on the RAL, ER conversions above the first three (3) conversions may be accepted and processed by Crew Scheduling.
 - 2. Flight Attendants may preference days (general or date specific) for ER conversion pursuant to C.3.d., below.
 - 3. Any Flight Attendant who does not preference ER conversion(s) for that day (general or date) may still be converted to ER (up to three (3) times in a bid month) but will be converted after those who have preferenced ER conversion within the same number of days of availability and call type.
 - 4. All Reserve days converted to ER by the Company (including those who have preferenced "Yes" to ER conversions on the RAL) will be paid at two times (2.0x) the TFP rate for all TFP flown or credited or APSB during the converted duty period. One times (1.0x) will be paid towards the guarantee and one times (1.0x) will be paid above the guarantee.
 - 5. One (1.0) TFP will be paid at two times (2.0x) the TFP rate above the guarantee for ER conversions if not used.
 - c. ER Conversion Contactability:
 - 1. A Reserve may be notified any time during their contact period that they are to be converted to ER on any day during the current block. A Reserve may also be converted on the last day of a block for the first day of the next block.
 - 2. Crew Scheduling may contact a Reserve on a day off to convert them to ER status between the hours of 8:00 PM and 11:00 PM local domicile time the night prior to the next Reserve Availability Period. The Reserve is not required to answer the phone.
 - 3. If contacted outside the contact period or between the hours of 8:00 PM and 11:00 PM local domicile time the night prior to the next Reserve Availability Period (pursuant to paragraph C.3.c.2., above), a Reserve will be compensated two times (2.0x) the trip rate for all TFP flown or credited or APSB in the converted duty period (for both voluntary and involuntary conversions). One times (1.0x) will be paid towards the guarantee and one times (1.0x) will be paid above guarantee.
 - 4. A Reserve may not be contacted on a vacation day for ER conversion.
 - d. ER Conversion Preferences

A Reserve may preference days (general or date specific) they wish to be converted to ER. Crew Scheduling will assign ER conversions in the following order within the same days of availability and call type:

 - 1. Reserves who have indicated a conversion preference for that day (general or date specific); and then
 - 2. Reserves who have not indicated a conversion preference for that day.
 - e. A Reserve may be converted to ER for a period of less than twenty-four (24) hours.
4. Impact of Sick Call on ER
- a. If a Reserve calls in sick for an ER day, the following day of their block becomes the ER day. If they are sick for more than one (1) day, the day they return to reserve status within the current block is designated

the ER day. If a Reserve calls in sick for an entire block of reserve days, the ER day is not carried over to the next block.

- b. A change of an AM/PM Reserve day to an ER day under C.3.b., above, will count as a conversion to an ER day.
5. On the last day of a block, a Reserve who does not have a scheduling obligation (e.g., APSB) may request release from the remainder of their Reserve day provided the last Company-operated flight that the Reserve would be legal to fly has departed the domicile. This release time will be posted in Crew Access. Crew Scheduling must grant the request if it has no further flying for the Reserve. A Reserve who is relieved of further Reserve obligation under this Paragraph, will suffer no loss of pay. However, if the Reserve must remain at the airport for an APSB assignment after the last flight described above has departed, then the Reserve will be paid two times (2.0x) the trip rate for the APSB period.

D. SCHEDULING / NOTICE TIME TO REPORT

1. The Company will accept up to two (2) contact numbers, for the purpose of contacting the Reserve with a Reserve assignment.
 - a. It is the Flight Attendant's option as to what type of contact number they provide (e.g. cellular phone and/or land phone). If Crew Scheduling reaches the Reserve's voicemail, the Crew Scheduler will leave a message requesting a return call.
 - b. The phone number(s) will be given no priority order.
 - c. A Reserve's report time will begin when both numbers have been called, if two (2) have been provided. If only one (1) number has been provided, the report time begins when that number has been called.
 - d. A Reserve will be responsible to respond with a call to Crew Scheduling within fifteen minutes (:15) of the calls when both numbers have been provided. If only one (1) number has been provided, the Reserve will be responsible to respond, within fifteen minutes (:15), when that number is called. For failure to respond in such time, see "No Show" in [Section 32.C.1. \[Attendance Policy Definitions\]](#) and "Unavailable for Contact" in [Section 32.C.15. \[Attendance Policy Definitions\]](#).
 - e. Reserves are not required to have cellular telephones. If a Reserve provides a cellular number as one (1) of their two (2) primary contact numbers, they are not required to be contactable at that number from two (2) hours before check-in for a sequence or APSB assignment until they are released and have had at least nine (9) consecutive hours of uninterrupted domicile rest.
 - f. A Reserve may self-notify for an assignment by affirmatively confirming notification electronically. A Reserve who views their schedule but does not affirmatively confirm is not considered to have self-notified. Regardless of notification status, the Reserve will remain contactable in accordance with D.7., below.
2. Notice of Time to Report
 - a. A Reserve will be given a minimum of two hours' (2:00) notice to report. The notice to report is measured from the time the Reserve's contact number(s) has been called until the Reserve checks in for the assignment. If Crew Scheduling notifies a Flight Attendant of an assignment with less than three hours' (3:00) notice to report, the Company will reimburse the Flight Attendant's choice of either:
 1. Parking closer to the terminal (e.g., airport parking, terminal parking, etc.); or
 2. A round-trip taxi/ride service.
 - b. When a Reserve is given an assignment to a co-terminal, they will make their best effort to report within two hours (2:00).
 - c. If a Reserve does not receive at least nine hours' (9:00) notice of an assignment to a sequence that requires them to be on duty at 04:29 AM local domicile time in the first duty period, they will be paid one and one-half times (1.5x) the trip rate for all TFP flown or credited or APSB during that duty period, of which one-half times (0.5x) will be paid above guarantee. The Reserve must remain contactable until nine hours (9:00) before check-in for the sequence. Crew Scheduling may contact the Reserve during this period only to reschedule them in the event of cancellation.
3. A Reserve may be given less notice to report than the hours outlined in D.2., above, in which case the Reserve must make every effort to report within that time frame. There is no penalty for failure to make departure or check-in for an assignment given with a reduced notice period. However, the Reserve remains obligated to

report no later than two hours (2:00) after being contacted. When a Reserve is unable to make the departure of a flight when given a reduced notice period, the Company must, upon their arrival:

- a. Reassign the Reserve to a sequence with a check-in or scheduled departure of no more than one hour (1:00) after their arrival;
 - b. Reassign the Reserve to APSB; or
 - c. Release the Reserve, in which case they will be placed back on the Reserve Availability List (RAL) for their reserve classification based on their TFP/credit value, including the credit for Show-No Go.
4. Flight Attendants assigned to Reserve duty, (including Airport Standby (APSB)), must be able to be in full uniform no later than scheduled check-in time.
 5. Start of duty time for purposes of per diem and duty day limitations begins at the time a Reserve is required to report for duty or the actual reporting time, whichever is later. Start of duty may be adjusted pursuant to Paragraph D.3., above, or by mutual agreement.
 6. All Reserves must check their Block2Block messaging on their Inflight Mobile Device and make Positive Contact (see [Section 8.Q. \[Contactability and Means...\]](#)), if directed, upon completion of their assigned sequence at domicile/co-terminal within fifteen minutes (:15) following the conclusion of the debrief period and prior to leaving the secure area of the terminal. For failure to do so, see "No Show" in [Section 32.C.1. \[Attendance Policy Definitions\]](#) and "Unavailable for Contact" in [Section 32.C.15. \[Attendance Policy Definitions\]](#). Crew Scheduling will use its best efforts to notify a Reserve of an additional assignment as soon as possible after commencement of the affected duty period.
 - a. The Block2Block messaging on their Inflight Mobile Device will advise the Reserve to contact Crew Scheduling by telephone or by self-notification.
 - b. The Company may also contact the Reserve during the domicile debrief period through in-person conversation with a Company employee (Flight Attendants and pilots excluded) or contract station personnel exclusively for the purposes of scheduling related matters.
 - c. If the positive contact does not result in another assignment during the same duty period, the Reserve will be released into domicile crew rest, with no obligation to remain contactable for at least nine hours (9:00).
 - d. In the event a Reserve is unable to check their Block2Block messaging on their Inflight Mobile Device pursuant to this provision, they are required to call Crew Scheduling upon completion of their assigned sequence at domicile/ co-terminal within the fifteen minute (:15) debrief period prior to leaving the secure area of the terminal.
 7. Contactability after Assignment
 - a. Once an assignment has been given, the Reserve must remain contactable during their Reserve Availability Period until two hours (2:00) before the scheduled check-in for the sequence or assignment. They may be contacted by Crew Scheduling during those two hours (2:00), but are not obligated to be contactable.
 - b. If a Reserve self-assigns a sequence, or APSB pursuant to 11.E.1., below, for the first day of their block that follows a day of no Reserve activity, they may request to be released for the purposes of contactability as follows (all times in Pacific Time):
 1. Reserve must submit for it between 10:00 AM to 2:30 PM the day prior to report. Reserves may rescind the request up to 2:30 PM.
 2. Scheduling will process requests in seniority order within days of availability and classification beginning at 2:30 PM. The Reserves will be notified of granted requests via Company Email notification by 4:00 PM.
 3. If the requested release is granted, the Reserve may not trade the self-assigned sequence or APSB.
 4. If the requested release is not granted, the Reserve may trade or give away the assignment after 4:00 PM.
 5. If a Reserve has been granted a release from contactability under this provision:

- a. The Reserve Availability Period will be adjusted to start at the scheduled report time of the scheduling obligation and the Reserve will not be required to be in domicile prior to the adjusted Reserve Availability Period.
 - b. Prior to the start of the adjusted Reserve Availability Period, Crew Scheduling will not call the Reserve. Any schedule modifications will be communicated via Crew Access notification, and such scheduling modifications may not result in an earlier report time.
 - c. Reserves will be responsible for new report times as a result of a delay or cancellation.
8. **Contact Outside the Reserve Availability Period**
A Reserve may be contacted outside of their Reserve Availability Period, on a day they are on Reserve, for an assignment. The Reserve is not required to be contactable or to answer the call.
 - a. If the Reserve answers the call, they must accept the assignment, and will be paid two times (2.0x) the trip rate, for all flights actually flown or APSB, in the duty period until the Flight Attendant receives legal rest.
 - b. If the Reserve assignment results in the Reserve falling below the FAA-required twenty-four hours in seven days (24/7) rest requirement, as a result of other picked-up flying in the Reserve's line, the Reserve will be pay protected for any flying removed from their line in order to restore the FAA-required 24/7 rest. The Reserve may be scheduled to pick up the sequence at the SIP, or to deadhead into position to fly the remainder of the sequence. All legalities will apply and pay protection will be in addition to any applicable premium pay.
9. Once a Reserve has been notified of an assignment, that assignment cannot be removed from their line and then offered as Premium Open Time.
10. If a Reserve receives an assignment for which they are legal, and the assignment is then changed so that it carries into their day off (such as Winds Aloft adjustment, mechanical, flight deck illegality, etc.), they may contact Crew Scheduling no later than two hours and fifteen minutes (2:15) before check-in for the assignment and request removal from the assignment. Crew Scheduling must grant the request. The Reserve will be returned to the RAL and may be given any assignment consistent with their Reserve classification.

E. ORDER OF ASSIGNMENT

1. **Reserve Self-Assignment**
 - a. An AM or PM Reserve with four (4) or fewer days of availability remaining in their block may self-assign a sequence from Open Time between 10:00 AM and 2:00 PM PT the day prior to check-in, subject to the following restrictions:
 1. The self-assignment must be within the Reserve's domicile.
 2. The self-assigned sequence must commence within the Reserve's availability period and must be for the same number of days as the Reserve has left in their block.
 3. Sequences may not be split to accommodate a self-assignment.
 - b. ER Reserves and Reserves with more than four (4) days of availability may not self-assign, except that an AM or PM Reserve with more than four (4) days of availability remaining in their block may self-assign to an APSB assignment.
 - c. Crew Scheduling may designate a sequence(s) as unavailable for self-assignment under the following circumstances:
 1. Designated as Premium Open Time;
 2. During Natural Disasters or Acts of War, etc., pursuant to [Section 8.S. \[Natural Disasters...\]](#);
 3. [Severe Irregular Operations Section 5 \[Definitions\]](#) with notice to the Association.
 - d. The Reserve may not self-assign to a sequence that would cause them to break their monthly guarantee unless approved by Crew Scheduling.
 - e. A Reserve who is assigned or self-assigns a sequence will not be removed from such assignment unless one of the following conditions is met:
 1. Flight(s) or position(s) are cancelled from the assigned or self-assigned sequence

2. There are no other Reserves legal to cover an open partial or full sequence(s) in Open Time without causing a delay. A Reserve(s) legal to fly the uncovered assignment(s) will be removed from the previously assigned or self-assigned sequence in reverse seniority order.
 3. A flight becomes over-covered by aircraft downgrade.
 4. If a Lineholder calls in well for the sequence or portion of the sequence.
2. Flying Preferences

Reserves may notify Crew Scheduling of their preferences with regard to Reserve assignments. The preferences(s) in effect when Crew Scheduling generates the RAL will apply. If a Reserve does not state a preference in any category, it will be assumed that they have no preference in that category.

The following preferences will be accepted electronically through Crew Access and will remain in effect until changed. Such preferences cannot be altered from 2:00 PM to 6:00 PM PT daily.

 - a. First Out ("Fly"); APSB assignments are excluded in this preference.
 - b. Last Out ("Pass");
 - c. Night Flying: A sequence or a part of a sequence that operates between 11:00 PM and 4:29 AM (local time);
 - d. LAX co-term: The preferred order of co-terminal assignments for LAX-domiciled Flight Attendants.
 - e. "4k" preference to opt in to Long Stage Length Duty Period(s).
3. Reserve Assignment List (RAL)

Within each Reserve classification and days of availability, the RAL will be ordered with Reserves with the least amount of TFP flown or credited as a Reserve in the bid month.

 - a. Reserves are listed, within each classification and days of availability, with the lowest amount of TFP flown or credited to date as a Reserve, in the current bid month.
 - b. To balance flying among Reserves, by default the Reserve with the lowest time will receive the highest-time assignment from the available assignments that are within their Reserve classification and days of availability at the time of assignment. The order of assignment will be altered by the preferences listed in E.2., above, and assigned according to E.4., below.
 - c. When more than one (1) Reserve returns to domicile on the same flight that day and is legal for an additional assignment in that duty period, the Reserve with the least amount of TFP flown or credited, as a Reserve in the bid month, will be used first.
4. Assignment of Open Sequences/Assignments

Crew Scheduling will generate the RAL and will assign legal Reserves who have not already self-assigned within the same classification (AM/PM/ER) and with the same number of days of availability in the following order:

 - a. Among Flight Attendants with equal TFP flown or credited in the bid month:
 1. Flight Attendants who have preferenced "Fly" (default preference) in seniority order (most senior first); then
 2. Flight Attendants who have preferenced "Pass" in inverse seniority order (most junior first).
 - b. Among Flight Attendants with unequal TFP flown or credited in the bid month:
 1. Flight Attendants who have preferenced "Fly" (default preference) in RAL order; then
 2. Flight Attendants who have preferenced "Pass" in RAL order.
 - c. Within "Fly" and "Pass" preferences in the order below:
 1. Night Flying
 2. 4k
 3. LAX co-term (for LAX domiciled Flight Attendants)
 - d. Lineholders who have picked up reserve day(s) and who have not opted into the RAL, listed in inverse seniority order (11.H.3.d., below) following all other Reserves within the same classification (AM/PM/ER) and with the same number of days of availability.

5. If a duty period overlaps midnight (12:00 AM) at month-end, the flying in that duty period will not be counted for purposes of creating the RAL in the new month.
6. If a sequence overlaps between months, flying in any duty period that began and was completed in the previous month will not be counted for purposes of creating the RAL in the new month; flying in any duty period that begins in the new month will be counted for purposes of creating the RAL in the new month.
7. A Reserve returning from day(s) off will be placed on the RAL for their Reserve classification and days of availability in accordance with E.4., above.
8. Except as provided in E.9., below, or E.5., above, when a Reserve assignment becomes available, the Reserve at the top of the list will receive the assignment, provided that they are legal for the assignment.
9. Order of Assignment may be adjusted to prevent JA'ing; to avoid exceeding the APSB monthly maximum in F.14. [APSB Maximum Assignments], below; to avoid a conflict with a scheduled sequence in the new month and/or to conduct a probationary check ride or probationary observation flight ([Section 7.E. \[Probationary Check Ride...\]](#)). Crew Scheduling will assign Reserves in RAL order as modified by RAL preferences or reverse seniority order for Lineholder opt-out; if a Reserve is otherwise assigned out of order for any other reason, they will receive one and one-half times (1.5x) the trip rate for all TFP flown or credited, or for APSB of which one-half times (0.5x) will be paid above guarantee.
10. If a Reserve picks up additional Reserve day(s), any TFP flown or credited will count toward the RAL.
11. Sequences from Open Time will be assigned to Reserves no earlier than 2:00 PM PT the day prior to the check-in for the sequence.
12. If two (2) or more Reserves are called out for the same sequence, the more senior Reserve(s) may choose the position they wish to fly. This provision does not apply to a self-assigned Reserve, who will fly and work the position to which they self-assigned.
13. Posting of the Reserve Assignment Lists (RAL).

The RAL will be available in real time and accessible through Crew Access.

 - a. Flight Attendants may call Crew Scheduling to receive up-to-date information about the RALs. This right to call does not relieve a Reserve from the responsibilities outlined in this Section.
 - b. If a Reserve initiates contact with Crew Scheduling during rest, on a day off, or at any time at which the Reserve would not otherwise be required to be contactable in order to inquire about the RAL, Crew Scheduling will not use the contact for scheduling purposes.
 - c. Should the electronic RALs be unavailable for any reason, management will work with the Information Technology (IT) department to restore access as quickly as possible. Flight Attendants will retain the right to contact Crew Scheduling to receive the most up-to-date information about the RALs during the outage.

F. AIRPORT STANDBY

1. Airport Standby (APSB) may be assigned to any Reserve, provided that the assignment complies with F.5. below. APSB will not be assigned mid-sequence.
2. Reserves may be assigned APSB at more than one (1) co-terminal and/or domicile as follows:
 - a. If a Reserve on APSB at a domicile or co-terminal is assigned a sequence departing from another domicile or co-terminal or reassigned APSB at a different co-terminal/domicile, the Company is responsible for arranging and paying for the transportation of the Reserve. An APSB Reserve will not be required to drive from one co-terminal/domicile to another.
 - b. The Reserve will be credited with the appropriate deadhead or surface deadhead pay as a result of the assignment or reassignment described within this Paragraph.
 - c. APSB pay continues during the transportation of a Reserve on APSB from one co-terminal/domicile to another for continued assignment to APSB.
3. An APSB Reserve will scan-in at the beginning of the APSB period. They may leave the APSB area, but must remain contactable and must respond within five minutes (:05) of the completion of Crew Scheduling's final form of contact pursuant to [Section 8.Q. \[Contactability and Means...\]](#).
4. APSB is duty time for purposes of per diem and compensation under F.11. and F.12., below, and duty day limitations under F.9. and F.10., below, will begin when the Reserve is scheduled to report or actually scans

in to sit APSB, whichever is later, unless the assignment to APSB was made as part of a continuation of duty; or by mutual agreement. If the Reserve receives less than two (2) hours' notification of an APSB assignment, their duty time will begin when they scan in to sit APSB.

5. The maximum time assigned to APSB will not exceed five (5) consecutive hours per duty period. APSB Reserves may be assigned a sequence with a scheduled departure time no later than one (1) hour after the end of the APSB period. The Reserve is not required to be contactable from release from the APSB period until check-in for the sequence. APSB must be assigned in the order of the RAL within the same days of availability and call type.
 - a. An AM Reserve may not be assigned an APSB period that ends after noon (12:00 PM).
 - b. A PM Reserve may not be assigned an APSB period that ends after 11:59 PM.
 - c. An ER may be assigned to any APSB period.

6. Pre-assignment of APSB Reserves.

Crew Scheduling may assign a Reserve to sit APSB that is scheduled to end no more than one (1) hour prior to a sequence assignment. The APSB will fly that sequence unless the needs of the operation (e.g. short notice sick call, misconnect, no show, etc.) require that the APSB be assigned to a different sequence.

7. When a Reserve is released from APSB duty without a sequence assignment, they will be released into domicile rest.

8. APSB Pre-Boarding

An APSB Reserve may be assigned to assist with pre-boarding without being assigned to a flight. There is no additional compensation for pre-boarding a flight while on APSB duty. After the completion of an APSB period, prior to check-in for an assigned sequence, a Reserve may be requested, but is not required, to assist in pre-boarding a flight and will be paid the one-half (0.5) TFP. ([Section 21.S. \[Pre-Boarding Compensation\]](#))

9. APSB Duty Day

An APSB Reserve may not be given an initial flight assignment with a scheduled duty day exceeding ten hours and thirty minutes (10:30) unless they opt to accept a Long Stage Length Duty Period (4k). The scheduled duty period of an APSB, including time spent on APSB plus any flight assignment(s), may not exceed twelve hours and thirty minutes (12:30) as measured from initial report to release into legal crew rest. If the duty period exceeds ten hours and thirty minutes (10:30), except for those APSB Reserves who accept a 4k, then the APSB Reserve will be paid at one and one-half times (1.5x) the trip rate for flights flown in that duty period. For an APSB Reserve that accepts a 4k, and the duty period exceeds twelve hours and thirty minutes (12:30), then the APSB Reserve will be paid at one and one-half times (1.5x) the trip rate for flight(s) flown, including surface deadhead(s) in that duty period.

10. APSB Compensatory Rest

At the termination of the Reserve assignment at the home domicile, the APSB Reserve must have rest equal to double the time spent on duty on the day the duty exceeds twelve hours and thirty minutes (12:30). If the Reserve is scheduled for a Reserve Availability Period during that time, they will be pulled from a sufficient number of hours of Reserve or sufficient flights with pay to receive the necessary rest.

11. APSB Compensation

Compensation will be one-tenth (0.1) TFP for each six minutes (:06) of APSB up to the maximum of five (5.0) TFP per duty period. A Reserve will be credited for APSB pay plus the TFP value of flights flown or credited toward their guarantee. A Reserve will receive a minimum of five (5.0) TFP per duty period for any APSB period(s) completed without receiving a flight assignment. AM and PM Reserves will be paid at straight time. ER Reserves will be paid at two times (2.0x) their trip rate during converted duty period.

12. APSB Per Diem

Per diem begins at scan-in or scheduled report time for APSB, whichever is later except as outlined in F.4., above, and ends when the Reserve is released from APSB. If assigned a sequence from an APSB period, per diem continues uninterrupted until release into legal crew rest at domicile. If the Reserve is released from APSB without being scheduled for a sequence, and later is assigned a sequence in the same duty period, per diem will be paid continuously from the beginning of APSB until released into legal crew rest at domicile.

13. APSB on Duty at 4:29 AM

If an APSB Reserve is given an assignment that requires them to be on duty at 4:29 AM local domicile time in the first duty period, they will be compensated one and one-half times (1.5x) the trip rate for all TFP flown or credited or APSB in that duty period of which one-half times (0.5x) the trip rate will be paid above guarantee.

14. APSB Maximum Assignments

A Reserve may be assigned, excluding self-assignment, APSB no more than four (4) times in a bid month, unless they are the only Reserve in the domicile who is legal and available to accept the assignment. If Crew Scheduling assigns a Reserve to APSB to a fifth (5th) or subsequent APSB period during the bid month, the Reserve will be compensated one and one-half times (1.5x) the trip rate for all TFP flown or credited or APSB in that duty period of which one-half times (0.5x) the trip rate will be paid above guarantee.

15. APSB Self-Assigning Open Time

All known APSB assignments will be placed into Open Time no later than 10:00 AM PT the day prior to the assignment and made available for self-assignment by Reserves in accordance with E.1. [Reserve Self-Assignment], above.

16. APSB Scheduling-Related Microsoft Teams Messaging

See [8.Q.3. \[Contactability...\]](#)

G. RESERVE COMPENSATION

1. Reserves will be paid the greater of a monthly guarantee equal to five (5.0) TFP for each day of reserve availability or the actual TFP flown or credited while on Reserve availability. A Reserve who calls in sick on a Reserve day will have five (5.0) TFP deducted from their sick leave bank, if available. A Reserve who drops, calls in sick without using sick leave, gives away or trades Reserve day(s) will have five (5.0) TFP deducted from their Reserve guarantee for each day.

2. Reserves will be paid an additional two dollars and fifty cents (\$2.50) for each TFP actually flown and/or on APSB on a Reserve day.

3. Reserve days or sequences flown on days off will be paid above the Reserve's guarantee.

4. Picking Up Reserve Day(s)

A Flight Attendant who picks up a Reserve day and does not fly will be paid five (5.0) TFP per day in addition to all other compensation. If a multiday block is picked up, the minimum compensation for the block of days will be computed by multiplying the number of days in the block by five (5.0) TFP. Flying on picked up Reserve day(s) that become part of a block for purposes of scheduling will be paid the greater of five (5.0) TFP or the TFP of flights flown on that day, on a day-by-day basis.

5. Reserve Show/No-Go

A Reserve who reports on time for a flying assignment that is no longer available and is released without being reassigned will be credited three (3.0) TFP toward their Reserve guarantee. If the Reserve is reassigned (including to APSB), they will be paid the greater of the TFP for "Show/No-Go" (three (3.0) TFP) plus any APSB, or the TFP value of the reassignment plus any APSB.

6. Reserve Go-Around

A Reserve who flies a "go-around" in a duty period will be credited TFP in an application no less favorable than that applied to a Lineholder who flies the same segment(s).

7. Reserve TFP Compensation Towards vs. Above Guarantee

Unless specifically outlined elsewhere in the CBA, all TFP compensation on a Reserve day (including but not limited to block and ground delay pay, MPRs, pay protection, and Pre-Board, etc.) is paid towards the Reserve guarantee. Examples of compensation that will be paid above the guarantee include but are not limited to: Boarding Pay, Sit Pay, Stranded Pay, computer-based training, Union Business, and Company Business. A Reserve who breaks guarantee will be paid above guarantee for any TFP flown or credited over the guarantee. All other provisions of this Section apply. Once a Reserve has reached their guarantee, all premium pay provisions are no longer split between towards and above guarantee. They are all paid above their guarantee (similar to a Lineholder).

8. Reserve Premium(s) Application

Unless specifically outlined elsewhere in the CBA, if a Reserve is due premium pay, they will be compensated as follows:

- a. One and one-half times (1.5x) the trip rate: Straight Time credited towards the guarantee and one-half times (0.5x) the trip rate paid above guarantee.
- b. Two times (2.0x) the trip rate: Straight Time credited towards the guarantee and one times (1.0x) the trip rate paid above guarantee.
- c. Two and one-half times (2.5x) the trip rate: Straight Time credited towards the guarantee and one and one-half times (1.5x) the trip rate paid above guarantee.
- d. Three times (3.0x) the trip rate: Straight Time credited towards the guarantee and two times (2.0x) the trip rate paid above guarantee.

9. Airport Standby Compensation

See F.11. [APSB Compensation], above.

10. ER Compensation. See 11.C.3.b.4.-5. [Classification of Reserves], above.**11. Holiday Pay:**

- a. A Reserve Flight Attendant will be paid two times (2.0x) their trip rate for flights flown and/or APSB, including surface deadhead, on Independence Day, Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Day. One times (1.0x) will be paid towards the guarantee and one times (1.0x) will be paid above the guarantee on flights actually flown and/or APSB, including surface deadhead.
- b. A Reserve will be eligible for Holiday Pay for any flight and/or APSB, including surface deadhead, which begins and/or ends on the actual day of the holidays named in this provision. However, if the flight operates and is scheduled to touch the holiday, but as a result of the operation does not touch the actual holiday, the Flight Attendant will be eligible for the holiday premium.
- c. A Reserve on a Reserve day during a holiday named in this provision will be paid Non-Fly Pay of five (5.0) TFP, paid at straight time (1.0x) above guarantee for that day if not used.

12. Long Stage Length Duty Periods ("4k") compensation: See [Section 10.DD.10.e. \[Long Stage Length Duty Period \("4k"\)\]](#).**13. When a duty period carries into a day off as a result of operations by fifteen minutes (:15) or more, the Reserve will be paid pursuant to [Section 10.E.1.b. \[Line Construction...\]](#).****H. RESERVE EXCHANGE OF DAYS, PICK-UPS AND TRADES****1. Reserve Day / Blocks**

- a. Any Reserve day not on the Reserve's original line that is next to an existing Reserve block becomes part of that block. Any one (1) day block(s) not on the Reserve's original line will be an ER day.
- b. If a Lineholder picks up a single Reserve day, it will be an ER day.
- c. All trades or pick-ups of Reserve day(s) must be within the Flight Attendant's domicile.

2. A Reserve may pick up sequences or Reserve day(s) from another Flight Attendant or from Open Time and may bid for and be awarded charters that operate entirely outside their Reserve Availability Period. Except for self-assignments from Open Time, they cannot pick up sequences that operate during their Reserve Availability Period. Picked up sequences(s) will not count towards their maximum TFP duty limitations under [Section 8.P. \[Monthly Maximum...\]](#) or for purposes of determining order of assignment on scheduled days of Reserve, except as provided in E.4. [Assignment of Open Sequences...], above.**3. Traded or Given Away Reserve Days.**

- a. A Reserve may give away entire blocks of Reserve days at any time.
- b. A Reserve (or a Lineholder who picks up a block(s) of Reserve days) may give away less than an entire block (1, 2, 3, 4 or 5 days) only one (1) time per month by breaking the block from either end. In addition, they may also break a block that was created by combining Reserve day(s) in one (1) month with Reserve day(s) in the following month. A block may not be broken by removing a day or days from the middle of the block (no "donut holes"). The repositioning of one (1) or more Reserve days, as

- provided for in 11.J. [Reserve Repositioning], below, does not count toward the monthly limitation. A Lineholder who picks up a block of Reserve days may trade less than the entire block.
- c. Reserve trades, pick-ups and drops of Reserve day(s) must be submitted no later than 10:00 AM PT the day prior to the Reserve day(s) being traded per [Section 12.C.6. \[Trading Procedures\]](#).
 - d. A Lineholder who picks up a single Reserve day or a block of Reserve days may opt into the RAL. A Lineholder who picks up Sick Leave Make-Up Reserve days may also opt into (or by default opt out of) the RAL. If a Lineholder does not opt into the RAL then they will be placed at the bottom of the RAL for the call type (AM/PM/ER) and day(s) of availability in inverse seniority order of Lineholders picking up Reserve day(s) who have also not opted in to the RAL on that day.
4. Reserves are entitled to unlimited trading of Reserve days provided that the traded day(s) are attached to an existing block and the trade does not result in any loss of coverage on the day(s) affected by the trade. If the traded day(s) have the same classification (e.g. AM for AM; PM for PM), the Reserve day(s) will maintain their original classification. If the traded day(s) do not have the same classification (e.g. AM for PM), the affected day(s) will become ER days. All ER days within a block will be positioned to the beginning of the block. This may result in having two (2) or more ER days in a row. No ER day can have an AM/PM Reserve day directly in front of it in the same block. The ER days will not count towards one (1) of the two (2) conversions in [Section 11.C.3. \[Classification of Reserves\]](#).
 5. Crew Scheduling may post blocks of Reserve days in Open Time at any time. These blocks are available to Reserves or Lineholders for pick-up only. Posted Reserve blocks will not be assigned if not picked up. Reserve days may not be picked up out of domicile.
 6. A Reserve may reposition one or more day(s) from their block(s) any number of times during the Reserve month within CFR legalities subject to the following requirements:
 - a. Adequacy of staffing as indicated on the Reserve repositioning calendar; and
 - b. If the day(s) are repositioned next to existing day(s) or block(s), they become part of a single block.
 7. All Reserve trades and repositioning will be automated and processed in real time in the crew management system.
 8. Once a Reserve self-assigns or receives an assignment, including APSB, they may trade it with or give it away to another Reserve or trade it with Open Time for an assignment requiring the same number of day(s) of availability and classification of Reserve (AM/PM/ER) and that operates on the same day(s). They may not give the assignment to a Lineholder.
 - a. The Reserve giving away the sequence will go back on the RAL list.
 - b. Reserve(s) may waive their domicile rest down to no less than ten hours (10:00) release to report in accordance with CFR scheduled rest requirements. If operationally reduced rest falls below any CFR required rest period the Reserve will be removed from sufficient flights to resolve the CFR illegality.
 - c. A Reserve may not trade a sequence to another Reserve if the trade causes that Flight Attendant to exceed ten (10.0) TFP above their monthly guarantee.
 - d. Reserves may trade "sequence for sequence" within the same classification of Reserve (AM/PM/ER) and equal number of day(s) of availability up to departure time of the earliest traded sequence. However, there is no ability to complete the trade if day(s) are not equal or to split a Reserve sequence.

Example 1:

FA 1 has 3-day SJC/HNL (3 days of Reserve availability remaining)

FA 2 has 3-day FAI/ANC (3 days of Reserve availability remaining)

Approved. Reserves could trade the entire trip, including under three (3) hours. [Section 11.H.8. \[Reserve Exchange of Days...\]](#)

Example 2:

FA 1 has 3-day SJC/HNL (3 days of Reserve availability)

FA 2 has 3-day FAI/ANC (4 days of Reserve availability)

Declined. Trade declined due to Reserve day availability not equal amongst the two (2) Flight Attendants.

- e. The trade or give-away will be granted unless doing so would cause an illegality (CFR) or delay in boarding. If the trade request is made less than one hour (1:00) to departure, the trade will be processed only if Crew Scheduling has the capacity to handle the request.

I. RESERVE CROSS-UTILIZATION BETWEEN OR AMONG DOMICILES

Reserves may be cross-utilized between or among domiciles, provided that applicable deadhead rates will apply when a Reserve is required to deadhead to or from their domicile ([Sections 21.L. \[Deadhead Compensation\]](#) and [28.A.4. \[Rules Governing Multiple Domiciles\]](#)).

J. RESERVE REPOSITIONING

1. Adequate Reserve Coverage (ARC)

The number of AM and PM Reserves by day at a domicile required to reasonably ensure scheduling reliability during normal operations. ARC will be based on historical data considering, among other things, weekdays, weekends and holidays. The ARC for each day of the bid month will be posted by Crew Scheduling but is subject to change based on operational requirements. Each domicile will have a separate AM and PM ARC by calendar day. ER is counted as both AM and PM for purposes of the ARC. For the purpose of the ARC only multi-day Reserves will be included in the count.

2. Repositioning Calendar

Crew Scheduling will maintain a calendar for each bid month by domicile showing the AM and PM ARC by calendar day. The calendar will also show the number of AM and PM Reserves available by calendar day. The calendar will be posted on the Flight Attendant website. It will be maintained in real time and available for viewing no later than 6:00 PM PT the day prior to Open Time trading commencing in the applicable domicile.

3. Repositioning Process

- a. Reserve repositioning will commence at the same time as Open Time trading in the applicable domicile.
- b. If Reserve availability for either AM or PM Reserves in a domicile is greater than the corresponding ARC for that day then the day will be considered open for repositioning for that classification.

Example:

March 10th AM Seattle ARC is 45 and PM Seattle ARC is 25. If there are 47 AM Reserves and 20 PM Reserves, then AM is open for repositioning and PM is closed for that day in Seattle.

- c. Repositioning out of an open day(s) (AM or PM) will be approved through automation.
- d. A Reserve may reposition an ER day(s) if both AM and PM are open on the day(s) out of which the Reserve is repositioning.
- e. Repositioning out of a closed day(s) (AM or PM) may be requested, and may be approved by Crew Scheduling.
- f. A Reserve may reposition Reserve day(s) from the beginning or end of a block of Reserve day(s) but must reposition to attach to an existing block of Reserve day(s).
- g. A block of a single Reserve day may not be created due to repositioning through automation.
- h. Automated repositioning must be done prior to the commencement of the Reserve block being repositioned.

K. RESERVE LONG STAGE LENGTH DUTY PERIOD ("4K") ASSIGNMENTS

See [Sections 10.DD.7., 10.DD.9. and 10.DD.10. \[Long Stage Length...\]](#).

ADDENDUM

1. May a Reserve fly a sequence with a Long Stage Length Duty Period ("4k")?

Yes, if Crew Scheduling notifies the Reserve of a sequence containing a 4k and the Reserve accepts (opts into) the assignment.

Yes, if the Reserve self-assigns a sequence with a 4k.

2. As a Reserve can I be assigned a Long Stage Length Duty Period ("4k")?

See [Sections 10.DD.9. \[Long Stage Length...\]](#) and [10.DD.10 \[Long Stage Length...\]](#).

Yes, if within three hours (3:00) of departure (two hours (2:00) of scheduled Check-in).

However, if a Reserve has preferenced a 4k sequence on the RAL list, they must accept a 4k sequence even if it is more than three hours (3:00) prior to departure.

If the Reserve has not preferenced a 4k sequence, they may be offered but are not obligated to accept a 4k sequence if it is more than three hours (3:00) prior to departure.

Crew Scheduling may reconfigure the sequence consistent with [Section 8.E. \[Duty Period\]](#) to make all duty periods equal to or less than ten hours and thirty minutes (10:30) prior to assignment, offer the sequence as Premium Open Time or move onto the next Reserve legal to fly the sequence in the appropriate order of assignment within the same number of day(s) of availability and classification.

- 12.A. Unlimited Trading**
- 12.B. Types of Trades**
- 12.C. Trading Procedures**
- 12.D. Crew Scheduling Access to Flight Attendant Sequences Posted to Bulletin Board**
- 12.E. Open Time**
- 12.F. Open Time Procedures**
- 12.G. Sequence Interruption Point (SIP) Sequences**
- 12.H. Out of Domicile Trades, Pick-Ups, Drops or Give-aways**
- 12.I. Reserve Pick-Ups and Required Rest**
- 12.J. Crew Scheduling Trading Errors**

A. UNLIMITED TRADING

Flight Attendants are entitled to unlimited sequence trades, pick-ups and give-aways to other Flight Attendants (regardless of how the sequence was originally obtained) per month. Flight Attendants are also entitled to an unlimited number of sequence trades, pick-ups and drops with Open Time (OT) subject to requirements for limited Open Time days and the provisions of 12.C. [Trading Procedures], 12.E. [Open Time] and 12.F. [Open Time Procedures], below.

B. TYPES OF TRADES

A Flight Attendant may trade vacations, Reserve months, lines of time, sequences, Junior Assignment (JA) assignments, OT assignments, Reserve days, and Company-required training, including Recurrent Training (RT), with other Flight Attendants or Reserve Flight Attendants which will count toward their maximum hourly credits.

C. TRADING PROCEDURES

1. The Company will provide and maintain a real-time electronic system for processing sequence trades, pick-ups, drops and give-aways. Specific layover hotel information will be listed for all sequences. The system will support at least the second to most recent version, in addition to the prior two versions of Microsoft Edge (or any subsequent Microsoft platform), or Safari (or any subsequent Apple platform), and the Company will make a good faith effort (taking into account excessive cost and availability) to ensure such system is accessible from at least one other commonly used web browser that is compatible with a mobile device.
2. Flight Attendant-to-Flight Attendant trades, pick-ups, and give-aways of sequences and reserve days will begin simultaneously on the fifteenth (15th) of the month prior to the month in which the flying will occur. Open Time trading including pick-ups, drops, and reserve day repositioning, begins on the sixteenth (16th) of the month prior to the month in which the flying will occur. Out of domicile trades, pick-ups, drops, give-aways, and Recurrent Training trading, begin on the seventeenth (17th) for the following month.
3. Access to trading will begin at the following times within each domicile:

SAN	9:00 AM	PT
SFO	9:00 AM	PT
PDX	10:00 AM	PT
ANC	11:00 AM	PT
LAX	12:00 PM	PT
SEA	2:00 PM	PT
4. If a new domicile is opened while this agreement is in effect, that domicile will open for trading beginning at 10:00 AM PT, and each additional new domicile will open on the next hour (e.g. 11:00 AM PT, 12:00 PM PT, etc.).
5. Sequence trades, pick-ups, drops and give-aways between Flight Attendants and with Open Time must be submitted at least three (3) hours prior to the first flight unless it is a Jet Bridge Trade per C.7., below, or Reserve trade per Section 11.H.8. [[Reserve Exchange of Days...](#)].
6. Reserve trades, pick-ups and give-aways of Reserve day(s) must be submitted no later than 10:00 AM PT the day prior to the Reserve day(s) being traded.

For example:

A Reserve may trade the first day of their block or the entire block if they submit the trade no later than 10:00 AM PT the day prior to the block.

A Reserve may trade the last two (2) days of a four (4) day block if they submit the trade no later than 10:00 AM PT prior to the third (3rd) day of the block.

7. Jet Bridge Trades: Flight Attendants may trade or give-away a sequence or portion of a sequence at any station no earlier than (1) the calendar day of the earliest flight departure of the portion of the sequence(s) being traded; or (2) three hours (3:00) prior to departure for any flight departing between 12:00 AM and 2:59 AM. Out of domicile Jet Bridge Trades will count towards the out of domicile pick-up limitations per 12.H [Out of Domicile...].
 - a. A Flight Attendant accepting the trade must be physically present in the city where the flight is departing from and must accept responsibility for covering the flight.
 - b. The Jet Bridge Trade will apply to any (or all) leg(s) of a sequence and must encompass the remainder of the sequence involved.
 - c. The trade or give-away will be granted unless doing so would cause an illegality (CFR) or delay in boarding.
 - d. If the Jet Bridge Trade request is made less than one hour (1:00) to departure, trades will be processed only if Crew Scheduling has the capacity to handle the request.
 - e. If the duty encompassing the Jet Bridge Trade contains ten hours and thirty minutes (10:30) or less, all language in this agreement regarding such duty limitations will apply. If scheduled duty of ten hours and thirty minutes (10:30) or less subsequently exceeds twelve hours and thirty minutes (12:30) due to irregular operations the following provisions in [Sections 8.F. \[Over-Duty Pay\]](#), [8.G. \[Fourteen Hour \(14:00\) Duty...\]](#), and/or [8.H. \[Compensatory \(Double-Out\) Rest\]](#) will apply.
 - f. If such duty is scheduled for more than ten hours and thirty minutes (10:30) then the Flight Attendant(s) will be considered to have waived all duty limitations and premium pay triggered by exceeding ten hours and thirty minutes (10:30).
 - g. The four TFP (4.0) Duty Period Minimum (DPM) ([Section 21.D. \[Minimum Pay Rules\]](#)) in a duty period split by a Jet Bridge Trade will not apply, otherwise the DPM will be retained in all other duty periods.
 - h. The Multiday Sequence Minimum (MSM) and Average Duty Period Guarantee (ADPG) will no longer apply to a sequence split by a Jet Bridge Trade. The MSM and ADPG will continue to apply for a sequence traded in its entirety that has never been split as a SIP or Jet Bridge Trade.
 - i. Sit Pay will apply to an entire sequence or portion of a sequence traded as a Jet Bridge Trade.
 - j. The Extended Overnight Rule (EOR) is retained in all duty periods not split by a Jet Bridge Trade.
 - k. The total per diem for a sequence that is split by a Jet Bridge Trade will not be reduced. It will be distributed according to the guidelines below:
 1. The inbound Flight Attendant's per diem will start at the beginning of their sequence one hour (1:00) prior to departure of the first flight and end forty-five minutes (:45) prior to the departure of the outbound flight given away in the Jet Bridge Trade.
 2. The outbound Flight Attendant's per diem will begin forty-five minutes (:45) prior to the departure of the outbound flight picked up in the Jet Bridge Trade and the per diem will end at the release of their portion of the sequence.
 3. Paragraph k.2. above will apply to any subsequent Jet Bridge Trade affecting the same sequence.
 4. For Flight Attendants engaging in Jet Bridge Trading involving a sequence for sequence trade, the above will not apply. The per diem for both sequences will not be affected.
 5. If a RON is involved in a Jet Bridge Trade, by default, the hotel reservation will remain with the inbound Flight Attendant.

8. No sequence trading or trading of Reserve day(s) or block(s) involving the last five (5) days of the current month will be allowed during the line award process.
9. A Flight Attendant will not lose the ability to trade, pick-up, drop or give away sequences as disciplinary action.
10. Base Turns will be governed by the provisions in [Section 8.T. \[Base Turns\]](#). Each of the sequences that are combined to create the Base Turn may be traded up to three hours (3:00) prior to the first flight of each sequence unless traded as a Jet Bridge Trade.

D. CREW SCHEDULING ACCESS TO FLIGHT ATTENDANT SEQUENCES POSTED TO BULLETIN BOARD

Crew Scheduling may remove a sequence(s) from the Flight Attendant-to-Flight Attendant Bulletin Board for assignment to a Reserve(s) under the following conditions:

1. Such sequence(s) is (are) removed no earlier than 2:00 PM PT the day prior and no later than three hours (3:00) prior to departure except as provided for in [Section 7.F.1.c. \["Job Familiarization" Flights...\]](#).
2. Crew Scheduling will review the comments field of each sequence(s) removed and will call a Flight Attendant at any number provided when notification is requested by the Flight Attendant.
3. No Personal Drop(s) for the same number of day(s) may be withheld at the time the sequence(s) is (are) removed.
4. Sequences will be removed from the Flight Attendants who have posted sequences of the same number of day(s) in seniority order amongst Flight Attendants who have sequences posted at the time Crew Scheduling reviews such sequences.
5. If a sequence is removed from a Flight Attendant's line of time under these circumstances, the day(s) affected will not be considered a Personal Drop.
6. If a sequence is removed from a Flight Attendant's line, the sequence may not be placed back on their line as a result of Crew Scheduling's error.

E. OPEN TIME

1. Following the awarding of bid lines, all uncovered sequences or portions of sequences including but not limited to sick calls, Management Drop(s), Personal Drop(s), leaves of absence, jury duty and bereavement leave will immediately be placed into OT and made available to Flight Attendants for pick-up or trade, except that:
 - a. Once the Reserve self-assigning process begins at 10:00 AM PT per [Section 11.E.1.a. \[Reserve Self-Assignment\]](#), the following provisions will be in effect for OT sequences that report on the subsequent calendar day:
 1. Sequences coded TO may be picked up or traded for greater, the same or fewer number of days regardless of whether the "threshold sequence number" per F.3., below, has been met.
 2. Regardless of whether the "threshold sequence number" has been met, no new TO coded sequences may be created.
 3. Trading of all sequences coded other than TO must be traded day for day or greater.
 - b. Crew Scheduling may remove sequences from OT no earlier than 2:00 PM PT for Reserve assignments for the following day except as provided for in [Section 7.F.1.a. \["Job Familiarization" Flights...\]](#). Any sequence not assigned to a Reserve by 6:00 PM PT will be returned to OT. Any sequences that become available after 2:00 PM PT will be subject to the withholding provisions of 1.e., below.
 - c. Crew Scheduling may remove sequences from OT no earlier than midnight (12:00 AM) PT the day prior to the sequence departure for JA assignments. However, withheld sequences are still subject to 1.e., below.
 - d. Any new vacancy on a sequence that comes into OT, excluding trading of sequences, before 2:00 PM PT the day prior to report must be dropped into OT and remain for a minimum of fifteen minutes (:15) prior to being withheld. This provision will not apply when SIO is in force or if the only way to staff the vacancy without causing a delay or cancellation is by cross utilizing Reserves between domiciles pursuant to [Section 11.I. \[Reserve Cross-Utilization...\]](#).

- e. Crew Scheduling may withhold a sequence from OT for up to fifteen minutes (:15), after the fifteen minute (:15) period in 8.E.1.d., above, when necessary to determine a Like Sequence pursuant to [Section 10.R. \[Same-Day Scheduling Changes and Reassignments\]](#) and 12.J. [Crew Scheduling Trading Errors], or a reserve or JA assignment. If Crew Scheduling does not assign the sequence within fifteen minutes (:15) but neglects to return it to OT, a Flight Attendant may contact Crew Scheduling and request the trade/pick-up on a first-come, first-served basis. If the Flight Attendant then flies the sequence, they will be paid one (1.0) TFP in addition to all applicable compensation.
- f. If a partial sequence is created as a result of an anticipated equipment upgrade ("negative" sequence), such sequence may be withheld from OT, but must be made into a legal sequence and placed into OT no later than midnight (12:00 AM) PT on the calendar day prior to check-in.

F. OPEN TIME PROCEDURES

- 1. Commencement of Open Time Trading
 - a. When OT opens for Flight Attendant trades, pick-ups and drops on the sixteenth (16th) of the month prior to the affected bid month, no day(s) will be "limited".
 - b. Out of domicile trades, pick-ups, drops, or give-aways, and Recurrent Training begin on the seventeenth (17th) for the following month.
- 2. Methodology for counting of sequences toward the "threshold sequence number":
 - a. OT will be monitored on a real-time basis and all sequences in OT will be assigned a reason code per F.6., below, indicating how each sequence got into OT (e.g. direct drop (TO), coupon drop (TO), sick leave (no code), "open" trade (TO), "limited" trade (no code), etc.).
 - b. Only those sequences coded TO will count towards the "threshold sequence number". Such designations may be renamed in a successor trading system but will retain the same meaning within that system.
 - c. If a trip is coded TO, then only the first (1st) date of the sequence (i.e. date of sequence report) will be counted.
- 3. Threshold Sequence Number Determination (TSN)

"Threshold sequence number" at each domicile will be determined monthly based on the number of active Flight Attendants (scheduled to bid) in each domicile's entire seniority list as provided below:

 - a. Up to 349 active FAs = 3 daily sequence departures
 - b. 350 active FAs = 4 daily sequence departures
 - c. Every additional 200 active FAs, or portion thereof = 1 additional daily sequence departure.

Example: ANC has 468 active FAs, resulting in a TSN of 5. SEA has 3029 active FAs, resulting in a TSN of 18. PDX has 665 active FAs, resulting in a TSN of 6. SFO has 843 active FAs, resulting in a TSN of 7. LAX has 812 active FAs, resulting in a TSN of 8 (including co-terminal TSN). SAN has 482 active FAs, resulting in a TSN of 5.

 - d. A minimum of three (3) daily TSN at each domicile regardless of the number of active Flight Attendants.
 - e. One additional daily TSN will be allotted to a domicile with a co-terminal(s).
- 4. A Flight Attendant has the ability to reduce their schedule by a net maximum of forty (40.0) TFP, (twenty (20.0) TFP for an LBO Flight Attendant) as a result of drops or trades with OT each bid month. There are no restrictions on how many TFP may be given away to other Flight Attendants.

Examples:

A Flight Attendant is awarded a line worth eighty (80.0) TFP. The Flight Attendant can drop forty (40.0) TFP to OT, for a net line value of forty (40.0) TFP (80-40). If the Flight Attendant chooses, they can give away any or all of the remaining TFP to other Flight Attendants.

A Flight Attendant is awarded a line worth ninety (90.0) TFP. The Flight Attendant picks up ten (10.0) TFP from another Flight Attendant. The Flight Attendant can drop forty (40.0) TFP to OT, for a net line value of sixty (60.0) TFP (90+10-40). If the Flight Attendant chooses, they can give away any or all of the remaining TFP to other Flight Attendants.

A Flight Attendant is awarded a line worth eighty-five (85.0) TFP. They pick up twenty (20.0) TFP from OT. The Flight Attendant can drop sixty (60.0) TFP to OT, for a net line value of forty-five (45.0) TFP (85+20-60). If the Flight Attendant chooses, they can give away any or all of the remaining TFP to other Flight Attendants.

A Flight Attendant is awarded a line worth eighty (80.0) TFP. They pick up ten (10.0) TFP from another Flight Attendant and ten (10.0) TFP from OT. The Flight Attendant can drop fifty (50.0) TFP to OT, for a net line value of fifty (50.0) TFP (80+10+10-50). If the Flight Attendant chooses, they can give away any or all of the remaining TFP to other Flight Attendants.

A Flight Attendant is awarded a line worth eighty (80.0) TFP. They give away sixty (60.0) TFP to another Flight Attendant. The Flight Attendant can drop the remaining twenty (20.0) TFP to OT, for a net line value of zero (0) TFP. The Flight Attendant could also give any or all of the remaining TFP to other Flight Attendants.

5. On any OT day that is not "limited" per F.7., below, all sequences with that date of report may be picked up, traded or dropped into OT without respect to the number of flights, the number of days and/or duty periods, TFP credit or other parameters contained in the sequence.
6. Coding of Open Time Sequences:
 - a. Sequences dropped into OT will be coded as TO and sequences traded into OT will be coded as TO until the "threshold sequence number" based on date of report per 2.c., above, has been met or exceeded.
 - b. Sequences coded TO may always be traded with a sequence of greater, the same or fewer number of days, even on OT days that are "limited" per F.7., below.
 - c. If the "threshold sequence number" has been met or exceeded, OT will become "limited" for that day and trades with OT sequences reporting on that day coded other than TO will have no code.
 - d. If a sequence with a TO designation is picked up by a Flight Attendant, that sequence will no longer count toward the "threshold sequence number".
7. Limiting Open Time Days
 - a. An OT day may be "limited" when the number of TO coded sequences sharing the same date of report meets or exceeds the "threshold sequence number".
 - b. Any sequence in OT reporting on a day that is "limited" and is coded other than TO may only be traded for a sequence with the same date of report and the same or greater number of days except as provided for in 7.f., below.
 - c. If the date of report of a sequence a Flight Attendant wishes to drop is "limited" in OT, they may not drop that sequence into OT.
 - d. A Flight Attendant may pick up a sequence from OT regardless of whether or not an OT day is "limited".
 - e. A Flight Attendant may trade a sequence on their schedule for a sequence in OT that is coded other than TO, if the sequences share the same date of report and if the sequence they are trading into is the same or greater number of days as the sequence they are trading from their schedule.
 - f. A Flight Attendant may trade a sequence on their schedule for a sequence in OT that is coded other than TO, if the sequence they are trading into contains a greater number of days than the sequence they are trading from their schedule and covers the same dates, regardless of the date of departure.
8. Modifying Threshold Sequence Number (TSN)

The TSN may be raised or lowered independently in each domicile by mutual agreement of the Parties.

G. SEQUENCE INTERRUPTION POINT (SIP) SEQUENCES

1. Flight Attendants may give away, pick-up, drop or trade on any SIP. The Flight Attendant is not required to remain with the aircraft until the relief Flight Attendant arrives.
2. All Minimum Pay Rules (MPRs) ([Section 21.D. \[Minimum Pay Rules\]](#)), except for the Average Duty Period Guarantee (ADPG) and Multiday Sequence Minimum (MSM), will apply to SIP'd sequences. The four (4.0) TFP Duty Period Minimum (DPM) will be retained in all duty periods not affected by a SIP but will not apply to duty periods in which a SIP is effected.
3. Only those SIP'd sequences that the Company has put into OT will be eligible for all MPRs outlined in [Section 21.D. \[Minimum Pay Rules\]](#). The Company will identify those sequences that it has placed into OT. Reserve Flight Attendants will receive the four (4.0) TFP DPM regardless of the origin of a SIP'd sequence.
4. If a Flight Attendant SIP's the second part of their sequence to another Flight Attendant and the Flight Attendant is absent due to circumstances other than a No Show, Crew Scheduling will replace the absent Flight Attendant.

H. OUT OF DOMICILE TRADES, PICK-UPS, DROPS OR GIVE-AWAYS

1. Flight Attendants may submit requests for out of domicile trades, pick-ups, drops or give-aways beginning on the seventeenth (17th) of the month prior to the bid month at 9:00 AM PT for all domiciles. Flight Attendants are limited to a combined total of four (4) out of domicile pick-ups (including charters) in a bid month. Flight Attendants are responsible for ensuring that sufficient time is allowed to position themselves for the sequence picked up.
2. Out of domicile pick-ups or trades that are subsequently dropped in their entirety (e.g., due to pay protection, sick leave, medical leave, management drops, personal drops, etc.) do not count toward the out of domicile limitation pursuant to H.1., above. Company Business and training (e.g., Recurrent Training, LOSA observations, Check Flight Attendant sequences, etc.) also do not count toward the limitation pursuant to H.1., above.

I. RESERVE PICK-UPS AND REQUIRED REST

(See also [Section 11.H. \[Reserve Exchange of Days...\]](#)).

1. A Reserve may pick up a sequence that checks in at least ten hours (10:00) from the scheduled end of their Reserve block. They may pick up a sequence that checks in at least ten hours (10:00) after their actual release time on the last day of a block but they cannot do so prior to their release.
2. A Reserve may pick up a sequence that releases at least ten hours (10:00) before the beginning of a Reserve block.
3. The required rest in I.1. and I.2., above, is measured from release to report. To receive pay protection if they become illegal for the sequence following the Reserve day or for the Reserve day following the sequence, the Reserve must allow at least eleven hours and thirty minutes (11:30) of domicile rest measured from release to report.

J. CREW SCHEDULING TRADING ERRORS

(For scheduling errors not involving sequence trades, pick-ups, drops and/or give-aways, see [Section 10.W. \[Scheduling Errors\]](#).)

All crew Scheduling errors involving sequence trades, pick-ups, drops, and/or give-aways will be resolved as follows:

1. A double covered sequence is one that has been awarded simultaneously by sequence trading (e.g. by manual or system error) to two (2) Flight Attendants in the same position.
 - a. When a double covered sequence occurs, Crew Scheduling must offer a Like Sequence as well as the awarded sequence to the Flight Attendants in seniority order.
 - b. The most senior Flight Attendant has the first option as to which sequence to fly (i.e. the awarded sequence or the Like Sequence), and they also have the first option to not fly either sequence without pay protection.
 - c. If Crew Scheduling has no Like Sequence to offer, the senior Flight Attendant has the first option to either not fly and they will receive pay protection pursuant to [Section 21.M. \[Pay Protection\]](#) or to fly the awarded sequence.

- d. If either Flight Attendant chooses to not fly, the remaining Flight Attendant will fly the awarded sequence in that position.
2. If it is determined that a Flight Attendant should have been awarded a sequence trade and by awarding such trade results in two (2) Flight Attendants on the same sequence and in the same position but who were awarded the sequence at different times, Crew Scheduling will offer a choice between the awarded sequence and a Like Sequence to the Flight Attendant who should have been awarded the trade or pick-up at the time the trading error becomes known to Crew Scheduling (i.e. the most recently added Flight Attendant).
 - a. If the Flight Attendant declines the Like Sequence, they waive pay protection.
 - b. If Crew Scheduling has no Like Sequence to offer, the Flight Attendant who was awarded the sequence first will fly the sequence and the other Flight Attendant will be pay protected pursuant to [Section 21.M. \[Pay Protection\]](#).
3. Crew Scheduling may refer to sequences in both OT and Flight Attendant-to-Flight Attendant Trades (Bulletin Board) for the purposes of offering a Like Sequence pursuant to this Section 12.J.
4. A Flight Attendant who flies a Like Sequence pursuant to this Section 12.J. will be paid pursuant to [Section 10.R.4.g. \[10.R. Same Day Scheduling..., 10.R.4.g. Pay for Reassignments\]](#)
5. A Crew Scheduling trading error that becomes known subsequent to the operation of the sequence in question or that is not otherwise outlined in this Section will be resolved pursuant to [Section 10.W. \[Scheduling Errors\]](#).

- 13.A. Requirement to Wear a Uniform**
- 13.B. Basic Uniform(s)**
- 13.C. Uniform Replacement, Repair, Taxes, Shipping and Returns**
- 13.D. Uniform Allotment and Cost**
- 13.E. Insignias (e.g. Wings)**
- 13.F. Return of Uniform upon Resignation / Termination**
- 13.G. Association Consideration Pursuant to Uniform Change**
- 13.H. Footwear**
- 13.I. Maternity Uniform**
- 13.J. Theft of Company Issued Luggage**
- 13.K. Inventory Challenges**

A. REQUIREMENT TO WEAR A UNIFORM

Standard uniforms as prescribed by the Company in the Uniform Policy Guide (or successor policy guide) will be worn by the Flight Attendant at all times while on duty and at such other times as may be required. A Flight Attendant will be required to wear their uniform in a neat and clean condition at all times.

B. BASIC UNIFORM

1. The basic uniform will consist of:
 - a. One (1) jacket/vest
 - b. Two (2) bottom pieces (dresses count as bottoms)
 - c. Four (4) shirts/blouses (any style available)
 - d. Two (2) sweaters (any style or combination of styles; a twin set constitutes two sweaters)
 - e. One (1) all-weather coat (with or without hood) or one (1) packable parka
 - f. Two (2) ties or one scarf
 - g. One (1) belt
 - h. Two (2) aprons (not required but may be worn during flight)
 - i. One (1) warm weather shirt or two (2) additional shirts/blouses (any style available) in lieu of a warm weather shirt
 - j. One (1) tote-style bag
 - k. One (1) suitcase
2. Flight Attendants are not required to purchase each one of the above basic uniform items. They may purchase any preferred items from the uniform subsite. However, they must purchase sufficient items to have a complete uniform-compliant ensemble per the Uniform Policy Guide (or successor policy guide).

C. UNIFORM REPLACEMENT, REPAIR, TAXES, SHIPPING AND RETURNS

1. At any time after the Flight Attendant has received their initial uniform, the Company elects to completely or partially change to a new uniform, the Company, at its expense, will provide Flight Attendants with new replacement basic uniform pieces and any required accessories.
2. The Company will bear the cost of repairing or replacing any items of the basic uniform or required accessories that must be repaired or replaced during the current uniform because of normal wear or manufacturer's defect.
3. To be entitled to replacement uniform pieces or luggage, the Flight Attendant must turn in the pieces to be replaced.
4. The Company will pay for the following:
 - a. If any part of the basic uniform or required accessories is changed and the previous version(s), if applicable, is deemed as non-compliant by the Company.
 - b. If any part of the basic uniform or required accessories is added.
 - c. Shipping costs associated with all orders and/or returns.
 - d. Taxes for any portion of an order made using the Flight Attendant's uniform allotment.
5. Taxes for any portion of an order made using their personal funds will be paid by the Flight Attendant.
6. Flight Attendants can return uniform pieces for size, choice, and quality concerns. To exchange garments or to be eligible for a refund (credit toward their allotment or original method of payment as appropriate),

garments must be in original condition (never washed, dry-cleaned, or altered in any way), the Flight Attendant must follow the return checklist instructions on the Unisync subsite (or successor site) accessible via the Inflight website, and items being returned must be shipped no later than forty-five (45) days from the employee's receipt of the item. Inflight management will assist Flight Attendants with uniform returns and provide appropriate packing supplies at no cost to the Flight Attendant upon request.

D. UNIFORM ALLOTMENT AND COST

1. On January 1, 2024, and every other January 1st thereafter, each non-probationary Flight Attendant will be credited with a uniform allotment of eight hundred ninety-two dollars (\$892.00). They may use this uniform allotment to purchase any required or optional pieces, including Company approved, Arctic weather boots (up to two-hundred fifty dollars (\$250.00) and alternate winter coat, excluding suitcases and totes, at any time during the following two (2) years. Optional pieces are Company-procured uniform-compliant items that are not part of the basic uniform or available for purchase by the public.
2. New Uniform
 - a. When the Company announces the debut of a new uniform and opens pre-ordering for that uniform, each Flight Attendant will receive a new uniform allotment in a separate bank to be used for purchasing any new required or optional pieces. The amount placed in the new uniform allotment bank will be one and one-half times (1.5x) the uniform allotment amount calculated in D.3., below for the new uniform.
 - b. If a new uniform launch date (cut-over date) occurs in a year in which the current uniform allotment amount in D.1., above, is scheduled to be credited on January 1st of that year, Flight Attendants will have the option to roll over one-half (1/2) of any unused allotment for the current uniform into the new uniform bank. At such time, the old uniform bank will be discontinued.
 - c. On the second January 1st following the uniform launch date (cut-over date) of the new uniform and every other January 1st thereafter, each non-probationary Flight Attendant will be credited with the uniform allotment calculated in D.3., below.

Example:

A new uniform is scheduled to roll out in March 2023. The cost of the new basic uniform is \$1,000 using the methodology in D.3., below. This results in \$1,000 becoming the new Uniform Allotment amount.

- January 1, 2022, Flight Attendants receive the regular uniform allotment of \$892.
 - October 2022: Flight Attendants receive \$1,000 + \$500 (1/2 of \$1,000) into a separate "new" uniform allotment bank to purchase any new required or optional pieces. \$1,000 represents the cost of the new basic uniform. This bank could only be used on the new uniform and those funds would be available through December 31, 2024.
 - Any funds remaining of the \$892 deposit into the "regular" uniform allotment bank (made January 2022) would be rolled over into the new uniform allotment bank at 50% of the remaining balance at the live cut-over date to the new uniform in March 2023 and those funds would be available through December 31, 2024.
 - Flight Attendants would receive their next uniform allotment of \$1,000 in January 2025.
3. The uniform allotment in D.1., above, (excluding tote-style bag and suitcase) is calculated using the most expensive item in each contractual category, in B.1., above. If aggregate uniform costs increase, not including luggage and tote-style bag, the uniform allotment listed in D.1., above, will be increased proportionately.
 4. The Company will bear the cost of the initial basic uniform and required accessories.
 5. Upon approval by Inflight management, the Company will bear the cost of replacing required uniform pieces in excess of the amounts stated in D.1., above.
 6. Upon approval by Inflight management, the Company will bear the cost of repairing and/or replacing suitcases and totes. These items will not be paid for with their uniform allotment and are not covered under D.1., above.
 7. During the period between the end of a Flight Attendant's probation period and the first time the Flight Attendant receives their uniform allotment, the Company will bear the cost of replacing required uniform pieces with approval by Inflight management.
 8. A Flight Attendant who is credited with fewer than four-hundred eighty (480.0) TFP inclusive of Worked TFP, vacation and sick leave, but exclusive of Boarding Pay TFP, in the previous calendar year will not receive any uniform allotment but will receive necessary uniform pieces upon approval of Inflight management. Unpaid

TFP credit will be applied and/or the look back period will be modified consistent with [Section 15.M. \[Leaves with Coordination...\]](#) and [15.N. \[Unpaid Leaves...\]](#) as applicable.

9. The Flight Attendant will bear the cost of any uniform orders in excess of their remaining uniform allotment.

E. INSIGNIAS (e.g. WINGS)

The Company will furnish insignias required to be worn by the Flight Attendants.

F. RETURN OF UNIFORM UPON RESIGNATION / TERMINATION

Upon resignation or termination of employment for just cause, a Flight Attendant will return all uniform pieces purchased by the Company to Inflight management.

G. ASSOCIATION CONSIDERATION PURSUANT TO UNIFORM CHANGE

The Association will be given notice of the Company's intent to change the uniform or any portion thereof. The Company will consult with the Flight Attendant Uniform Committee and consider their recommendations before making any change in the style, color or material of the uniform. In addition, the Company will consider the recommendations of the Association Air Safety, Health and Security chairperson in regard to materials available, including applicable FAA or NTSB flammability standards.

H. FOOTWEAR

If footwear of a particular style and brand is prescribed or furnished by the Company and is proven to be injurious to the foot or is uncomfortable to the individual Flight Attendant, they may purchase prescribed footwear comparable in style and price to the footwear prescribed or furnished by the Company and be reimbursed with proof of purchase.

I. MATERNITY UNIFORM

The Company will loan Flight Attendants two (2) maternity uniforms, which must be returned in usable condition, cleaned and pressed, within thirty (30) days after the Flight Attendant goes on maternity leave. If the loaned uniforms are not returned in the condition described within thirty (30) days, the amount of the pieces will be deducted from the Flight Attendant's uniform allotment. Upon request, the Company will furnish a pre-paid mailing label.

J. THEFT OF COMPANY ISSUED LUGGAGE

In the event that a Flight Attendant's Company-issued luggage is stolen from the aircraft while on duty or from the crew hotel room the Company will, at the Company's expense, replace the stolen basic uniform items and Company-required accessories. Documentation satisfactory to the Company must be provided, including police reports for luggage stolen from the crew hotel. If the content of the stolen luggage includes the Flight Attendant's Manual, the Company will replace the Manual at no cost to the Flight Attendant.

K. INVENTORY CHALLENGES

In the event of extreme inventory challenges, the Company with advanced notice to the Association, may implement inventory risk mitigation actions by holding shipments for Flight Attendants on leaves of absence greater than sixty (60) days. In such circumstances, shipments may be held during the time period that the extreme inventory challenge exists but in no circumstances to exceed ninety (90) days.

- 14.A. Vacation Entitlement**
- 14.B. Vacation Bidding and Trading**
- 14.C. Vacation Pay**
- 14.D. Forfeiting or Foregoing Vacation**
- 14.E. Vacation as Impacted by Termination or Furlough**
- 14.F. Splitting of Vacation**
- 14.G. Distribution of Vacation**
- 14.H. Request for Early Vacation**
- 14.I. Vacation Conflict and Recurrent Training or Other Company-Required (Non-Computer-Based) Training**
- 14.J. Voluntary Flying into Vacation**
- 14.K. Vacation Impacted by Irregular Operations**
- 14.L. Vacation During Voluntary Temporary Base Trades (Swaps)**
- 14.M. Reserve Vacation**
- 14.N. Ineligible for JA During Vacation**
- 14.O. Vacation Payout While on a Leave of Absence**

A. VACATION ENTITLEMENT

Flight Attendants will be entitled to and will receive vacation as follows:

1. A Flight Attendant who, as of December 31st of any year, has had less than one (1) calendar year of employment with the Company will be entitled to a vacation in the subsequent calendar year on the basis of one and one-sixth (1-1/6) days for each month of employment, rounded to the nearest full day.
2. As of December 31st of each year, a Flight Attendant who has one (1) calendar year or more of employment with the Company will be entitled to a maximum accrual of fourteen (14) days' vacation in the subsequent calendar year. Employees employed five (5) years or longer will be entitled to a maximum accrual of twenty-one (21) days' vacation in the subsequent calendar year. Employees employed ten (10) years or longer will be entitled to a maximum accrual of twenty-eight (28) days' vacation in the subsequent calendar year. Employees employed eighteen (18) years or longer will be entitled to a maximum accrual of thirty-five (35) days' vacation in the subsequent calendar year. Employees employed twenty-five (25) years or longer will be entitled to a maximum accrual of forty-two (42) days' vacation in the subsequent calendar year as displayed below:

Years of Service	Maximum Days of Vacation
< 1 year	1.167 days per month employed
1-4	14 days
5-9	21 days
10-17	28 days
18-24	35 days
25+	42 days

3. Employment begins with the first day a Flight Attendant is placed on the Company payroll.
4. 240/480 Thresholds for Vacation Accruals
 - a. Vacation accruals in A.1. and A.2., above, are based on Worked TFP, exclusive of Boarding Pay TFP, plus one-quarter (1/4) of a Flight Attendant's vacation entitlement credited in the previous calendar year.
 - b. Flight Attendants who are credited with four-hundred eighty (480.0) TFP or greater, pursuant to A.4.a., above, will accrue the maximum days of vacation listed above for the subsequent calendar year.
 - c. Flight Attendants who are credited with greater than or equal to two-hundred forty (240.0) TFP, pursuant to A.4.a., above, and less than four-hundred eighty (480.0) TFP, pursuant to A.4.a., above, will accrue half of the maximum days of vacation listed above for the subsequent calendar year.
 - d. Flight Attendants who are credited with less than two-hundred forty (240.0) TFP, pursuant to A.4.a., above, will NOT accrue vacation for the subsequent calendar year.
 - e. Unpaid TFP credit will be applied and/or look-back period will be modified consistent with [Sections 15.M. \[Leaves with Coordination...\]](#) and [15.N. \[Unpaid Leaves...\]](#) as applicable.

B. VACATION BIDDING AND TRADING

1. By October 1st of each year, the list of available vacation times will be posted. Flight Attendants will be given fifteen (15) days in which to sign up for available vacation periods. Vacation periods will be granted on a seniority basis. Vacation awards will be posted in seniority order after each round of awards on the Flight Attendant web page.
2. Once assigned, vacation days may be traded. Trades involving vacation days must be approved by the first (1st) day of the month preceding the month in which the vacation falls, including the first four (4) days of the following bid month. Trading will be unlimited but a Flight Attendant may not have more than four (4) vacation periods in any month, unless the vacation periods were awarded during the vacation bid award process. No vacation slots may be traded between domiciles ([Section 28.A. \[Rules Governing Multiple Domiciles\]](#)). See [Section 28.A.9.I. \[Rules Governing Multiple Domiciles\]](#) for the procedures governing vacations awards and/or trades during the term of a base trade.

C. VACATION PAY

1. A Flight Attendant, while on vacation will be paid four (4.0) TFP per day at their step rate.
2. A Flight Attendant who is credited less than four-hundred eighty (480.0) Worked TFP in the year the vacation is earned will not be paid for such vacation in the year that it is taken.

D. FORFEITING OR FOREGOING VACATION

Vacation will not be cumulative and a vacation to which a Flight Attendant becomes entitled on December 31st of any year will be forfeited unless taken during the subsequent calendar year. If forfeited, the Flight Attendant will be paid the remaining value of their vacation in February of the year following the year in which the vacation was not taken. However, a Flight Attendant may be requested by the Company to forego their vacation if such request is in writing and agreed to by the affected Flight Attendant. In such event, the Flight Attendant will be paid double, with vacation time to be taken later in the year at the Flight Attendant's choosing or accumulated to be used during the succeeding year. If, due to error by the Company, the Flight Attendant is not given accrued vacation to which they are entitled, such Flight Attendant will be deemed to have been requested by the Company to forego their vacation and will be treated accordingly.

E. VACATION AS IMPACTED BY TERMINATION OR FURLOUGH

A Flight Attendant who is terminated or furloughed by the Company due to a reduction in force, or who has been employed by the Company for at least six (6) months and resigns with two (2) weeks' notice or more, will receive pay at their applicable rate as of such date for all vacation to which they are entitled under 14.A. [Vacation Entitlement], above, and unused to the date of resignation, termination or furlough. If a Flight Attendant has traded vacation day(s) pursuant to 14.B. [Vacation Bidding...], above, such unused day(s) are similarly eligible for payout upon the date of termination, resignation or furlough.

F. SPLITTING OF VACATION

Flight Attendants with two (2) weeks or more vacation combined, may split vacation into increments of not less than seven (7) days. Any Flight Attendant splitting fourteen (14) days or more will receive their first two (2) choices in order of seniority. Any Flight Attendant splitting their vacation into more than two (2) slots will bid the remaining slots after all other slots have been awarded.

G. DISTRIBUTION OF VACATION DAYS

There will be available vacation days in all fifty-two (52) weeks of the year. At least five percent (5%) of the annual vacation allotment for the year will be scheduled during each month and in each domicile.

H. REQUEST FOR EARLY VACATION

Flight Attendants may request early vacation pay at the rate specified in 14.C. [Vacation Pay], above. The request must be made at least seven (7) days before vacation. Early vacation pay will be paid on the first paycheck due the Flight Attendant that is more than seven (7) calendar days after the date of the request.

I. VACATION CONFLICT AND RECURRENT TRAINING OR OTHER COMPANY-REQUIRED (NON-COMPUTER-BASED) TRAINING

Flight Attendants may voluntarily bid for, but may not be assigned, training during vacation ([Section 30.A.1.a. \[General Training:...\]](#)). Any Flight Attendant taking vacation that interferes with Recurrent Training and any other Company-required (non-computer based) training will rebid such training in keeping with staying legal. Alternatively, management may work with the Flight Attendant to find another mutually agreeable training session

that does not conflict with their vacation provided that seniority for awarded training is respected.

J. VOLUNTARY FLYING INTO VACATION

A Flight Attendant may fly during their vacation provided the sequence(s) or Reserve day(s) are picked up or traded with another Flight Attendant or Open Time, including Premium Open Time. Compensation for flying will be paid in addition to vacation pay. However, CBA sick leave will not be paid for accepted flights or sequences not flown during scheduled vacation days ([Section 16.D.2.a. \[Sick Leave Pay...\]](#)).

K. VACATION IMPACTED BY IRREGULAR OPERATIONS

A Flight Attendant who is flown into their vacation day(s) due to Irregular Operations may elect one of the following options:

1. The Flight Attendant will add another vacation day(s) to any other future vacation period prior to bidding the schedule for the month in which the vacation is picked up.
2. The Flight Attendant may pick a vacation day(s) that is available in "Vacation Open Time" prior to bidding the schedule for the month in which the vacation is picked up, subject to the provisions in [Section 14.B. \[Vacation Bidding...\]](#), above.
3. The Flight Attendant may elect to be paid four (4.0) TFP for each impacted vacation day.

L. VACATION DURING VOLUNTARY TEMPORARY BASE TRADES (SWAPS)

A Flight Attendant on a base swap will bid vacation based on their original domicile. Automated trading with "vacation Open Time" for the purposes of trading vacation day(s) at their permanent domicile will be accessible.

M. RESERVE VACATION

Pay in a Reserve month with vacation day(s) will be no less than the total of four (4.0) TFP multiplied by the number of vacation days, plus the greater of five (5.0) TFP multiplied by the number of Reserve days or the TFP flown or credited on those days. A Reserve who drops, calls in sick without using sick leave, gives away or trades Reserve day(s) will have five (5.0) TFP deducted from their Reserve guarantee for each day. Compensation will be increased for TFP flown on days off as recognized in [Section 11.G. \[Reserve Compensation\]](#).

N. INELIGIBLE FOR JA DURING VACATION

A Flight Attendant will not be contacted for a JA during their vacation, including on the last day of their vacation per [Section 9.B. \[Ineligible for JA...\]](#).

O. VACATION PAYOUT WHILE ON A LEAVE OF ABSENCE

A Flight Attendant may elect to be paid out for vacation while on a leave of absence by submitting a Vacation Payout Request Form to Crew Pay Administration.

- 15.A. Leaves of Absence – General**
- 15.B. Staffing Adjustment and Educational Leaves of Absence**
- 15.C. Medical Leave of Absence**
- 15.D. Maternity Leave of Absence**
- 15.E. Parental Leave of Absence**
- 15.F. Leave to Accept Official Elected Full-Time Staff Position / CWA**
- 15.G. Leaves Related to Serious Aircraft / Crewmember / Passenger Incidents**
- 15.H. Bereavement Leave of Absence**
- 15.I. Return to Work Following a Leave of Absence**
- 15.J. Travel While on Leave of Absence**
- 15.K. Short Term Disability (STD)**
- 15.L. Military Leave of Absence**
- 15.M. Leaves With Coordination of Sick Leave or Vacation**
- 15.N. Unpaid Leaves (without coordination)**
- 15.O. Workers' Compensation**
- 15.P. Long Term Disability (LTD)**

A. LEAVES OF ABSENCES - GENERAL

1. Requests for a leave of absence or extensions thereof and approvals by the Company or agent designated by the Company, if for a medical leave, will be in writing.
2. Failure of a Flight Attendant to return to active service at the end of any leave of absence or extension thereof will be deemed a voluntary termination of employment.
3. To the extent that it is medically possible, except as noted, Flight Attendants must remain current while out on a leave of absence unless otherwise agreed to by the Manager of Inflight Labor and Work Performance or their designee. Exceptions for being unable to attend training will include missionary work, military duty, extended travel, etc. A Flight Attendant will be considered active for the month in which the Recurrent or Requalification (levels I and II) training occurs for the purposes of Company benefits. See [Sections 30.B. \[Recurrent Training\]](#) and [30.C. \[Training Pay\]](#).

B. STAFFING ADJUSTMENT AND EDUCATIONAL LEAVES OF ABSENCE

1. When the requirements of the service permit, a Flight Attendant may upon proper application to the Company, be granted a staffing adjustment leave of absence for a period not in excess of ninety (90) days. Such period may be extended for additional periods not to exceed ninety (90) days each. A Flight Attendant on a staffing adjustment leave will retain and continue to accrue seniority during such leave of absence. Such leave of absence will be granted within each domicile in domicile seniority order. For the granting of such leave during a voluntary temporary base trade (swap), see [Section 28.A.9.f. \[Rules Governing Multiple Domiciles\]](#).
2. If the Company grants a leave of absence for educational purposes and later elects not to grant a requested extension of such leave, then such leave will be terminated at the conclusion of the current quarter or semester, whichever is appropriate.

C. MEDICAL LEAVE OF ABSENCE

1. A Flight Attendant will be given a medical leave of absence for illness or injury due to physical or mental reasons when the employee submits a written request for such leave to the Company accompanied by a statement from a qualified doctor recommending such leave. The statement must include the date of illness or injury, the anticipated duration of leave of absence, and the healthcare provider's signature. The Company retains the right to require a medical examination by a doctor of the Company's choosing and to invoke the provisions of [Section 17 \[Medical Examination\]](#) of this Agreement in which event the provisions of that Section will be binding. The Company's action granting or denying the requested leave will be noted on the request.
 - a. When a Flight Attendant applies for a medical leave, the Company will process all such leaves according to the same criteria, regardless of the requested length of such leave. Flight Attendants should contact management as soon as the need for the leave is known. Inflight will allow the medical leave to be back-dated to the date of the first absence related to the illness or injury if the Flight Attendant's doctor verifies, and the Flight Attendant has not returned to work.
 - b. Family Medical Leave Act (FMLA) will be granted if all applicable requirements are met. If the leave

- qualifies for FMLA, FMLA and contractual medical leave will run concurrently to the extent required by law.
- c. If the Flight Attendant otherwise meets the requirements for having a serious health condition but the condition is not expected to meet the minimum number of days of incapacity as required by the FMLA definition of continuing treatment in 29 CFR SS 825.115(a), the Company will grant a contractual medical leave.
 - d. If the Flight Attendant has a serious health condition as defined by the FMLA or by Paragraph C.1.c., above, but does not qualify for FMLA for any other reason (e.g., the Flight Attendant has exhausted their FMLA; the Flight Attendant does not have enough qualifying hours for FMLA, etc.), the Flight Attendant will be granted a contractual medical leave.
 - e. If The Hartford (or successor leave administrator) denies a contractual medical leave because the Flight Attendant does not supply adequate medical information to determine if the Flight Attendant has a serious health condition, the Company will review the request for a medical leave under Section 15.C.1. of the collective bargaining agreement ("CBA") and either grant the leave or exercise its rights under Section 17 of the CBA.
2. A Flight Attendant granted a medical leave of absence (including a probationary Flight Attendant) will retain and continue to accrue seniority, except that in no case will a medical leave of absence exceed a total continuous period of four (4) years unless extended by consent of the Company, (Workers' Compensation Leaves are not subject to the limitations contained in this paragraph.)
 3. A Flight Attendant may use their accrued sick leave and/or vacation for a medical leave of absence. If the Flight Attendant elects to receive compensation, they may draw from their sick leave or vacation bank pursuant to [Section 15.M. \[Leaves with Coordination...\]](#).
 4. When a Flight Attendant on sick leave submits a request for a medical leave of absence, the Company will back date the medical leave of absence to the date the Flight Attendant originally went on sick leave for that medical condition. Any attendance points assessed pursuant to [Section 32 \[Attendance Policy\]](#) prior to granting the request will be removed.
 5. A Flight Attendant on a medical leave of absence, who completes disability paperwork, will receive disability benefits subject to plan rules, provided that their health-care provider certifies that their disability prevents them from performing, with reasonable continuity, the material duties of a Flight Attendant, subject to the determination of the Company's insurance carrier or claims administrator and any subsequent appeals under the plan.

D. MATERNITY LEAVE OF ABSENCE

1. Any Flight Attendant who becomes pregnant will notify the Company when they are no longer fit for duty due to the pregnancy, but in no event later than her twenty-fourth (24th) week of pregnancy.
2. The Flight Attendant may continue to work through the twenty-eighth (28th) week of pregnancy. After the twenty-eighth (28th) week of pregnancy, the Flight Attendant will be presumed disabled due to their pregnancy. The Flight Attendant may rebut this presumption by providing a note from their doctor stating that they may continue to work. After the twenty-eighth (28th) week of pregnancy, or whenever such Flight Attendant's Doctor determines that they are unable to work due to her pregnancy, whichever occurs later, the Flight Attendant will request maternity leave. When maternity leave is requested, such leave will be granted until such time as the disability caused by the pregnancy is no longer present, except for extraordinary circumstances for a period not to extend more than one-hundred twenty (120) days after termination of the pregnancy.
3. A Flight Attendant on maternity leave of absence, who completes disability paperwork, will receive disability benefits subject to plan rules, provided that the health-care provider certifies that pregnancy-related disability prevents the Flight Attendant from performing, with reasonable continuity, the material duties of a Flight Attendant, subject to the determination of the Company's insurance carrier or claims administrator, and any subsequent appeals under the plan.
4. A Flight Attendant on maternity leave of absence will retain and continue to accrue seniority. A Flight Attendant's vacation and/or accrued sick leave may be used for maternity leave pursuant to [Section 15.M. \[Leaves with Coordination...\]](#).
5. A Flight Attendant will notify the Company in writing of the termination of pregnancy within fourteen (14) days and of the expected date of return to active service within thirty (30) days after termination of pregnancy.

If a Flight Attendant is unable to return to active service because of a certified, bona fide medical incapacitation, the Flight Attendant will be entitled to receive a medical leave of absence under the provisions of [15.C. \[Medical Leave of Absence\]](#), above.

6. In the absence of a bona fide medical incapacitation, a Flight Attendant on maternity leave, upon the expiration of such maternity leave will be entitled to receive a one (1) to eight (8) month maternity-extension leave of absence after the baby is born without losing her seniority.

E. PARENTAL LEAVE OF ABSENCE

1. A Flight Attendant who adopts a dependent child that is not currently living in their home or whose spouse or registered domestic partner adopts such a child, may request and will be granted a parental leave of absence for a period not to exceed one-hundred and twenty (120) days. Such leave will be taken within a year of the child's placement in the home.
2. A Flight Attendant may request and will be granted a parental leave of absence for up to one-hundred twenty (120) days when their spouse or registered domestic partner gives birth to a child. Such leave will be taken within a year of the child's birth.
3. A Flight Attendant on a parental leave of absence will retain and accrue Occupational Seniority during such leave.

F. LEAVE TO ACCEPT OFFICIAL ELECTED / FULL-TIME STAFF POSITION IN THE ASSOCIATION / CWA

A Flight Attendant may be granted a leave of absence to accept an official elected or staff full-time position with the Association and/or with the Communications Workers of America (CWA) and will continue to accrue seniority during such leave.

G. LEAVES RELATED TO SERIOUS AIRCRAFT / CREWMEMBER / PASSENGER INCIDENTS

1. A Flight Attendant will receive at their option a fourteen (14) calendar day leave of absence with pay if they are subjected to hijacking or are involved in an aircraft accident requiring emergency evacuation.
 - a. Aircraft Accident – An occurrence, which causes damage to a Company aircraft and with Flight Attendants on board, in which any person suffers death or serious injury or in which the aircraft receives substantial damage.
 - b. Hijacking (Air Piracy) – Seizure or attempted seizure of a Company aircraft with the Flight Attendants on board by actual or threatened force or violence.
2. If the Flight Attendant is involved in an incident as described below, they will be removed at their option from the current sequence in which the incident occurred and their scheduling obligation(s) within seven (7) calendar days following the incident without loss of pay:
 - a. Passenger evacuation of an aircraft.
 - b. An in-flight fire.
 - c. Death on board.
 - d. Credible bomb threat in which Flight Attendants are directed to prepare a Least Risk Bomb Location (LRBL) or the aircraft is taxied to a remote location to facilitate a bomb search.
3. When the aircraft, passenger(s) or crewmember(s) is/are involved in an incident or accident as defined as follows, the Flight Attendant(s) on the crew will be removed at their option from the sequence without loss of pay. Management may opt to remove the Flight Attendant(s) with pay from additional sequence(s).
 - a. An occurrence with Flight Attendants on board Company aircraft involving serious injury to the Flight Attendant(s), pilot(s) or passenger(s) in any of the following situations:
 1. Assault or crew interference.
 2. Rapid decompression.
 3. Severe turbulence.
 4. CPR, use of AED on any individual, or rescue breathing rendered by the Flight Attendant.
 - b. Management may opt to remove a Flight Attendant from scheduling obligation(s) with pay, to critical situations not listed above in which there is a real or perceived threat to life of passenger(s), Flight Attendant(s) or pilot(s).

- c. In all circumstances, a Flight Attendant may opt to remove themselves from the next scheduled sequence(s) or Reserve day(s) without pay within seven (7) calendar days following the incident. They may opt to utilize available sick leave in order to be compensated.
 - d. A Flight Attendant will not be assessed attendance points pursuant to [Section 32 \[Attendance Policy\]](#) for any scheduling obligation(s) removed under 3.a., 3.b. and 3.c., above. Such scheduling adjustment will be defined as an Operational Incident Drop(s) without points.
4. The Company must disclose the options of being removed from a sequence per 15.G.3.a. when initially discussing the incident with the affected Flight Attendant(s).

H. BEREAVEMENT LEAVE OF ABSENCE

1. The Company will grant a Flight Attendant four (4) days leave of absence with pay at the Flight Attendant's regular rate of pay for the purpose of attending funeral services for a member of their family and time off will also be allowed for a second- or third-trimester miscarriage or a stillbirth suffered by the Flight Attendant or their Spouse or domestic partner. Members of the immediate family will consist of Parent; Grandparent; Spouse; qualified registered Domestic Partner; Child; Grandchild; Sibling; qualified registered Domestic Partner's/Spouse's Parent, Grandchild and Child. The Flight Attendant may request up to four (4) additional days unpaid or may be paid from the Flight Attendant's available sick leave or vacation bank.
2. In the event of the death of a Flight Attendant's step-parent, step-sibling or person acting in loco parentis to the Flight Attendant, the Flight Attendant will be granted four (4) days unpaid leave of absence for the purpose of attending funeral services. However, the Flight Attendant may opt to use sick leave or vacation. The Flight Attendant may request up to four (4) additional days unpaid or may be paid from the Flight Attendant's available sick leave or vacation bank.
3. In calculating the four (4) consecutive days of bereavement leave for the purpose of attending funeral services, the Company will not count days off.
4. If a Flight Attendant requests bereavement leave, the sick days and/or vacation days, if applicable, must be used within ninety (90) calendar days from the date of death of the family member. Management may approve additional time.
5. A leave of absence granted or sick leave used under 15.H. will not constitute a chargeable occurrence pursuant to [Section 32 \[Attendance Policy\]](#).
6. Special circumstances may be handled on an individual basis by the Company.
(*Extended Leave of Absence located in [Section 18 \[Reduction in Force\]](#).)*)

I. RETURN TO WORK FOLLOWING A LEAVE OF ABSENCE

1. A Flight Attendant may bid for the following month if they are scheduled to return to active status for the following bid month or if they are returning from a medical leave and have submitted documentation by the first (1st) of the month indicating release to return to work without restrictions on a date in the following month.
2. A Flight Attendant, who submits the above paperwork and is released without restrictions (if necessary) after the first (1st) of the month prior to the bid month in which they return to duty, will not be required to sit Reserve upon return to active duty if their seniority number would have otherwise allowed them to be a Lineholder.
 - a. Such Flight Attendant will be required to pick up enough Open Time sequences so that their schedule is within ten (10.0) TFP of that month's line average in their domicile, prorated by the number of days they will be active. The Flight Attendant will be permitted to pick up sequences from OT beginning on the same date and time OT becomes available to other Flight Attendants in their domicile. The start date for these sequences will be on or after the release date.
 - b. If there are not sufficient sequences in OT to satisfy the requirements of 2.a., above, the Flight Attendant may pick up sequences from other Flight Attendants until their schedule is within the ten (10.0) TFP of that month's line average in their domicile, prorated by the number of days they will be active.
3. Flight Attendants without enough seniority to hold a line of time for the month will be required to contact Crew Scheduling and work collaboratively on constructing a Reserve schedule, taking into consideration AM/PM and days on/off. Each day on-call will be worth the minimum Reserve daily value.

4. If the Flight Attendant does not return to work in the following month because their disability continues, they will not be paid the value of the bid line awarded that month ([Sections 16.B. \[Lineholder Sick Leave...\]](#) or [16.C. \[Lineholder and Reserve Sick Leave...\]](#)). They may be paid sick leave and/or vacation pursuant to [Section 15.M. \[Leaves with Coordination...\]](#) and disability, as appropriate.
5. A Flight Attendant with a release to return to work from a doctor will continue to receive insurance benefits for the remainder of the bid month in which they were released even if they become ill or injured before actually returning to work.

J. TRAVEL WHILE ON LEAVE OF ABSENCE

1. A Flight Attendant on a leave of absence who wishes to secure online travel passes will coordinate such travel through Inflight management. In the case of a medical, maternity or Workers' Compensation leave they must provide a doctor's release specifying such travel will not adversely affect the Flight Attendant's ability to return to active service.
2. A Flight Attendant on a Maternity Leave of Absence may commence her twelve (12) weeks of pass travel any time between the start of her leave and one-hundred twenty (120) days after the termination of her pregnancy.
3. A Flight Attendant wishing to return to domicile from their place of residence at the end of a leave of absence (excluding a personal leave) or to attend Recurrent Training, before their travel benefits have been reinstated, will be allowed one (1) positive space bumpable Company Business pass (e.g., C1 on Alaska Airlines) to do so. The pass may be obtained by contacting the Manager of Inflight Labor and Work Performance and will be valid for use no more than one (1) week prior to the first day of duty.

K. SHORT TERM DISABILITY (STD)

1. At the Flight Attendant's option, they may coordinate available sick leave and/or vacation with Short Term Disability pursuant to [Section 15.M. \[Leaves with Coordination...\]](#).
2. When a Flight Attendant's average monthly TFP earnings generate a benefit from Workers' Compensation or Short Term Disability that exceeds the maximum TFP allowed per [Section 16.C.1.b. \[Lineholder Sick Leave...\]](#) they will be allowed to retain their group health care coverage (medical, dental, vision) by paying the active employee rate for the Flight Attendant and dependent(s), if applicable, for the duration of the leave. Eligibility under this provision will satisfy the "active coverage at the commencement of Long Term Disability (LTD)" requirement in [Section 23.D.6.a. \[Group Health Care Benefits\]](#) for the purposes of continued Group Health Care Benefits.
3. A Flight Attendant who qualifies for STD part way through a bid month will be afforded the ability to coordinate sick leave or vacation, pursuant to [15.M. \[Leaves with Coordination...\]](#), below, in addition to compensation from the STD or state benefit, as applicable.

L. MILITARY LEAVE OF ABSENCE

A Military Leave of Absence will be granted as required under Federal law and regulations applying thereto. A Flight Attendant's right to return to employment, seniority and benefits will be governed by and limited to the protection afforded under the Uniformed Services Employment and Reemployment Rights Act (USERRA) as currently in effect or as hereafter amended. If a Flight Attendant participates in Reserve or National Guard training/exercises, they will be required to give the Company timely notice and encourage notification indicating the dates of anticipated duty accompanied by military orders as soon as possible.

M. LEAVES WITH COORDINATION OF SICK LEAVE OR VACATION

1. Coordination of Sick Leave:
 - a. A Flight Attendant may choose to coordinate the use of sick leave from either their state or CBA sick leave bank, or from a combination of both, in conjunction with medical, maternity or parental leave, FMLA, Workers' Compensation, STD or LTD in order to maintain insurance benefits for themselves and their eligible dependents, if applicable, at the active employee contribution rate. Selection of either or both sick leave banks may be made on a monthly basis. Sick leave coordination will be allowed during any full or partial bid month on such a leave. The Flight Attendant may draw no fewer than three-tenths (0.3) TFP sick leave per day (nine (9.0) TFP in a thirty (30) day bid month or nine and three-tenths (9.3) TFP in a thirty-one (31) day bid month up to and including one hundred twenty (120.0) TFP from the sick leave until depleted. Flight Attendants will be responsible for any impact on state disability or leave benefits caused by their coordination election. If a Flight Attendant does not have enough sick leave in their sick leave

bank to maintain continuous health care coverage during the LTD benefits waiting period, the Company will work with the Flight Attendant to allow them to draw sick leave at an appropriate rate that will allow the Flight Attendant to maintain coverage throughout this period. In no circumstances will a Flight Attendant be provided a less favorable application of this practice than is extended to the Alaska Airlines pilots.

2. Coordination with Vacation:

- a. A Flight Attendant may choose to coordinate the use of vacation in conjunction with medical, maternity or parental leave, FMLA, Workers' Compensation, STD or LTD in order to maintain insurance benefits for themselves and their eligible dependents, if applicable, at the active employee contribution rate. Vacation coordination will be allowed during any full or partial bid month on such a leave. If coordinating with vacation, they must utilize a minimum of two (2) vacation days in each partial or full bid month until depleted. Flight Attendants will be responsible for any impact on state disability or leave benefits caused by their coordination election. Once depleted the Flight Attendant may utilize sick leave for continued coordination per M.1., above.
- b. If a Flight Attendant has no paid vacation for a calendar year due to not meeting the 480 requirement in [Section 14.A.4. \[Vacation Entitlement\]](#), they may utilize their maximum possible vacation entitlement "virtual vacation bank" on the same basis as [Section 23.B.1.c. \[Eligibility for Insurance\]](#) (based on years of service, no pay or flying requirement) to coordinate in order to maintain medical insurance.

Examples:

1. A Flight Attendant has five (5) years of Company Seniority and could potentially have twenty-one (21) days' vacation credit, but they did not meet the four-hundred eighty (480.0) TFP threshold the year prior and therefore has no paid vacation. Regardless, twenty-one (21) days of vacation will be credited towards their "virtual vacation bank" for the purpose of maintaining medical insurance.
 2. A Flight Attendant has thirty-five (35) years of Company Seniority and twenty-five (25) years of Occupational Seniority and could potentially have forty-two (42) days of vacation, but did not meet the four-hundred eighty (480.0) TFP threshold the year prior and therefore has no paid vacation. Regardless, forty-two (42) days of vacation will be credited towards their "virtual vacation bank" for the purpose of maintaining medical insurance.
 3. The unpaid days from the "virtual vacation bank" in the above examples will be applied per 2.a. above for insurance qualification. This 'soft credit' will not apply for qualification for any other application.
3. Coordination and Transitioning from Sick Leave to Vacation and Vice Versa
- If a Flight Attendant elects to receive compensation while on a leave of absence listed in M.1. or M.2., above, they may draw from their sick leave or vacation bank in any order consecutively but not concurrently. Once they have stopped using any form of compensation, they may not re-commence receiving compensation during the course of the same leave of absence.
- a. Flight Attendants may switch from coordinating with sick leave and/or vacation (or vice versa) more than one time, and in any order consecutively but not concurrently.
 - b. Flight Attendants are not required to drain either their sick leave bank or vacation bank prior to switching to the other form of compensation.
 - c. Selection of either or both sick leave banks, or vacation may be made monthly.
 - d. Once a Flight Attendant has stopped using any form of compensation, they may not re-commence receiving compensation during the course of the same leave of absence.
4. Look-back Threshold Calculation During Coordination with Such Leaves
- a. Any bid month a Flight Attendant is on a medical, maternity or parental leave, FMLA, STD or LTD and is coordinating sick leave (or vacation with Short Term Disability), such month will not count toward the look-back threshold calculation (of two-hundred forty (240.0) or four-hundred eighty (480.0) TFP) for the purposes of applicable provisions in [Sections 13 \[Uniforms\]](#), [14 \[Vacations\]](#), [23 \[Insurance Benefits\]](#) and

[32 \[Attendance Policy\]](#). A Flight Attendant who is receiving Workers' Compensation will also receive the TFP credit of paid sick leave or vacation that is being coordinated with such benefit.

- b. The look-back will be based on a calendar year but may extend into the prior year(s) to include additional bid month(s) equal to the number of excluded bid month(s), such that twelve (12) full bid months are included in determining if either threshold has been met.
- c. A Flight Attendant with less than twelve (12) full bid months of active service will receive full benefits of the provision in question until such time that they have twelve (12) full bid months of active service, at which point the thresholds above will apply.

N. UNPAID LEAVES (WITHOUT COORDINATION)

Any bid month a Flight Attendant is on an unpaid personal, military, extended, medical, maternity or parental leave, FMLA, Workers' Compensation, STD or LTD, or on a furlough (including voluntary furlough) and is not coordinating sick leave (or vacation with STD, LTD or Workers' Compensation), the Flight Attendant will receive an unpaid credit of one and one-third (1.333) TFP for each day for which they are on such leave of absence or furlough for the purposes of applicable provisions in [Sections 13 \[Uniforms\]](#), [14 \[Vacations\]](#), [23 \[Insurance Benefits\]](#) and [32 \[Attendance Policy\]](#). Such unpaid credit will also be applied during the first twelve (12) calendar weeks absent due to a compensable occupational illness or injury (i.e., receiving compensation from Workers' Compensation or a Company-approved alternative program) while a Flight Attendant is receiving "make whole" pay pursuant to [Section 16.I.1.a. \[Workers' Compensation\]](#).

O. WORKERS' COMPENSATION

See [Section 16.I. \[Workers' Compensation\]](#), [15.M. \[Leaves with Coordination...\]](#) and [15.N. \[Unpaid Leaves...\]](#).

P. LONG TERM DISABILITY (LTD)

See [Section 23.D. \[Long Term Disability \(LTD\)...\]](#).

- 16.A. Sick Leave Accrual**
- 16.B. Sick Leave Usage - General**
- 16.C. Lineholder and Reserve Sick Leave Usage**
- 16.D. Sick Leave Pay Application**
- 16.E. Sick Leave Conversions**
- 16.F. Sick Leave Usage Tracking**
- 16.G. Sick Leave Accrual on Leave of Absence Utilizing Sick Leave / Vacation**
- 16.H. Furlough Application**
- 16.I. Workers Compensation**
- 16.J. Alternate Duty**
- 16.K. Company Paid Medical Evaluation**
- 16.L. Calling in Well**
- 16.M. Sick Leave On-Line Return to Domicile or Co-terminal**
- 16.N. Sick Leave Make-up**

A. SICK LEAVE ACCRUAL

1. A Flight Attendant will accrue one (1.0) TFP sick leave for each ten (10.0) TFP flown or credited during the bid month.
2. The sick leave will be allocated into a state sick leave bank and a Collective Bargaining Agreement (CBA) sick leave bank as follows:
 - a. One (1.0) TFP for every thirty (30.0) TFP (0.033:1) into the state sick leave bank, accrued to the nearest one-tenth (0.1) of a TFP.
 - b. Two (2.0) TFP for every thirty (30.0) TFP (0.067:1) into the CBA sick leave bank, accrued to the nearest one-tenth (0.1) of a TFP.
3. Sick leave will not be accrued on TFP credited on sick leave. CBA sick leave will accrue at a rate of one (1.0) TFP for every ten (10.0) TFP (0.10:1) for all TFP paid during vacation.
4. Every January 1st a Flight Attendant will carry over up to forty (40.0) TFP of state sick leave from the prior year. If the state sick leave bank balance is in excess of forty (40.0) TFP (as of December 31st), a Flight Attendant must elect by the same date one of the following options:
 - a. Cash out. Any cash out will be paid out at one hundred percent (100%) at the Flight Attendant's rate of pay (as of December 31st of the prior year), and such payout will be on the first February payroll for Flight Attendants; or
 - b. Transfer to the Flight Attendant's CBA sick leave bank.
 - c. If the Flight Attendant makes no election, then the default will be the cash-out outlined in 16.A.4.a., above.
 - d. A Flight Attendant may designate their preference using a form accessible on the Inflight website, and such preference will remain in effect until changed.
5. Maximum accrual of the Flight Attendant's CBA sick leave bank is two-thousand four-hundred (2400.0) TFP.
6. A Flight Attendant may accrue state and CBA sick leave but may not take any CBA sick leave while on probation as a Flight Attendant pursuant to [Section 7.A. \[Probationary Period\]](#). A Flight Attendant may take state sick leave on or after ninety (90) days from the Flight Attendant's date of hire with the Company.
7. Sick Leave will not accrue on Stranded Pay (see [Section 21.N. \[Stranded Pay\]](#)).

B. SICK LEAVE USAGE - GENERAL

1. For the purposes of this provision, "family" or "family member" will refer to individuals defined in the Sick Family/Sick Child LOA.
2. Accrued and available CBA sick leave may be used for any of the following reasons:
 - a. The Flight Attendant's illness or injury;
 - b. To care for the Flight Attendant's family member who has an illness or injury;
 - c. Applicable provisions in [Section 15 \[Leaves of Absence\]](#) (e.g. leaves with coordination, bereavement leave, etc.);

- d. Injury or illness related to domestic violence; or
- e. Where otherwise explicitly allowed pursuant to CBA provisions.
- 3. Accrued and available state sick leave may be used for any of the following reasons:
 - a. The Flight Attendant's personal illness or injury;
 - b. To care for the Flight Attendant's family member who has an illness or injury;
 - c. The Flight Attendant's or the Flight Attendant's family member's preventative medical care;
 - d. Domestic violence, harassment, or sexual assault against or stalking of the Flight Attendant;
 - e. To grieve the death of a Flight Attendant's family member, to attend the funeral or funeral alternative of a Flight Attendant's family member, or to make arrangements necessitated by the death of a flight Attendant's family member;
 - f. Closure of the Company or the school or place of childcare of a Flight Attendant's child, by order of a public official due to a public health emergency;
 - g. A determination by a lawful public health authority or a healthcare provider that the Flight Attendant's presence or the Flight Attendant's family member's presence in the community would jeopardize the health of others;
 - h. The Flight Attendant's exclusion from the workplace under any law or rule that requires the Company to exclude the Flight Attendant from the workplace for health reasons;
 - i. The Flight Attendant's residence or the Flight Attendant's domicile is in a Level 2 or 3 evacuation zone; or
 - j. When a public official has determined that the air quality or heat indexes at the Flight Attendant's work location are at a level where continued exposure would jeopardize the health of the Flight Attendant.
- 4. A Flight Attendant will designate whether the Flight Attendant is using state sick leave or CBA sick leave at the time of the sick leave call to Crew Scheduling. If a Flight Attendant does not make a designation at the time of the sick leave call, then the designation will default to CBA sick leave. A Flight Attendant may change any designation prior to the end of their next sequence.
- 5. A Flight Attendant may use more than one sick leave bank per sequence only if the designated bank is insufficient to cover the entire sequence.
 - a. If the Flight Attendant designates state sick leave usage, and there is enough leave in the state sick leave bank to cover at least the first day of the sequence but not enough state sick leave to cover the entire sequence, the state sick leave bank will be used to cover as many full days of the sequence as possible. Any additional full days of the sequence not covered by the state sick leave bank will be covered by the CBA sick leave bank.
 - b. If the Flight Attendant designates CBA sick leave usage, and there is enough leave in the CBA sick leave bank to cover at least the first day of the sequence but not enough leave to cover the entire sequence, the CBA sick leave bank will be used to cover as many full days of the sequence as possible. Any additional full days of the sequence not covered by the CBA bank will be covered by the state sick leave bank.
 - c. If the Flight Attendant has insufficient state sick leave available to cover at least the first day of the sequence, then any available CBA sick leave will be utilized for the sick call until the CBA bank is exhausted, and then sick leave from the state sick leave bank will be utilized for any remaining amount not already covered by the CBA bank until the state sick leave bank is exhausted.
 - d. If the Flight Attendant has insufficient CBA sick leave available to cover at least the first day of the sequence, then any available CBA sick leave will be utilized for the sick call until the CBA bank is exhausted and then sick leave from the state sick leave bank will be utilized for any remaining amount not already covered by the CBA bank until the state sick leave bank is exhausted.

C. LINEHOLDER AND RESERVE SICK LEAVE USAGE

- 1. Lineholder Sick Leave Usage
 - a. A Lineholder Flight Attendant holding a regular line will be charged sick leave on a TFP basis for each day of scheduled flying or other work the Flight Attendant fails to perform as a result of sick leave usage.

- b. A Lineholder Flight Attendant on a leave of absence who is absent due to sick leave usage, will be paid sick leave pursuant to [Section 15.M. \[Leaves with Coordination...\]](#) up to a maximum of one hundred twenty (120.0) TFP.
- 2. Reserve Sick Leave Usage
 - a. A Reserve Flight Attendant holding a reserve line for the month will be paid sick leave at five (5.0) TFP per day for each day the Flight Attendant is unavailable for duty on a reserve day on account of sick leave usage, continuing to but not including the day the Flight Attendant is cleared for duty. A Reserve Flight Attendant who calls in sick on a reserve day or trades away a reserve day will have five (5.0) TFP deducted from the reserve guarantee for each day. The new guarantee reflects what the Reserve Flight Attendant will be guaranteed for the remaining portion of the Flight Attendant's reserve month, excluding sick leave paid.
 - b. A Reserve Flight Attendant on a leave of absence who is absent due to sick leave usage, will be paid sick leave pursuant to [Section 15.M. \[Leaves with Coordination...\]](#) up to a maximum of one-hundred twenty (120.0) TFP.

D. SICK LEAVE PAY APPLICATION

Pay for sick leave will be based on one-hundred percent (100%) of the Flight Attendant's appropriate trip rate.

- 1. Sick Leave will be paid on the scheduled TFP value of any scheduling obligation(s) dropped due to sick leave usage unless specifically excluded elsewhere in this Agreement. Sick leave paid on the Extended Overnight Rule and/or the Multiday Sequence Minimum ([Section 21.D. \[Minimum Pay Rules \(MPRs\)\]](#)) will be based on the scheduled TFP value of these applications.
- 2. CBA sick leave will not be paid on the following:
 - a. Picked up flying not flown during scheduled vacation days ([Section 14.J. \[Voluntary Flying Into...\]](#));
 - b. Picked up flying not flown on any day(s) in which they are already receiving pay protection ([Section 21.M. \[Pay Protection...\]](#)); and
 - c. Recurrent Training ([Section 30.B.7. \[Recurrent Training\]](#)).
- 3. CBA and state sick leave will not be paid on Boarding Pay ([Section 21.A.2.e. \[Base TFP Step...\]](#), [Section 21.H.3. \[Holiday RON\]](#), and Sit Pay ([Section 21.T. \[Sit Pay\]](#)))
- 4. A Flight Attendant will not receive the Average Duty Period Guarantee on any partial or full sequence in which CBA sick leave is utilized to cover an illness or injury ([Section 21.D. \[Minimum Pay Rules\]](#), Average Duty Period Guarantee).

E. SICK LEAVE CONVERSIONS

- 1. Flight Attendants who transfer to Inflight from another department within the Company will have their accrued sick leave converted from hours to TFP by dividing hours by one and eleven one-hundredths (1.11) TFP per hour.

Examples:

A Flight Attendant has one-hundred (100) hours of sick leave from their job in Reservations. Upon transferring to Inflight, the Flight Attendant will have ninety and one-tenth (90.1) TFP for sick leave.

A Flight Attendant has five-hundred twenty-five (525) hours of sick leave from their job as a CSA. Upon transferring to Inflight, the Flight Attendant will have four hundred seventy-three (473.0) TFP for sick leave.

- 2. Flight Attendants who transfer to Inflight from another department or location within the Company using state and CBA sick leave banks will have their two respective banks transferred using the TFP conversion rate in E.1. above for each bank. Flight Attendants who transfer to Inflight from another department or location within the Company without protected/state sick leave banks will have up to forty (40.0) TFP of converted sick leave put into their state sick leave bank; any converted sick leave above forty (40.0) TFP will be put into their CBA sick leave bank.
- 3. Unused CBA sick leave will accumulate up to a maximum of two-thousand four-hundred (2400.0) TFP until a Flight Attendant terminates. Sick leave is not payable upon termination of employment.
(*Retiree Health Benefits see [Letter of Agreement 18 \[Retiree Health Insurance LOA\]](#).*)
- 4. Sick Leave Cash-out Conversion Upon Retirement

A Flight Attendant who retires directly from Alaska Airlines and has reached a minimum age of fifty-five (55)

years and who has completed an aggregate total of ten (10) or more years of vesting service under the Flight Attendant's 401(k) plan, or who has completed a total of twenty (20) or more years of Company Service upon retirement, will be paid a lump sum equal to the Flight Attendant's current rate of pay multiplied by the sum of the Flight Attendant's accrued sick leave balance multiplied by:

- a. Twenty-five percent (25%) for balances of one-tenth (0.1) TFP to five hundred sixty and nine-tenths (560.9) TFP;
- b. Fifty percent (50%) for balances of five hundred sixty-one (561.0) TFP to eight hundred forty-nine and nine-tenths (849.9) TFP; or
- c. One hundred percent (100%) for balances of eight hundred fifty (850.0) TFP or greater; or
- d. One hundred percent (100%) of the entire balance for Flight Attendants with thirty (30) years or more of Occupational Seniority regardless of the balance.

F. SICK LEAVE USAGE TRACKING

The Company will maintain a current record of state and CBA sick leave credits and withdrawals for each Flight Attendant. Such record will be made available to the individual Flight Attendant upon request.

G. SICK LEAVE ACCRUAL ON LEAVE OF ABSENCE UTILIZING SICK LEAVE/VACATION

During a leave of absence of thirty (30) days or more granted to a Flight Attendant where sick leave and/or vacation is utilized the following will apply:

1. Sick leave will continue to accrue at a rate of seven (7.0) TFP per bid month, credited to the state sick leave bank at a rate of two and three-tenths (2.3) TFP (0.33:1) and credited to the CBA sick leave bank at a rate of four and seven-tenths (4.7) TFP (0.67:1) per bid month for a period not to exceed ninety (90) days.
2. Accrual for partial bid months contained within the ninety (90) days will be prorated and rounded to the nearest one-tenth (0.1) TFP.

H. FURLOUGH APPLICATION

A Flight Attendant furloughed due to reduction of force will retain sick leave accrued prior to lay-off in the event of recall.

I. WORKERS' COMPENSATION

(See also [Section 15.M. \[Leaves with Coordination...\]](#) and [15.N. \[Unpaid Leaves...\]](#).)

1. During a Flight Attendant's absence due to an occupational illness or injury compensable under the applicable Workers' Compensation Law, or an alternative program of medical and indemnity benefits adopted by the Company in lieu of the Workers' Compensation program, the Flight Attendant will receive the following benefits from the Company:
 - a. For the first twelve (12) calendar weeks absent, the difference between the Flight Attendant's base pay and Workers' Compensation payments or payments under the alternative program adopted in lieu of Workers' Compensation. The base rate for the purpose of establishing such payments will be determined by adding together the trip rate (including vacation and sick pay) earned for the fifty-two (52) weeks of active duty immediately preceding the date of injury, excluding any premium pay, bonus payments, per diem payments or any other payment. The sum of the fifty-two (52) weeks' pay will be divided by fifty-two (52) and the result will be the base rate. Flight Attendants working less than fifty-two (52) weeks preceding the date of injury will have the base rate established by adding together the trip rate earned for the total number of weeks worked preceding the date of injury. The sum of the wages will be divided by the total number of weeks worked and the result will be the base rate. If the Flight Attendant has a reoccurrence of the same injury, the twelve (12) calendar weeks absent, noted above, will be reduced by any time previously paid for the initial illness/injury. In the instance of a reoccurrence of the same injury, the base rate will be calculated using the fifty-two (52) weeks of active duty immediately preceding the effective date of the reoccurrence.
 - b. At the conclusion of the period referred to in 1.a., above, a Flight Attendant on disability may, at the Flight Attendant's option, draw upon state and CBA accrued sick leave pursuant to [Section 15.M.1. \[Coordination of Sick Leave\]](#).
 - c. These benefits will be in lieu of any other payment provided for in this Section for all absence due to the same illness or injury.

- d. For retention of group healthcare coverage at active employee rates by Flight Attendant(s) whose average monthly TFP earnings generate a benefit from Workers' Compensation or Short Term Disability that exceeds the maximum TFP of sick leave allowed per 16.C., above, see [Section 15.K.3. \[Short Term Disability \(STD\)\]](#).
2. Payment under 1.a., above, will commence upon a determination by the Company, its insurer, or an appropriate governmental body or court through a final non-appealable order that the claim for industrial illness or injury is compensable under the applicable Workers' Compensation Law or alternative program adopted in lieu of Workers' Compensation.
 - a. Until the claim has been deemed compensable under the applicable Workers' Compensation Law or alternative program adopted in lieu of Workers' Compensation and a definite rate has been established, the Flight Attendant will be paid their normal base rate from accrued sick leave.
 - b. When the claim has been deemed compensable under the Workers' Compensation Law or the alternative program adopted in lieu of Workers' Compensation, the Flight Attendant's sick leave accrual will be replenished by the number of TFP used for purposes of the payment described in 2.a., above, and payments will continue as defined in 1.a., above.
3. The Company may require the injured Flight Attendant to submit to physical examination by a doctor of the Company's choosing to determine whether or not the Flight Attendant is fit to return to work. Payments by the Company under this policy may be terminated if the Flight Attendant refuses to submit to a physical examination as outlined above or if the Flight Attendant is found fit to return to work.
4. The laws governing occupational injuries and illness will be the laws of the jurisdiction in which the Flight Attendant is domiciled.
5. Any alternative program adopted by the Company in lieu of Workers' Compensation coverage will provide benefits to covered Flight Attendants at least equal to benefits that would be provided through Workers' Compensation coverage.

J. ALTERNATE DUTY

1. A Flight Attendant on Workers' Compensation leave of absence will have the option of performing alternate duty at any time. However, declining alternate duty prior to twelve (12) months will not have any negative impact on their Workers' Compensation benefits.
2. The maximum number of days that a Flight Attendant may work alternate duty in a month will be determined by taking the average number of days that the Flight Attendant worked per month during the twelve (12) months preceding their injury.
3. An alternate duty assignment may be made only when the Flight Attendant meets the skill level necessary for the position and their medical provider certifies that they are able to perform the job.
4. A Flight Attendant will be paid and credited six (6.0) TFP for every eight (8) hours of alternate duty, pro-rated at three-quarters (0.75) TFP per hour with a minimum of four (4.0) TFP per day. If the Company cannot provide five (5) hours or more of alternate duty per day, the Flight Attendant will still be paid four (4.0) TFP. However, if the Flight Attendant's doctor has placed a limit on the number of hours the Flight Attendant is able to work and that limit is less than five (5) hours, the Flight Attendant will be paid the prorated TFP for the hours to which they are limited, not the four (4.0) TFP minimum stated above. It is understood that Workers' Compensation benefits may be adjusted when the Flight Attendant works alternate duty in accordance with applicable state law. The Flight Attendant will be paid any amount in excess of the Workers' Compensation benefits.
5. Alternate duty may be performed in any domicile, co-terminal or the Flight Attendant's registered commuter city at their option.
6. A Flight Attendant will make reasonable efforts to schedule medical appointments, including physical therapy, around the alternate duty assignment. If this is not possible, the Company will excuse the Flight Attendant with no loss of pay.
7. No alternate duty assignment will expose the Flight Attendant to confidential information regarding their co-workers.
8. Company benefits including travel privileges will remain in effect when the Flight Attendant works alternate duty. They will also continue to accrue sick leave and receive vacation entitlement.

9. If a Flight Attendant is on a Workers' Compensation leave of absence for more than twelve (12) months, the Company may require them to perform alternate duty, provided that their physician has released them to perform such work. The Flight Attendant must report to the domicile (including co-terminals) closest to their residence. However, if they physically reside more than fifty (50) miles from the domicile closest to their residence the Company will provide:
 - a. Positive air travel from the nearest airport served by AAG flight(s).
 - b. Hotel accommodations.
 - c. Per diem - The Flight Attendant will receive per diem for the hours starting at departure for the alternate duty assignment and will terminate fifteen minutes (:15) after return to the nearest airport AAG flight(s) closest to the Flight Attendant's residence.

K. COMPANY PAID MEDICAL EVALUATION

Anytime a Flight Attendant is required by the Company to undergo a medical examination such examination will be at Company expense.

L. CALLING IN WELL

1. Lineholder: When a Lineholder on sick leave sufficiently recovers to resume flying before the end of their scheduled sequence that was removed due to sick leave, they will notify Crew Scheduling no later than 6:00 PM local domicile time the day prior. If agreed by the Flight Attendant, Crew Scheduling may:
 - a. Assign the Flight Attendant to pick up their sequence in a timely and cost-efficient manner.
 - b. Assign the Flight Attendant another sequence that will not violate legal rest time before the beginning of the Flight Attendant's next scheduled sequence.
 - c. Allow the Flight Attendant to sit Reserve the remainder of their scheduled sequence with guaranteed Reserve pay of five (5.0) TFP a day.
 - d. If none of the foregoing is agreed to by the Flight Attendant, allow the Flight Attendant to remain off duty for the remainder of the sequence, in which event accrued and unused sick pay will be collected for the remainder of the sequence.
 - e. In no event will a Flight Attendant be paid for sick leave after they resume flying or assume Reserve status.
2. Reserve: When a Reserve on sick leave sufficiently recovers to resume flying before the end of their reserve block that was removed due to sick leave, they will notify Crew Scheduling no later than 6:00 PM local domicile time the day prior. If agreed by the Flight Attendant, Crew Scheduling may:
 - a. Allow the Reserve to sit Reserve the remainder of their Reserve block with their monthly guarantee restored at five (5.0) TFP for each remaining day in the block.
 - b. If 2.a., above, is not agreed to by the Reserve, allow them to remain off duty for the remainder of the Reserve block, in which event accrued and unused sick pay will be collected for the remainder of the block.
 - c. In no event will a Reserve be paid for sick leave after they resume Reserve status.

M. SICK LEAVE ON-LINE RETURN TO DOMICILE OR CO-TERMINAL

A Flight Attendant who reports in sick on-line will be returned on the first available AAG flight(s) to the following: their domicile or co-terminal, the domicile or co-terminal from which the sequence departed or their registered commuter city/co-terminal. They will be treated as positive space as a deadhead per [Section 10.X.10. \[Deadhead\]](#).

N. SICK LEAVE MAKE-UP

1. Methods: A Flight Attendant who uses sick leave during a month will be afforded the opportunity to restore CBA sick leave by picking up Sick Leave Make-Up Reserve Day(s) on the day(s) designated by Crew Scheduling.
 - a. There will be no fewer than four (4) days designated per bid month at each domicile. These four (4) days will be designated with at least twenty-four (24) hours' notice. Additional days may be declared at any time.
 - b. Crew Scheduling will designate the number of and day(s) available for Sick Leave Make-Up Reserve Day(s). Sick Leave Make-Up Reserve Day(s) will be designated as 1-, 2-, 3-, or 4-day AM/PM blocks.

- c. The Company will consider the MEC Scheduling chairperson's input in determining the distribution of Sick Leave Make-up days/blocks.
2. Limitations:
 - a. The maximum number of days picked up will be no more than the greater of:
 1. Day-for-day, e.g. four (4) day trip equals a maximum of four (4) Sick Leave Make-Up Reserve Day(s) or a four (4) day reserve block equals a maximum of four (4) Sick Leave Make-Up Reserve Day(s).
 2. For a Lineholder picking up a Sick Leave Make-Up Reserve Day(s): Total sequence TFP divided by five (5), normal rounding convention, e.g. twenty-five (25.0) TFP 4-day sequence equals a maximum of five (5) Reserve days.
 3. For a Reserve picking up a Sick Leave Make-Up Reserve Day(s): Any day on which a Reserve calls out sick, including sick on-line, will be eligible for Sick Leave Make-Up Reserve Day(s) on a day-for-day basis per 2.a.1., above.
 - b. The Flight Attendant may choose to sit fewer day(s) of Sick Leave Make-Up Reserve Day(s) than the maximum number allowed in 2.a., above.
 - c. A Flight Attendant may not pick up available Sick Leave Make-Up Reserve Day(s) on the same day(s) as the trip/Reserve day(s) for which they called in sick.
 - d. A Flight Attendant may not pick up available Sick Leave Make-Up Reserve Day(s) within twenty-four (24) hours of reporting sick.
3. Timeframe: The Flight Attendant will have up to the next two (2) bid periods to restore CBA sick leave.
4. Restoration:
 - a. A Flight Attendant who makes up time will have their sick leave restored to their CBA sick leave bank on a TFP for TFP basis.
 - b. Any premium(s) to which the Flight Attendant is entitled will be paid to them in addition to and separate from any sick leave bank restoration.
 - c. The Flight Attendants will receive pay and credit and accrue state and CBA sick leave for any time flown and/or credited as Sick Leave Make-Up Reserve Day(s) in excess of sick leave restored.
 - d. State sick leave will accrue at the rate set forth in 16.A.2.a. for any time flown and/or credited as Sick Leave Make-Up Reserve Day(s).
 - e. The total TFP value of the sick leave make-up performed (including any Reserve day value) will be credited towards the 480 TFP for Vacation ([Section 14.A.4. \[Vacation Entitlement\]](#)) and for bank point and annual record improvement applications under the Attendance Policy ([Section 32.G. \[Record Improvement...\]](#))

Example: The Flight Attendant calls in sick for a 3-day eighteen (18.0) TFP sequence, they select two (2) Sick Leave Make-Up Reserve Days. They do not receive a flying assignment. The Flight Attendant's CBA sick leave bank is restored ten (10.0) TFP. State sick leave is accrued at the rate set forth in 16.A.2.a. for the ten (10.0) TFP, no CBA sick leave is accrued.

Example: The Flight Attendant calls in sick for a 2-day fifteen (15.0) TFP sequence, they select three (3) Sick Leave Make-Up Reserve Days. The Flight Attendant is assigned a 3-day sequence worth eighteen (18.0) TFP. Their CBA sick leave bank will be credited fifteen (15.0) TFP and they will be paid the remaining three (3.0) TFP. State sick leave is accrued at the rate set forth in 16.A.2.A. for the fifteen (15.0) TFP. CBA sick leave and state sick leave are accrued on the remaining three (3.0) TFP.

Example: A Flight Attendant calls in sick for 5.2 TFP LAS turn out of SEA in June. The Flight Attendant picks up a single Sick Leave Make-Up Reserve Day on the 4th of July and is assigned an 8.0 TFP ANC turn. State sick leave is accrued at the rate set forth in 16.A.2.a. for 5.2 TFP. CBA sick leave and state sick leave are accrued on the remaining 2.8 TFP.

Credit/pay for the ANC turn will be:

8.0 TFP paid at 2.0x (due to July 4 holiday pay)

5.2 TFP backed out at straight time

5.2 TFP restored as sick leave to the CBA sick leave bank

5. General: Any Flight Attendant sitting a Sick Leave Make-Up Reserve Day(s) will be considered a Reserve Flight Attendant on that day(s).

Sick Leave Make-Up Reserve Day(s) are not eligible for Sick Leave Make-Up. However, until the CBA sick leave from the original occurrence has been restored, the Flight Attendant may utilize Sick Leave Make-Up Reserve Day(s) for that occurrence within the original time parameters.

- 17.A. Exam Requirements and Procedures**
- 17.B. Exam Disputes**
- 17.C. Exam Outcomes and Pay Protections**

A. EXAM REQUIREMENTS AND PROCEDURES

A Flight Attendant will be required to submit to any medical, mental or physical examination(s) or test(s) when the Company determines that reasonable grounds exist to establish that a Flight Attendant's medical, mental or physical condition is impaired enough to question their ability to perform the job of Flight Attendant. The Flight Attendant will be notified in writing of the reason for the request.

1. When the Company withholds a Flight Attendant from service the following will apply:
 - a. The Flight Attendant will be paid the greater of time lost or for the time withheld based on the average of the last twelve (12) full bid months actually worked.
 - b. On the day of the exam and for any day(s) associated with air travel to and from the exam, the Flight Attendant will be paid the greater of four (4.0) TFP or time that is dropped for each day.
2. Transportation to and from exams will be provided at Company expense as follows:
 - a. Flight Attendants not residing in the greater metropolitan area of the exam location will be provided positive space online travel, non-bumpable on AAG (AS and QX) to and from the airport serving that city.
 - b. Ground transportation from the airport to and from the exam will be provided in addition to a hotel room if an overnight stay is required.
3. Any physical examination that evaluates a Flight Attendant's ability to perform their duties will reasonably and fairly approximate the actual duties and physical requirements of a Flight Attendant.
4. Flight Attendants will be provided copies of all medical evaluations, reports, test results and diagnostic interpretations or given the option to have them sent to the doctor of their choice.

B. EXAM DISPUTES

A Flight Attendant who disputes the Company's interpretation of a medical examination required by the Company and performed by a doctor selected by the Company may, at their option, have a review of their case in the following manner:

1. Within fifteen (15) days of the date they are presented the Company's interpretation, the Flight Attendant may employ a qualified doctor of their own choosing and at their own expense for the purpose of conducting a medical examination for the same purpose as the medical examination made by the doctor employed by the Company.
2. A copy of the findings of the doctor chosen by the employee will be furnished to the Company within fifteen (15) days following the examination and, in the event, that such findings verify the findings of the doctor employed by the Company, no further medical review of the case will be afforded.
3. In the event that the findings of the doctor chosen by the employee disagree with the findings of the doctor employed by the Company, the Company will, at the written request of the employee, ask that the two (2) doctors agree upon and appoint a third qualified and neutral doctor, for the purpose of making a further medical examination of the employee. In the event the employee fails to submit such a written request, the results of the original Company examination will govern.
4. Such three (3) doctors, one (1) representing the Company, one (1) representing the employee affected, one (1) neutral doctor approved by the Company doctor and the employee's doctor, will constitute a board of three (3). The majority vote of which will decide the case.
5. The expense of employing the neutral doctor will be borne equally by the Company and the Flight Attendant. Copies of such doctor's report will be furnished to the Company and to the employee.
6. Transportation to and from the exam and hotel, if necessary, will be provided pursuant to A.2. [Exam Requirements...], above.
7. When a Flight Attendant is removed from flight status pending a "Fit for Duty Analysis" by the Company's doctor and they fail to pass the Company's physical examination and appeal such action under the provisions of this Section, the Flight Attendant will be returned to service if ultimately found "fit for duty"

8. When withheld from service a Flight Attendant will be paid the greater of their time lost or for the time withheld based on the average of the last twelve (12) full bid months actually worked. The Flight Attendant will be made whole for all benefits and accruals. The above calculation(s) will be done on a monthly basis.
9. For the narrow purposes of this Section, "doctor" will mean a medical doctor (MD).

C. EXAM OUTCOMES AND PAY PROTECTION

1. Flight Attendant Fit for Duty
 - a. If the Company's interpretation based on the findings of the Company's doctor is that the Flight Attendant is fit to perform their duties, pay protection set forth in 17.A.1.a. and 17.B.8. will cease on the date the Flight Attendant's schedule is released after the Flight Attendant receives the Company's interpretation, and the Flight Attendant will subsequently be returned to service.
2. Flight Attendant Not Fit for Duty
 - a. If the Company's interpretation, based on the findings of the Company's doctor, is that the Flight Attendant is not fit to perform their duties, pay protection set forth in 17.A.1.a. and 17.B.8. will cease when the Flight Attendant is approved for a medical leave, provided that the Flight Attendant applied for such leave no more than fifteen (15) calendar days from the day after the date the Flight Attendant is presented with the Company's interpretation.
 - b. If the Flight Attendant does not apply for a medical leave, pay protection will cease on the later of:
 - (1) Fifteen (15) calendar days from the day after the date the Flight Attendant is presented with the Company's interpretation unless the Flight Attendant begins the exam dispute process; or
 - (2) At the conclusion of the exam dispute process.
3. If the Flight Attendant is determined as not fit to perform their duties, either by not disputing the Company's interpretation based on the findings of the Company's doctor or as the outcome of the exam dispute process, the Flight Attendant may apply for a medical leave of absence no more than fifteen (15) calendar days from the day after the date the Flight Attendant is presented with the Company's interpretation; retire, if eligible; or resign. If the Flight Attendant does not elect one of those options, they may be subject to separation from the Company.

- 18.A. Notification of Reduction in Force**
- 18.B. Mitigation of Involuntary Furlough**
- 18.C. Involuntary Furlough**
- 18.D. Procedures Applicable to Voluntary and Involuntary Furloughs**

A. NOTIFICATION OF REDUCTION IN FORCE

1. The Company will notify the MEC President prior to announcing or utilizing a reduction in force or recall of Flight Attendants.
2. Prior to a furlough, the Company will post a notice indicating the approximate number of Flight Attendants to be furloughed and will furnish a list of the employees to be furloughed to the Local Executive Council (LEC) President of the domicile affected.

B. MITIGATION OF INVOLUNTARY FURLOUGH

Prior to implementing a Reduction in Force, the Company and the Association will meet for a period not to exceed fourteen (14) days to consider providing lower line averages, low-bid option lines, adjustment of the line value range or other programs to help mitigate a reduction in force. The Company and the Association must mutually agree to all mitigation programs. When there is a Reduction in Force the Company will offer the following:

1. Extended Leave of Absence
 - a. The Company will offer extended leaves of absence prior to any furloughs including voluntary furloughs. The Company will determine the number of leaves offered and the duration of the leaves.
 - b. Extended leaves will be awarded in system seniority order.
 - c. The Flight Attendant's longevity ("vesting service" for 401(k) vesting and retirement eligibility) will be frozen while out on leave, however Company and Occupational Seniority will continue to accrue.
 - d. The Flight Attendant will be allowed to maintain medical coverage for the duration of the leave by paying COBRA rates if the Flight Attendant qualified for and purchased medical coverage prior to taking the leave.
 - e. Flight Attendants on an extended leave (as it pertains to this Section) will be eligible for online (AS and QX) travel privileges.
 - f. Flight Attendants on extended leave must remain current, pursuant to [Section 15.A.3. \[Leaves of Absence - General\]](#). They will be paid for such training and the Company will pay the Flight Attendants' medical premium for those who maintained medical coverage outlined in 1.d., above, during the month they attend training. The Company will provide positive space online travel to and from training, per diem and a hotel room if required.
 - g. Flight Attendants who are on an extended leave, who are involuntarily furloughed, will be removed from extended leave status and placed on involuntary furlough status with all terms, conditions and benefits of involuntary status.
 - h. The Company may request the Flight Attendant on an extended leave return to work prior to the end of their extended leave but the Flight Attendant is not required to return before the extended leave expires. Such requests will be made in Occupational Seniority order.
 - i. A Flight Attendant returning to work from an extended leave will be returned to their most recent domicile unless all of the following are true:
 1. They have a standing bid on file for another domicile that is listed at a higher priority than their most recent domicile; and
 2. There is a vacancy at the other domicile; and
 3. They have sufficient seniority to be awarded the transfer.
2. Voluntary Furloughs
 - a. The Company will determine varying durations of the voluntary furloughs in addition to "length of furlough" duration but not to exceed five (5) years.
 - b. Voluntary furloughs will be awarded in system seniority order.
 - c. Flight Attendants on voluntary furlough are not eligible for severance pay.
 - d. The Flight Attendant's longevity ("vesting service" for 401(k) vesting and retirement eligibility) will be

frozen while out on voluntary furlough, however Company and Occupational Seniority will continue to accrue.

- e. The Flight Attendant will be allowed to maintain medical coverage at active rates during the voluntary furlough if the Flight Attendant qualified for and purchased medical coverage prior to taking the voluntary furlough.
- f. Flight Attendants on a voluntary furlough will be eligible for online (AS and QX) travel privileges.
- g. Flight Attendants on voluntary furlough must remain current, pursuant to [Section 15.A.3. \[Leaves of Absence - General\]](#). They will be paid for such training and the Company will pay the Flight Attendants' medical premium for those who maintained medical coverage outlined in 2.e., above, during the month they attend training. The Company will provide positive space online travel to and from training, per diem and a hotel room if required.
- h. Flight Attendants who are on a voluntary furlough and who are subsequently involuntarily furloughed, will be removed from voluntary furlough status and placed on involuntary furlough status with all terms, conditions and benefits of involuntary status.
- i. Flight Attendants will not accrue vacation time while on voluntary furlough.
- j. [Section 15.N. \[Unpaid Leaves \(Without Coordination\)\]](#) will apply while on voluntary furlough.

C. INVOLUNTARY FURLOUGH

1. Order of Involuntary Furlough

If an insufficient number of Flight Attendants bid for voluntary furlough or extended leave, the Flight Attendant with the least Occupational Seniority will be furloughed.

2. No Vacation Accrual

Flight Attendants will not accrue vacation time while on involuntary furlough.

3. Minimum Flying Credits

[Section 15.N. \[Unpaid Leaves \(Without Coordination\)\]](#) will apply while on involuntary furlough.

4. Involuntary Furlough Severance Pay

A Flight Attendant being involuntarily furloughed will receive severance pay as follows:

Years Completed	Severance Allowance
1 year but less than 5 years	40.0 TFP
5 years but less than 6 years	100.0 TFP
6 years but less than 7 years	120.0 TFP
7 years but less than 8 years	140.0 TFP
8 years but less than 9 years	160.0 TFP
9 years but less than 10 years	180.0 TFP
10 years but less than 11 years	200.0 TFP
11 years but less than 12 years	220.0 TFP
12 years or more of service	240.0 TFP

5. Pay in Lieu of Notice

An employee who has completed the probationary period prior to being furloughed, through no fault or action of their own, will receive two (2) weeks' notice or two (2) weeks' pay in lieu of notice. They will receive no pay if one or more of the following conditions exist:

- a. They accept any other employment with the Company.
- b. The furlough is caused by an act of God, a war emergency, revocation of the Company's operating Certificate(s) or grounding of a substantial number of the Company aircraft.
- c. The furlough is caused by a strike or picketing of the Company's premises or any work stoppage or other action that would interrupt or interfere with any operations of the Company.

6. Seniority Retention

An employee on involuntary furlough will retain and accrue Company and Occupational Seniority, including for pay and for vacation accrual; longevity ("vesting service" for 401(k) vesting and retirement eligibility) will be frozen (i.e., retained, but not accrued). An employee who resigns from the Company while on furlough loses all seniority

immediately upon termination.

7. Insurance

A Flight Attendant who has completed probation and is involuntarily furloughed will continue to be covered by the insurance provided in this Agreement for a period of three (3) months.

8. Online Pass Privileges

A Flight Attendant who has completed probation and is placed on an involuntary furlough will retain online pass privileges on AS and QX as follows:

Less than 1 year Occupational Seniority	-	3	months
1 year Occupational Seniority	-	6	months
2 years Occupational Seniority	-	9	months
3 years Occupational Seniority	-	12	months
4 years Occupational Seniority	-	18	months
5 years Occupational Seniority and thereafter	-	24	months

D. PROCEDURES APPLICABLE TO VOLUNTARY AND INVOLUNTARY FURLOUGHEES

1. Address on File with the Company

A Flight Attendant who has been furloughed due to a reduction in force will file their address with the appropriate representative of the Company having jurisdiction over Flight Attendants at the time of furlough and they will thereafter promptly advise the Company of any change in address.

2. Recall from Furlough and Bypass

- The order of recall from furlough will be by Occupational seniority. A Flight Attendant may decline recall until no Flight Attendant junior to them remains on furlough. Flight Attendants will remain on the recall list for a period not to exceed five (5) years.
- Flight Attendants who are recalled from furlough into a domicile other than their last assigned domicile will be moved at Company expense subject to the provisions in Section 28.B. [Relocation Expenses].
- In the event of a recall, if a Flight Attendant on furlough is a full-time student in an accredited college or university, such Flight Attendant may at their option be bypassed for recall without forfeiting their right to recall. The right to bypass will extend only to the current term, in which the Flight Attendant is enrolled at the time of initial recall and may be utilized only if the bypass would not necessitate additional hiring.

3. Notice of Reemployment

Notice of reemployment will be sent by Certified Mail Return Receipt Requested to the last address on file with the Company, in addition to sending a read-receipt email to the employee's personal email address on file with the Company. A Flight Attendant will forfeit their seniority with the Company if they do not signify their intention to accept reemployment within fifteen (15) days after the posted date of the notice or if they do not return to the service of the Company on the date specified in the notice offering reemployment.

4. Retention of Sick Leave Credit

The Flight Attendant will retain their sick leave credit accrued prior to furlough.

- 19.A. Dismissal or Disciplinary Procedure**
- 19.B. Grievances not Involving Disciplinary Action**
- 19.C. Grievance Procedure – General**
- 19.D. Disciplinary Eighteen (18) Month Removal**

A. DISMISSAL OR DISCIPLINARY PROCEDURE

1. A Flight Attendant will not be dismissed from the service of the Company or disciplined without notification of such disciplinary action. Such notification will contain a precise statement of the charges. Notice of the disciplinary action will be given within twelve (12) days from the date the Company could reasonably have knowledge of the incident giving rise to the disciplinary action. The twelve (12) days will be extended by any sick leave, leave of absence and/or vacation taken by the Flight Attendant, during which time the Company will have no expectation that the Flight Attendant will make themselves available unless the Flight Attendant waives such extension. Notice of disciplinary action arising out of a written customer complaint will be deemed to be timely if taken within twelve (12) days, as defined in C.2. [Grievance Procedures – General], below, of the date the customer complaint is received by Customer Care as evidenced by the date received stamp. The twelve (12) days will be extended by any sick leave, leave of absence and/or vacation taken by the Flight Attendant, during which time the Company will have no expectation that the Flight Attendant will make themselves available unless the Flight Attendant waives such extension.
 - a. No investigatory or work performance meeting will be conducted until the Flight Attendant has had an adequate opportunity to obtain Union representation. If a Flight Attendant elects to meet on a day off, they will be paid four (4.0) TFP. No investigatory or work performance meeting will be scheduled at the end of a duty period that exceeds ten hours and thirty minutes (10:30) unless the Flight Attendant consents.
 - b. Lineholder Investigatory or Work Performance Meetings

The Company will not conduct investigatory or work performance meetings with Flight Attendants during scheduled or unscheduled ground times, unless the Flight Attendant consents. Investigatory or work performance meetings will be conducted after the Flight Attendant completes a sequence or on a day off, at the Flight Attendant's option. The Company may remove a Flight Attendant from their sequence or end a Flight Attendant's sequence early to conduct an investigatory or work performance meeting. When this occurs, the Flight Attendant will be pay protected and domicile rest will commence at the end of the meeting. For purposes of this provision, a Lineholder who picks up Reserve day(s) and attends a meeting on one of those Reserve days will be considered a Reserve.
 - c. Reserve Investigatory or Work Performance Meetings

The Company will not conduct investigatory or work performance meetings with Reserve Flight Attendants during a Reserve day unless the Reserve Flight Attendant consents. Investigatory or work performance meetings will be conducted after the Flight Attendant completes a Reserve assignment or on a day off, at the Flight Attendant's option. The Company may end a Flight Attendant's Reserve day early or alter their Reserve assignment to conduct an investigatory or work performance meeting. The Flight Attendant will be paid and credited the greater of actual sequences flown or the value of the Reserve day. Domicile rest will commence at the end of the meeting. In no event will a Reserve Flight Attendant be returned to Reserve status after the meeting on the same calendar day. A Reserve who has picked up a sequence on a day off will be considered a Lineholder for purposes of this provision.
2. If a non-probationary Flight Attendant disagrees with disciplinary action, the Flight Attendant will be entitled to a hearing on such disciplinary action provided such Flight Attendant makes written request for such hearing within twelve (12) days from receipt of notification. Such written request for hearing will be addressed to the division leader of Inflight Services.
3. A Flight Attendant may be held out of service by the Company pending investigation and hearing and appeals therefore and will be compensated for all lost time if returned to work.
4. Such hearing will be held by the division leader of Inflight Services, or their designee, within ten (10) days, exclusive of Saturdays, Sundays and holidays, of the receipt of the Flight Attendant's written request therefore. A decision will be rendered within ten (10) days, exclusive of Saturdays, Sundays and holidays of the hearings.
5. If the decision of the division leader of Inflight Services or their designee is not satisfactory to the Flight Attendant whose grievance is being considered, the matter may be appealed to the Flight Attendant Board of

Adjustment, as provided for in Section 20 [Board of Adjustment] of this agreement, provided said appeal must be submitted within ten (10) days of receipt of the decision by the division leader of Inflight Services or their designee.

6. The appeal to the Board of Adjustments may be waived to expedite the grievance, if mutually agreed to by the Association and the Company. The grievance would then proceed directly to arbitration.

B. GRIEVANCES NOT INVOLVING DISCIPLINARY ACTION

Should any controversy arise between the Company and a Flight Attendant, or a group of Flight Attendants, as to the meaning of any of the terms of this Agreement concerning rates of pay, work rules or working conditions, or should any Flight Attendant feel that in the application by the Company to them of any of the terms of this agreement concerning rates of pay, work rules or working conditions, they have been treated unjustly, such Flight Attendant may present their grievance in person or through their representative within thirty (30) days of the infraction to the division leader of Inflight Services, or their designee, who will evaluate the grievance and render their decision as soon as possible, but not later than ten (10) days following receipt of said grievance, exclusive of Saturdays, Sundays and holidays pursuant to C.2. [Grievance Procedures – General], below.

1. If no settlement is reached under this Section, an appeal may be made in writing within thirty (30) days to the Flight Attendants' Board of Adjustment established under [Section 20 \[Board of Adjustment\]](#) of this Agreement.
2. The appeal to the Flight Attendants' Board of Adjustment may be waived to expedite the grievance if mutually agreed to by the Association and the Company. The grievance would then proceed directly to Arbitration.

C. GRIEVANCE PROCEDURES - GENERAL

1. If any decision made by an official of the Company under the provisions of this Section is not appealed by the Flight Attendant affected or by the Association in the case of a protest within the time limit prescribed herein for such appeals, such decision will be final and binding. If the Company fails to adhere to the time limits prescribed in this Section, the Flight Attendant will be considered exonerated and the charges against them will be dropped.
2. All time limits pertaining to both parties set forth in this Section will refer to work days, rather than calendar days; Saturdays, Sundays and recognized holidays being excluded. Holidays are as follows:
 - a. New Year's Day*
 - b. Martin Luther King Jr. Day
 - c. President's Day
 - d. Memorial Day
 - e. Independence Day*
 - f. Labor Day
 - g. Veteran's Day
 - h. Thanksgiving Day
 - i. Day after Thanksgiving
 - j. Christmas Day*

* If the actual holiday falls on a Saturday, the preceding Friday will be excluded. If the actual holiday falls on a Sunday, the following Monday will be excluded for the purpose of calculating days for timelines.

3. When, under the operation of this Agreement, a Flight Attendant hereunder is chosen to act as the representative of, or a witness for another Flight Attendant against whom charges have been preferred, such Flight Attendant will be given an Association leave of absence for a time sufficient to permit them to appear as such representative or witness.
4. It is understood that all written Notifications of Discipline or Discharge referred to herein in appeal steps will be with delivery confirmation.
5. The time limits prescribed herein may be modified by mutual agreement in writing between the parties.
6. All Flight Attendants including those in their probationary period, will have access to the grievance procedure except that a probationary employee may not appeal a disciplinary or discharge action.
7. In the event a termination is grieved, insurance benefits will continue until all grievance procedures have been exhausted and a final decision has been rendered.

8. An Association representative may, at the option of the Flight Attendant, be present at all Flight Attendant meetings that involve separation of employment from Alaska Airlines.

D. DISCIPLINARY EIGHTEEN (18) MONTH REMOVAL

All letters of discipline (warning or suspension) will be expunged after eighteen (18) months after the date of issuance and, at the request of the Flight Attendant, will be removed from the Flight Attendant's personnel file.

20.A.	Definition of Board of Adjustment
20.B.	Members of the Board
20.C.	Jurisdiction of the Board
20.D.	Consideration of Dispute(s) by the Board
20.E.	Semi-annual Grievance Review
20.F.	Dispute Reporting Requirements
20.G.	Hearing Date
20.H.	Grievant's Representation
20.I.	Witnesses
20.J.	Majority Vote
20.K.	Decision(s) of the Board
20.L.	Mediation Provision
20.M.	Arbitrations
20.N.	System Board Panel Selection
20.O.	Board Member Protections
20.P.	Board Records

A. DEFINITION OF BOARD OF ADJUSTMENT

There is hereby established a Board of Adjustment for the purpose of adjusting and deciding disputes that may arise under the terms of the Flight Attendants' Agreement and any amendments or additions thereto and that are properly submitted to it, which the Board will be known as "Alaska Airlines Flight Attendants' Board of Adjustment" hereinafter referred to as the "Board".

B. MEMBERS OF THE BOARD

The Board will consist of four (4) members, two (2) of whom will be selected and appointed by the Association and two (2) by the Company, and such appointees will be known as "Adjustment Board Members." The Board may be reduced to one (1) member from each side by mutual agreement of the parties.

C. JURISDICTION OF THE BOARD

The Board will have jurisdiction over disputes between any employee covered by this Agreement and the Company growing out of grievances or out of the interpretation or application of any of the terms of this Agreement. The jurisdiction of the Board will not extend to proposed changes in hours of employment, rates of compensation or working conditions covered by existing agreements between the parties hereto.

D. CONSIDERATION OF DISPUTE(S) BY THE BOARD

The Board will consider any dispute properly submitted to it by the MEC President of the Association of Flight Attendants or their designee or by the Company when such dispute has not been previously settled in accordance with the terms provided for in this Agreement.

E. SEMI-ANNUAL GRIEVANCE REVIEW

The division leader of Inflight Services and the MEC President will meet semi-annually to review and attempt resolution of all outstanding grievances that have been submitted to the Board of Adjustment.

F. DISPUTE REPORTING REQUIREMENTS

All disputes properly referred to the Board for consideration will be addressed to the Chairperson. Five (5) copies of each petition, including all papers and exhibits in connection therewith, will be forwarded to the Chairperson who will promptly transmit one (1) copy thereof to each member of the Board. Each case submitted will show:

1. Question or questions at issue.
2. Statement of facts.
3. Position of employee or employees.
4. Position of Company.

When possible, a joint submission should be made, but if the parties are unable to agree upon a joint submission, then either party may submit the dispute and its position to the Board. No matter will be considered by the Board, which has not been first handled in accordance with the Grievance Procedure contained in this Agreement.

G. HEARING DATE

Upon receipt of notice of the submission of a dispute, the Chairperson will set a date for hearing. Within sixty (60) days of submission of the grievance of a termination to the Board of Adjustment, the Company and Association agree to select an arbitrator and schedule the termination for arbitration. This deadline may be extended by mutual agreement. Absent mutual agreement, termination grievances will be arbitrated within six (6) months of the submission of the grievance to the Board of Adjustment.

H. GRIEVANT'S REPRESENTATION

Employees covered by this Agreement may be represented at Board hearings by such person or persons as they may choose and designate, and the Company may be represented by such person as it may choose and designate. Evidence may be presented either orally, in writing or both.

I. WITNESSES

On request of individual members of the Board, the Board may, by a majority vote, or will at the request of either the Association representatives or the Company representatives thereon, summon any witnesses who are employed by the Company and who may be deemed necessary by the parties to the dispute, or by either party, or by the Board itself, or by either group or representatives constituting the Board. The number of witnesses summoned at any one time will not be greater than the number that can be spared from the operation without interference with the service of the Company.

J. MAJORITY VOTE

A majority vote of all members of the Board will be competent to make a decision.

K. DECISION(S) OF THE BOARD

Decisions of the Board in all cases properly referable to it will be final and binding upon the parties hereto.

L. MEDIATION PROVISION

Prior to arbitration, the parties may mutually agree to submit a grievance to mediation. If not resolved through mediation, the grievance may be set for arbitration.

M. ARBITRATIONS

1. The parties will select a System Board Panel using the process described in 20.N., below.
2. The Employer and the Association will jointly prepare and sign for the arbitrator a submission setting forth the issue or issues in dispute. If a submission cannot be agreed upon between the Employer and the Association, each party will submit to the arbitrator and to each other a statement of the issues it considers to be in dispute.
3. The arbitrator will not have the power to add to or subtract from or modify any of the terms of this Agreement.
4. Each party will bear its own expense with respect to the preparation and presentation of the matter to the arbitrator. The cost or expense of the arbitrator and the conference room will be borne equally by the Employer and the Association.
5. The arbitrator will issue their award within thirty (30) days after the close of the hearing.

N. SYSTEM BOARD PANEL SELECTION

The Company and the Association will meet during August of each year for the purposes of establishing a panel of eight (8) arbitrators and scheduling arbitration hearing dates for the following year.

1. Establishing the Panel
 - a. The Association and the Company will each exchange a list consisting of six (6) arbitrators who are members of the National Academy of Arbitrators. The names common to both lists will be automatically added to the panel.
 - b. The names not common to both lists will be combined into one list alphabetically and the parties will strike until only the number of names sufficient to complete the panel remains. A coin toss will determine who strikes first. The Association will call the toss.
2. Scheduling Dates
 - a. Thirteen (13) mutually agreed-to hearing dates will be established throughout the calendar year, excluding the months of November and December.

- b. After soliciting availability from all empaneled arbitrators, the Association and the Company will assign each neutral to a hearing date. Two of the neutrals will each be assigned to a second set of dates. Each party will select one arbitrator to fill an additional date.

3. Additional Arbitration Dates

- a. Should the parties desire an additional hearing date, or should an arbitrator become unavailable for a scheduled date, the arbitrators on the panel will be solicited for availability and selected by mutual agreement. If the parties cannot mutually agree on a neutral, the process outlined in 1.b., above, will be employed using the panel list.
- b. For each subsequent additional hearing date, an arbitrator already assigned an additional hearing date will be excluded from the solicitation. The selection process outlined in 3.a., above, will be followed.

4. Term of the Panel

The Arbitrators selected in August for the following year's panel will stay on the list for the entire year unless mutually removed by the parties.

O. BOARD MEMBER PROTECTIONS

It is understood and agreed that each and every Board Member will be free to discharge their duty in an independent manner, without fear that their individual relations with the Company or with the employees may be affected in any manner by an action by the Board member in good faith in their capacity as Board Member.

P. BOARD RECORDS

The Board will maintain a complete record of all matters submitted to it for its consideration and of all findings and decisions made by it.

21.A.	Base TFP Step Rates of Pay, Boarding Pay, and Block Hour Equivalents
21.B.	Anniversary Step Increases (if applicable)
21.C.	Longevity Premium
21.D.	Minimum Pay Rules (MPRs)
21.E.	TFP Calculation
21.F.	Compensation in a Bid Month and Month End Overlap
21.G.	"A" Position Pay
21.H.	Holiday Pay
21.I.	International Pay
21.J.	Block and Ground Delays
21.K.	Publicity, Promotional, and other Special Assignments
21.L.	Deadhead Compensation (including surface deadhead)
21.M.	Pay Protection due to Weather, Mechanical or to Suit Company Convenience
21.N.	Stranded Pay
21.O.	Pay Shortage
21.P.	Over-Duty Compensation
21.Q.	Compensation for Flying Greater Than Scheduled
21.R.	Productivity Premium Program (PPP)
21.S.	Pre-Boarding Compensation
21.T.	Sit Pay
21.U.	Premium Pay
21.V.	"Scheduled" or "Actual" For Minimum Pay Rules (MPRs) and/or Sit Pay
21.W.	Drug and Alcohol Testing
Add.	Compensation Addendum

A. BASE TFP STEP RATES OF PAY, BOARDING PAY, AND BLOCK HOUR EQUIVALENTS

1. Base TFP Step Rates

Flight Attendants will be compensated on the basis of the appropriate base step rate in TFP as follows:

		(+3%)	(+3%)
	3/2/2025	3/2/2026	3/2/2027
Year 1	\$32.00	\$32.96	\$33.95
Year 2	\$34.00	\$35.02	\$36.07
Year 3	\$36.25	\$37.34	\$38.46
Year 4	\$38.50	\$39.66	\$40.85
Year 5	\$42.50	\$43.78	\$45.09
Year 6	\$48.00	\$49.44	\$50.92
Year 7	\$52.50	\$54.08	\$55.70
Year 8	\$54.25	\$55.88	\$57.56
Year 9	\$56.00	\$57.68	\$59.41
Year 10	\$58.00	\$59.74	\$61.53
Year 11	\$59.65	\$61.44	\$63.28
Year 12	\$62.25	\$64.12	\$66.04
Year 13	\$72.00	\$74.16	\$76.38
Year 14	\$74.25	\$76.48	\$78.77
Year 15	--	--	--
Year 16	--	--	--

2. Boarding Pay

- a. A Flight Attendant will be compensated one-half (0.50) TFP Boarding Pay as follows:
 1. For boarding each flight that results in a take-off for which they operate as a working crewmember,
 2. For any flights on which boarding begins and the flight subsequently experiences a tail swap or cancellation.
- b. Boarding Pay will be paid in addition to all Minimum Pay Rules (MPRs) in 21.D. [Minimum Pay Rules], below.
- c. Boarding Pay will be paid above a Reserve's guarantee.
- d. Boarding Pay will not be paid on deadhead flights or surface deadheads or other working activities such as OE instructing, LOSA observers, etc. Flight Attendants receiving Company Business (CB) pay for a flight will not receive Boarding Pay for that flight.
- e. When receiving pay for Sick Leave usage, pay protection, and/or premium pay, Boarding Pay will not be included ([Sections 16.D. \[Sick Leave Pay...\]](#), [21.M. \[Pay Protection...\]](#), and [21.U. \[Premium Pay\]](#)).
- f. Boarding Pay TFP does not count toward the qualification thresholds for uniform allotment [[Section 13.D. Uniform Allotment...](#)], vacation accrual [[Section 14.A. Vacation Entitlement](#)], and Attendance Policy point reduction [[Section 32.G. Record Improvement](#)].

Flight Attendant estimated base TFP step rates with the addition of Boarding Pay [per Section 21.A.1 and 21.A.2, above] are as follows:

	w/Boarding Pay	(+3%) w/Boarding Pay	(+3%) w/Boarding Pay
	3/2/2025	3/2/2026	3/2/2027
Year 1	\$33.79 - \$44.80	\$34.81 - \$46.14	\$35.85 - \$47.53
Year 2	\$35.90 - \$47.60	\$36.98 - \$49.03	\$38.09 - \$50.50
Year 3	\$38.28 - \$50.75	\$39.43 - \$52.28	\$40.61 - \$53.84
Year 4	\$40.66 - \$53.90	\$41.88 - \$55.52	\$43.14 - \$57.19
Year 5	\$44.88 - \$59.50	\$46.23 - \$61.29	\$47.62 - \$63.13
Year 6	\$50.69 - \$67.20	\$52.21 - \$69.22	\$53.77 - \$71.29
Year 7	\$55.44 - \$73.50	\$57.11 - \$75.71	\$58.82 - \$77.98
Year 8	\$57.29 - \$75.95	\$59.01 - \$78.23	\$60.78 - \$80.58
Year 9	\$59.14 - \$78.40	\$60.91 - \$80.75	\$62.74 - \$83.17
Year 10	\$61.25 - \$81.20	\$63.09 - \$83.64	\$64.98 - \$86.14
Year 11	\$62.99 - \$83.51	\$64.88 - \$86.02	\$66.82 - \$88.59
Year 12	\$65.74 - \$87.15	\$67.71 - \$89.77	\$69.74 - \$92.46
Year 13	\$76.03 - \$100.80	\$78.31 - \$103.82	\$80.66 - \$106.93
Year 14	\$78.41 - \$103.95	\$80.76 - \$107.07	\$83.18 - \$110.28

Boarding Pay is calculated by taking a Flight Attendant's current base TFP step rate of pay and multiplying it by one-half (0.50) TFP per boarding as defined in 21.A.2., above. The above compensation ranges are calculated using the minimum and maximum range of Boarding Pay to scheduled TFP ratio per duty period based on the Company's current route network as of Date of Ratification. This equates to between an additional five and six-tenths percent (5.6%) to forty percent (40.0%) increase in compensation when adding on Boarding Pay. Individual experience will vary based on actual flying and number of boardings completed.

Examples:

One (1) boarding in a maximum-TFP duty period:

ANC-JFK: 0.50 TFP Boarding Pay ÷ 8.9 TFP = 5.6%

Four (4) boardings in a duty period with a five (5.0) TFP Average Duty Period Guarantee (ADPG):

ANC-FAI-ANC-BET-ANC turn: 2.0 TFP Boarding Pay ÷ 5.0 TFP = 40.0%

3. Block Hour Equivalents of Base TFP Step Rates

For industry comparison purposes, Flight Attendant estimated effective base TFP step rates (exclusive of Boarding Pay) converted to block hours are as follows:

		(+3%)	(+3%)
	3/2/2025	3/2/2026	3/2/2027
Year 1	\$35.52	\$36.59	\$37.68
Year 2	\$37.74	\$38.87	\$40.04
Year 3	\$40.24	\$41.45	\$42.69
Year 4	\$42.74	\$44.02	\$45.34
Year 5	\$47.18	\$48.60	\$50.05
Year 6	\$53.28	\$54.88	\$56.52
Year 7	\$58.28	\$60.03	\$61.83
Year 8	\$60.22	\$62.03	\$63.89
Year 9	\$62.16	\$64.02	\$65.95
Year 10	\$64.38	\$66.31	\$68.30
Year 11	\$66.21	\$68.20	\$70.24
Year 12	\$69.10	\$71.17	\$73.30
Year 13	\$79.92	\$82.32	\$84.78
Year 14	\$82.42	\$84.89	\$87.43

The above Base TFP Step Rates are converted to block hours at one and eleven-hundredths (1.11) TFP per block hour, which is calculated from a rolling annual average ratio (for Flight Attendants of total scheduled "hard" TFP, not inclusive of deadhead and/or MPRs) to total block hours. These rates are for industry comparison purposes only as Alaska Airlines Flight Attendants are not paid in block hours.

B. ANNIVERSARY STEP INCREASES (IF APPLICABLE)

Flight Attendants will move to the "Year 2" step rate of pay one (1) year from their Flight Attendant Occupational Seniority date and will thereafter move up one (1) step on the anniversary of their Flight Attendant Occupational Seniority date. Flight Attendants on the payroll as of the date of execution of this Agreement will retain their step rate and move into the next step on their anniversary date.

C. LONGEVITY PREMIUM

1. After a Flight Attendant has achieved sixteen (16) years of Occupational Seniority they will be compensated one-dollar (\$1.00) Longevity Premium on Worked TFP (exclusive of vacation and sick leave).
2. After a Flight Attendant has achieved twenty (20) years of Occupational Seniority they will be compensated one dollar and fifty cents (\$1.50) Longevity Premium on Worked TFP (exclusive of vacation and sick leave).
3. After a Flight Attendant has achieved twenty-five (25) years of Occupational Seniority they will be compensated two dollars (\$2.00) Longevity Premium on Worked TFP (exclusive of vacation and sick leave). A Flight Attendant will be compensated an additional one-dollar (\$1.00) Longevity Premium on Worked TFP

(exclusive of vacation and sick leave) for each subsequent five (5) years of Occupational Seniority achieved (e.g. 30 - \$3.00, 35 - \$4.00, 40 - \$5.00, 45 - \$6.00, 50 - \$7.00, etc.).

Flight Attendant Base TFP Step Rates with the addition of Longevity Premium on Worked TFP are as follows:

		(+3%)	(+3%)
	3/2/2025	3/2/2026	3/2/2027
Year 16 (\$1.00)	\$75.25	\$77.48	\$79.77
Year 20 (\$1.50)	\$75.75	\$77.98	\$80.27
Year 25 (\$2.00)	\$76.25	\$78.48	\$80.77
Year 30 (\$3.00)	\$77.25	\$79.48	\$81.77
Year 35 (\$4.00)	\$78.25	\$80.48	\$82.77
Year 40 (\$5.00)	\$79.25	\$81.48	\$83.77
Year 45 (\$6.00)	\$80.25	\$82.48	\$84.77
Year 50 (\$7.00)	\$81.25	\$83.48	\$85.77
Year 55 (\$8.00)	\$82.25	\$84.48	\$86.77
Year 60 (\$9.00)	\$83.25	\$85.48	\$87.77

Flight Attendants' estimated Base TFP Step Rates with the addition of Longevity Premium on Worked TFP and Boarding Pay, are as follows:

		(+3%)	(+3%)
	3/2/2025	3/2/2026	3/2/2027
Year 16 (\$1.00)	\$79.41 - \$104.95	\$81.76 - \$108.07	\$84.18 - \$111.28
Year 20 (\$1.50)	\$79.91 - \$105.45	\$82.26 - \$108.57	\$84.68 - \$111.78
Year 25 (\$2.00)	\$80.41 - \$105.95	\$82.76 - \$109.07	\$85.18 - \$112.28
Year 30 (\$3.00)	\$81.41 - \$106.95	\$83.76 - \$110.07	\$86.18 - \$113.28
Year 35 (\$4.00)	\$82.41 - \$107.95	\$84.76 - \$111.07	\$87.18 - \$114.28
Year 40 (\$5.00)	\$83.41 - \$108.95	\$85.76 - \$112.07	\$88.18 - \$115.28
Year 45 (\$6.00)	\$84.41 - \$109.95	\$86.76 - \$113.07	\$89.18 - \$116.28
Year 50 (\$7.00)	\$85.41 - \$110.95	\$87.76 - \$114.07	\$90.18 - \$117.28
Year 55 (\$8.00)	\$86.41 - \$111.95	\$88.76 - \$115.07	\$91.18 - \$118.28
Year 60 (\$9.00)	\$87.41 - \$112.95	\$89.76 - \$116.07	\$92.18 - \$119.28

Boarding Pay is calculated by taking a Flight Attendant's current base TFP step rate of pay and multiplying it by one-half (0.50) TFP per boarding as defined in 21.A.2 above. The above compensation ranges are calculated using the minimum and maximum range of Boarding Pay to scheduled TFP ratio per duty period based on the Company's current route network as of Date of Ratification. This equates to between an additional five and six-tenths percent (5.6%) to forty percent (40.0%) increase in compensation when adding on Boarding Pay. Individual experience will vary based on actual flying and number of boardings completed.

Examples:

One (1) boarding in a maximum-TFP duty period:

$$\text{ANC-JFK: } 0.50 \text{ TFP Boarding Pay} \div 8.9 \text{ TFP} = 5.6\%$$

Four (4) boardings in a duty period with a five (5.0) TFP Average Duty Period Guarantee (ADPG):

$$\text{ANC-FAI-ANC-BET-ANC turn: } 2.0 \text{ TFP Boarding Pay} \div 5.0 \text{ TFP} = 40.0\%$$

D. MINIMUM PAY RULES (MPRs)**1. Duty Period Minimum (DPM)**

A Flight Attendant will receive a minimum of four (4.0) TFP for each duty period in a sequence.

2. Extended Overnight Rule (EOR)

A Flight Attendant will receive an additional four (4.0) TFP minimum for each scheduled or actual period of time in a sequence completely free from duty between 1:00 AM and 11:00 PM (local time).

3. Multiday Sequence Minimum (MSM)

A Flight Attendant will receive a minimum of four (4.0) TFP times the number of calendar days in a multiday sequence with two (2) or more duty periods that is scheduled with or actually has fewer duty periods than the number of calendar days. A Flight Attendant will not be paid MSM on any sequence traded away at a SIP or as a jet bridge trade of a partial sequence.

4. Average Duty Period Guarantee (ADPG)

A Flight Attendant will be paid a minimum of five (5.0) TFP times the number of duty periods in a sequence. Sick Leave and/or pay protection will not be paid on ADPG ([Sections 16.D. \[Sick Leave Pay...\]](#) and/or [21.M. \[Pay Protection...\]](#)). A Flight Attendant will not be paid ADPG on any sequence partially or completely dropped due to illness or injury, or on a partial sequence traded away at a SIP or as a jet bridge trade.

5. MPRs as Applied to SIPs and Jet Bridge Trades

If a Flight Attendant initiates a modification to a sequence excluding Base Turns in [Section 8.T. \[Base Turns\]](#) (e.g. SIPs or Jet Bridge Trades), the resulting sequence(s) will not be subject to the ADPG and MSM. The DPM will be retained in all duty periods not affected by such modification but will not apply to duty periods affected by the SIP(s) or Jet Bridge Trade(s). If Crew Scheduling subsequently modifies the sequence(s) (e.g. for assignment to a Reserve or creating a Premium OT sequence), the aforementioned MPRs will apply.

6. MPR Credit Towards Two-hundred Forty (240.0)/Four-hundred Eighty (480.0) TFP Thresholds and Line Building

All MPRs will be considered credit towards two-hundred forty (240.0)/four-hundred eighty (480.0) TFP thresholds, reserve guarantee, sick leave accrual and pay.

DPM(s) EOR(s) and MSM will be credited toward line building per [Section 10.Y. \[Sequence Construction\]](#) if known prior to bidding.

7. DPM, MSM and EOR will apply to pay protection calculations (21.M. [Pay Protection...], below).**8. MPRs will be credited and paid consistent with [Section 10.Y.6. \[Sequence Construction\]](#). In the event that the sum total TFP value of a sequence does not meet the minimum TFP requirement of the ADPG, additional TFP will be compensated in order to bring the TFP value of the sequence up to the ADPG once the sequence has been flown pursuant to D.4., above.****9. Sit Pay will be paid in addition to all MPRs pursuant to 21.T. [Sit Pay], below.****10. Premium pay will not be paid on MPRs pursuant to 21.U. [Premium Pay], below).****11. Boarding Pay will be paid in addition to all MPRs pursuant to 21.A., above.****E. TFP CALCULATION****1. Standard TFP**

For the purposes of pay computation, a standard TFP will be any flight for which the nonstop mileage according to the U.S. Department of Transportation (DOT) Bureau of Transportation Statistics inter-airport distance is two-hundred forty-three (243) miles or less. A non-standard TFP will be any flight for which the nonstop mileage exceeds two-hundred forty-three (243) miles. In the event, however, there is in effect during the term of this Agreement, a non-standard TFP pay formula for Alaska Airlines pilots that would, if applied to Flight Attendants, be more beneficial to the Flight Attendants, then the nonstandard TFP formula used for pilots will also apply to Flight Attendants.

2. Non-standard TFP

Flight Attendants will be paid for non-standard TFP at the rate of one (1.0) standard TFP as set forth in E.1., above, plus one-tenth (0.1) TFP for each forty (40) mile increment over two-hundred forty-three (243) miles,

rounded up or down to the nearest forty (40) mile increment, unless a formula more favorable to the Flight Attendants is required under E.1., above.

F. COMPENSATION IN A BID MONTH AND MONTH END OVERLAP

A Flight Attendant's pay for a given bid month will include all TFP that is flown or credited in that bid month, except when a duty period overlaps from one bid month to the next, in which case the TFP for the entire overlapping duty period is included in the pay for the bid month in which the duty period began.

G. "A" POSITION PAY

1. Each flight will have an "A" position Flight Attendant.
2. Each Flight Attendant who flies in the "A" position will receive four dollars (\$4.00) for each TFP flown or credited.
3. Such compensation will be paid on MPRs (21.D. [Minimum Pay Rules] above) and will not be paid on Sit Pay (21.T. [Sit Pay], below).

H. HOLIDAY PAY

1. A Flight Attendant will be paid two times (2.0x) their trip rate for flights flown and/or APSB, including surface deadhead, on Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Day and Independence Day. For Reserves, one times (1.0x) goes toward the Reserve guarantee and one times (1.0x) is paid above the Reserve's guarantee on flights actually flown and/or APSB, including surface deadhead.
2. A Flight Attendant will be eligible for this holiday pay for any flight and/or APSB, including surface deadhead, which begins and/or ends on the actual day of the holidays named in this provision. However, if the flight operates and is scheduled to touch the holiday, but as a result of the operation does not touch the actual holiday, the Flight Attendant will be eligible for the holiday pay.
3. Holiday RON: A Lineholder will receive an additional four (4.0) TFP paid over and above all MPRs for each scheduled or actual day of the holidays named in H.1.a. above, that are free from duty during a sequence. A Reserve will receive an additional four (4.0) TFP paid above guarantee for each actual day of the holidays named in H.1., above that are free from duty during a sequence.

Examples:

For a sequence departing on July 3rd, a Flight Attendant will receive an additional four (4.0) TFP for July 4th (Independence Day) since they were free from duty for the entire calendar day of July 4th (midnight to midnight).

DAY	FLT	DPT	ORG	DST	ARR	TFP
1	821	7:00	SAN	LIH	10:20	7.1
			48:00 hr Layover			
3	818	10:20	LIH	SAN	19:00	7.1

Example, as shown in Rainmaker:

FLT NBR	ORG		DST	1.0 TRIP	EOR	1.0 HOL RON	2.0 HOL	2.5 TRIP	TRIP GRNTE
821	SAN	-	LIH	7.1					
818	LIH	-	SAN	7.1	4.0	4.0			

For a sequence departing on July 3rd, a Flight Attendant will not receive an additional four (4.0) TFP for July 4th (Independence Day) since they were not free from duty for the entire calendar day of July 4th (midnight to midnight). However, they will receive Holiday Pay pursuant to 21.H.1., above.

DAY	FLT	DPT	ORG	DST	ARR	TFP
1	298	22:00	SEA	EWR	7:00	6.4
			35:00 hr Layover			
3	477	19:00	EWR	SEA	22:00	6.4

Example, as shown in Rainmaker:

FLT NBR	ORG		DST	1.0 TRIP	EOR	HOL RON	2.0 HOL	2.5 TRIP	TRIP GRNTE
821	SEA	-	EWR				6.4		
818	EWR	-	SEA	6.4					

4. If a Flight Attendant reports for a sequence containing a flight that is scheduled to operate on a holiday and that flight subsequently cancels, then the Flight Attendant will receive one (1) TFP at two times (2.0x) their trip rate for the canceled flight in addition to all other appropriate pay premiums and pay provisions (including pay protection, if applicable). For a Reserve, one (1.0) TFP will be paid above the guarantee and one (1.0) TFP will be credited towards guarantee, both at straight time.

I. INTERNATIONAL PAY

Flight Attendants will be paid one dollar and fifty cents (\$1.50) per TFP for each flight flown into and out of the United States for all international destinations.

J. BLOCK AND GROUND DELAYS

1. Block Delays

Flight Attendants will receive compensation for block delays paid at one and eleven-hundredths (1.11) TFP per block hour, prorated and rounded up to the nearest one tenth (0.1) TFP, at the Flight Attendant's base TFP step rate.

2. Ground Delays

Flight Attendants will receive compensation for ground delays paid at one-half (0.5) TFP per hour, prorated and rounded up to the nearest one tenth (0.1) TFP, at the Flight Attendant's step rate.

3. Block and ground delays are calculated separately and will not be paid unless the delay meets or exceeds eleven minutes (:11). If the delay meets or exceeds eleven minutes (:11), the first eleven minutes (:11) of the delay is also counted. Block and ground delays are paid in the following circumstances:

- a. When the aircraft is held awaiting departure, regardless of where the aircraft is positioned, and the Flight Attendant is required to remain on duty (not including turn times).
- b. When the actual flight time exceeds the scheduled block-to-block time.
- c. When an aircraft is diverted enroute due to conditions at the originally scheduled destination, the actual block-to-block time will be compared with that of the originally scheduled segment for the purpose of this Section. It is understood that the airport pair of the actual segment will be different from that of the originally scheduled segment. Compensation under this Section if appropriate, will be in addition to any other applicable compensation as provided by the agreement.
- d. When there is a delay of an aircraft that delays the scheduled departure time of a Flight Attendant's first flight of a sequence, the Flight Attendant will be entitled to ground delay pay until the flight blocks out if the actual departure is eleven minutes (:11) or more past the scheduled departure.

- e. When there is a delay of an aircraft that delays the scheduled departure time of a Flight Attendant's subsequent flights of the sequence, the Flight Attendant will be entitled to ground delay pay until the flight blocks out if the actual ground time exceeds the scheduled ground time by eleven minutes (:11).

K. PUBLICITY, PROMOTIONAL AND OTHER SPECIAL ASSIGNMENTS

When a Flight Attendant is assigned to publicity, promotional or other special assignments and as a result is removed from their regular sequence assignment in order to participate in the special assignment, they should receive the appropriate trip rate for flights or sequences missed as a result of the special assignment. If the Company requests a Flight Attendant accept a special assignment on their duty time and the Flight Attendant accepts such assignment, the Company will compensate the Flight Attendant at a rate acceptable to the Flight Attendant. A Reserve Flight Attendant will be credited with six (6.0) TFP at the "A" position.

L. DEADHEAD COMPENSATION (INCLUDING SURFACE DEADHEAD)

(See also [Section 10.X. \[Deadhead\]](#).)

A Flight Attendant who deadheads at the Company's request will be paid or credited the appropriate trip rate for the flight on which they deadhead. For each surface deadhead, Flight Attendants will be paid and credited at three quarters (0.75) TFP per hour, prorated. In no case will the Flight Attendant receive less than one (1.0) TFP for each surface deadhead segment.

M. PAY PROTECTION DUE TO WEATHER, MECHANICAL OR TO SUIT COMPANY CONVENIENCE

1. If any flights appearing on a Flight Attendant's line of time are cancelled due to weather, mechanical or to suit Company convenience, and such flights are not made up the same day or days in the case of a multiday sequence(s) including an overnight(s), the Flight Attendant will be paid according to the TFP scheduled (excluding Boarding Pay, Sit Pay, Holiday RON Pay, and ADPG), except as provided for in [Section 10.S. \[Pre-Cancellations\]](#).
2. A Flight Attendant who has cancelled flying in a duty day, and a surface deadhead segment during the same duty day, will be paid the TFP associated with the value of the surface deadhead in 21.L., above, in addition to any pay protection already due under this Paragraph.
3. A Flight Attendant may pick up additional flying on a day in which they are pay protected and will receive both pay protection and the value of the additional scheduling obligation; however, sick leave will not be paid on such picked up flying not flown on any day(s) in which they are already receiving pay protection ([Section 16.D. \[Sick Leave Pay...\]](#)). A Flight Attendant may pick up additional flying on a day in which they are receiving pay protection for jury duty pursuant to [Section 24.A. \[Jury Duty\]](#) as long as they have satisfied all other notification requirements and scheduling obligations set forth in that Section.

N. STRANDED PAY

In the event a Flight Attendant is stranded, i.e. unable to fly their sequence (the sequence that is on their line following check-in) as scheduled for more than two hours (2:00), due to weather, mechanical problems, or to suit Company convenience, they will receive pay for such stranding (i.e. the act of being stranded) as described below.

1. When a Flight Attendant is stranded, they will be compensated on a day-for-day basis except as provided for under 1.e. (stranded pay in a sequence with a Multiday Sequence Minimum (MSM)) and 1.f. (stranded pay in a sequence with an Average Duty Period Guarantee (ADPG)), below, as follows:
 - a. The TFP value of flights flown including surface deadhead in addition to any TFP added to achieve the Duty Period Minimum (DPM); and
 - b. Sit Pay; and
 - c. Any applications of the Extended Overnight Rule (EOR) not related to the stranding(s); and
 - d. If the sequence in which the stranding occurs does not contain a Multiday Sequence Minimum (MSM), the greater of:
 1. (Stranded pay:) The TFP value of all instances of stranded pay in the day pursuant to N.2., below; or
 2. (Pay protection:) The scheduled TFP value of scheduling obligations not flown or made up that day as a result of the stranding(s) plus the TFP value of any scheduling consequence(s) resulting from the applicable stranding(s) that directly affects any duty or rest period in the same or subsequent sequence(s) (e.g. when related to the stranding: any EOR application(s), adjustments due to compensatory "double-out" rest or other contractual legalities, etc.); or

- e. If the sequence in which the stranding occurs contains a Multiday Sequence Minimum (MSM), the greater of:
 - 1. (Stranded pay in the entire sequence:) The TFP value of all instances of stranded pay in the sequence pursuant to N.2., below; or
 - 2. (All pay protection:) The scheduled TFP value of all scheduling obligations not flown or made up in the entire sequence plus the TFP value of any MSM over the life of the sequence plus the TFP value of any scheduling consequence(s) resulting from the applicable stranding(s) that directly affects any duty or rest period in the same or subsequent sequence(s) (e.g. when related to the stranding: any EOR application(s), adjustments due to compensatory "double-out" rest or other contractual legalities, etc.); and
- f. TFP added to the sequence to achieve the Average Duty Period Guarantee (ADPG).
- g. If a duty period crosses midnight such duty period will be credited in the day in which the duty period starts for the purposes of calculating pay protection or stranded pay pursuant to this provision.

2. Stranded Pay

- a. Commencing with the time the aircraft blocks in at the gate or is scheduled to depart from the gate, whichever is appropriate, at the station at which it is stranded and terminating with the time the aircraft blocks out of the station at which it is stranded, each Flight Attendant will be paid one (1.0) TFP for each four hours (4:00) of such period (over two hours (2:01 or more) will count as a full four hours (4:00), two hours (2:00) or less will not count).
 - b. Each stranding will be considered separately whenever possible and calculated accordingly for pay purposes; however, if the sequence in which a stranding occurs contains an MSM, all instances of stranded pay are considered across the entire sequence pursuant to 1.e., above. If multiple strandings occur in a sequence such that it is not possible to isolate which scheduling consequence(s) is directly related to a particular stranding for the purposes of determining the greater of stranded pay or pay protection pursuant to N.1.b.2., above, the TFP value of such scheduling consequence(s) will be considered against each applicable stranding separately.
 - c. Each occurrence of stranded pay between flights in the same duty period will reduced by one (1.0) TFP for Sit Pay already compensated for ground time in excess of two hours (2:00) during the same period pursuant to 21.T. [Sit Pay], below.
 - d. Unless otherwise provided elsewhere in this Agreement, receiving Stranded Pay will not negate a Flight Attendant's right to receive other pay provisions.
3. If a Flight Attendant has been given an alternate assignment (such as under [Sections 10.R. \[Same-Day Scheduling Changes and Reassignments\]](#), [10.S. \[Pre-cancellations\]](#) and/or [16.L. \[Calling in Well\]](#), etc.) and they are stranded during the alternate assignment, the baseline for the pay protection comparison pursuant to 1.d.2. and 1.e.2., above, is the greater of the following on a day-for-day comparison:
- a. The TFP value of the sequence on the Flight Attendant's line prior to any scheduling adjustment(s); or
 - b. The TFP value of the alternate assignment flown.
4. If a Flight Attendant is stranded and such stranding leads to a RON that results in flying during a duty period commencing on a scheduled day off, stranded pay under 21.N. will be calculated separately from compensation under [Section 9.D.1.d. \[Company's Right to Assign JA\]](#). The period used to calculate stranded pay under this Section will continue up to the time the duty period preceding the unscheduled RON was scheduled to end (i.e. the time the final duty period of the sequence that was on the Flight Attendant's line following check-in was scheduled to end). The compensation under [Section 9.D.1.d. \[Company's Right to Assign JA\]](#) of one (1.0) TFP for every four hours (4:00) until release at domicile will begin thereafter.

O. PAY SHORTAGE

In the event there is a shortage of payment in a Flight Attendant's paycheck of one-hundred dollars (\$100.00) or more due to Company error, and the Flight Attendant desires payment for such shortage prior to the next payday, the Flight Attendant will notify Crew Administration who will arrange for the payment for such shortage within three (3) work days of normal office hours.

P. OVER-DUTY COMPENSATION

If a Flight Attendant's duty day exceeds twelve hours and thirty minutes (12:30), they will be compensated in accordance with [Sections 8.F. \[Over-Duty Pay\]](#), [8.G. \[Fourteen Hour \(14:00\) Duty...\]](#) and [8.H. \[Compensatory \(Double-Out\) Rest\]](#), unless provided for elsewhere in the Agreement.

Q. COMPENSATION FOR FLYING GREATER THAN SCHEDULED

If a Flight Attendant is given a Reassignment on a scheduled day of work, they will be compensated for flying greater than scheduled per [Section 10.R.4.g. \[Pay for Reassignments\]](#) and [21.N. \[Stranded Pay\]](#), if applicable. If a Flight Attendant is JA'd at the completion of a scheduled sequence, they will be compensated per [Section 9.D.1.d. \[Company's Right to Assign JA\]](#).

R. PRODUCTIVITY PREMIUM PROGRAM (PPP)

1. There will be two (2) defined blocks of months where a Flight Attendant can qualify for the Productivity Premium Program (PPP). The first defined block "Block 1" will contain the months of March, April, and May. The second defined block "Block 2" will contain the months of June, July August, and December.
2. To qualify for the PPP, a Flight Attendant's Worked TFP, State Sick Leave TFP plus any paid vacation credit and unpaid vacation credit of four (4.0) TFP per day in Block 1 or Block 2 must exceed the TFP equivalent of the Flight Attendant's combined PBS bid award over the months contained in that block by at least thirty (30.0) TFP for Block 1 and forty (40.0) TFP for Block 2.
3. A Flight Attendant who qualifies for Block 1 PPP will receive five hundred dollars (\$500.00).
4. A Flight Attendant who qualifies for Block 2 PPP will receive two-thousand dollars (\$2,000.00)
5. If a Flight Attendant is awarded a Reserve Line the TFP equivalent of their bid award is five (5.0) TFP multiplied by the number of Reserve days awarded, plus any of the following if applicable: carry-in, vacation credit and non-Recurrent Company-required training.
6. Sick Leave Make-Up TFP is excluded, except for TFP in excess of sick bank restoration.
7. PPP is eligible for 401(k) Company match (pursuant to [Section 29.B. \[401\(k\) Company Match\]](#)).
8. Taxes on PPP will be withheld consistent with the applicable Internal Revenue Service Individual Tax Rate Schedule and the Flight Attendant's current Form W-4 withholding allowances.
9. PPP payouts are considered "incentive pay" under the Performance Based Pay (PBP) plan. The determination of whether PPP payouts are PBP eligible earnings are governed by plan rules and therefore PPP payouts are not PBP eligible earnings under the current plan.
10. For any full bid month in which a Flight Attendant is on a "no-bid" status, the TFP equivalent of their bid award will be seventy-five (75.0) TFP. The TFP value of any month-end overlap carry-in or pre-planned absences will be excluded in a "no-bid" month for the purposes of determining the TFP equivalent of their bid award.

S. PRE-BOARDING COMPENSATION

1. Lineholder: One-half (0.5) TFP
2. Reserve on duty except for APSB: One-half (0.5) TFP paid towards guarantee ([Section 11.F.8. \[Airport Standby\]](#))
3. Reserve off duty: One-half (0.5) TFP paid above guarantee
4. Airport Standby Reserve: No additional compensation other than APSB credit ([Section 11.F.8. \[Airport Standby\]](#))

T. SIT PAY

1. Scheduled or actual ground time in excess of two hours (2:00) between flights in the same duty period will be paid an additional one (1.0) TFP.
2. Sit Pay will be paid in addition to all MPRs ([21.D. \[Minimum Pay Rules\]](#), above).
3. Sit Pay will be paid above a Reserve's guarantee. A Reserve will be paid an additional one (1.0) TFP above guarantee if the actual ground time is in excess of two hours (2:00) between flights in the same duty period.

4. Sick Leave, pay protection and/or premium pay will not be paid on Sit Pay ([Section 16.D. \[Sick Leave Pay...\]](#)), 21.M. [Pay Protection...], and 21.U. [Premium Pay]).

U. PREMIUM PAY

Whenever premium pay (i.e. pay at one and one-half times (1.5x) the trip rate or greater) is due, such pay applies only to flights flown including surface deadhead, training pay and other pay as specifically provided for elsewhere in the Agreement. Premium pay is not paid on MPRs (21.D. [Minimum Pay Rules]) or Sit Pay (21.T. [Sit Pay]), above.

V. "SCHEDULED" OR "ACTUAL" FOR MINIMUM PAY RULES (MPRs), SIT PAY, AND / OR HOLIDAY RON

When determining the greater of "scheduled or actual" for the purposes of Minimum Pay Rules (21.D. [Minimum Pay Rules]), Sit Pay (21.T. [Sit Pay]), or Holiday RON (21.H.3), above, "scheduled" will mean the sit time and/or TFP scheduled when the sequence was originally constructed by Crew Planning, created by Crew Scheduling, or when picked up from or traded with Open Time or another Flight Attendant unless specifically excluded pursuant to provisions related to Jet Bridge Trades ([Section 12.C.7. \[Trading Procedures\]](#)) or SIPs ([Section 12.G. \[Sequence Interruption Point...\]](#)). An automated scheduling adjustment by Winds Aloft or a successor program (i.e. a program that calculates projected flying time due to winds at altitude) made to a sequence already on a Flight Attendant's line is not considered "scheduled" for the purposes of determining eligibility for MPRs and/or Sit Pay.

W. DRUG AND ALCOHOL TESTING

A Flight Attendant will be paid thirty dollars (\$30.00) for each drug or alcohol test. If a Flight Attendant must submit to an alcohol and drug test on the same day, they will be paid thirty dollars (\$30.00) for each test, for a total of sixty dollars (\$60.00) for both tests.

ADDENDUM

1. How am I paid if my aircraft diverts enroute?

When an aircraft is diverted enroute due to conditions at the originally scheduled destination, the actual block-to-block time is compared with that of the originally scheduled segment for calculation under [Section 21.J.3. \[Block and Ground Delays\]](#). The TFP under [Sections 21.D. \[Minimum Pay Rules\]](#), [21.E. \[TFP Calculation\]](#) and [21.F. \[Compensation in a Bid Month\]](#) will be paid for the greater of scheduled or actual flying.

2. How am I paid if I am on an unscheduled overnight?

See [Section 9.D.1.d. \[Company's Right to Assign JA\]](#) and [Addendum to Section 9 #2](#) for an unscheduled overnight into days off subsequent to being JA'd at the completion of your sequence. See [Sections 9.D.1.d. \[Company's Right to Assign JA\]](#) and [21.N.4. \[Stranded Pay\]](#) for a stranding that leads to an unscheduled overnight into days off. See [Sections 10.R.4. \[Reassignments\]](#) and [21.M. \[Pay Protection\]](#) for an unscheduled overnight(s) into days on.

3. What is stranded pay?

Stranded pay: If you are on a sequence that does not contain a Multiday Sequence Minimum (MSM) and you are stranded in excess of two hours (2:01 or more) due to weather, mechanical problems or to suit Company convenience, you will generally be paid the greater of (see [Section 21.N. \[Stranded Pay\]](#) for exact details):

The scheduled TFP value of cancelled flights not flown or made up that same day; or

Commencing with the time the aircraft blocks in at the gate or is scheduled to depart from the gate, whichever is appropriate, at the station at which it is stranded and terminating with the time the aircraft blocks out of the station at which it is stranded, you will be paid one (1.0) TFP for each four hours (4:00) of such period (over two hours (2:01 or greater) will count as a full four hours (4:00); two hours (2:00) or less will not count) .

The time period for calculation of stranded pay commences at the time the aircraft blocks in at the gate, or is scheduled to depart from the gate, whichever is appropriate, and terminates at the time the aircraft actually departs.

Example: Stranded Pay

Scheduled Sequence								
DAY	FLT NBR	ORG	DST	DEP	ARR	BLK TIME	TFP	TOTAL TFP
SU	530	SEA	- BUR	1000	1218	218	2.7	
SU	583	BUR	- PDX	1255	1505	210	2.4	5.1
MO	504	PDX	- LAX	0655	0908	213	2.5	
MO	553	LAX	- PDX	0950	1208	218	2.5	
MO	712	PDX	- PHX	1355	1710	223	2.9	7.9
TU	725	PHX	- PDX	0700	0844	244	2.9	
TU	723	PDX	- SEA	0915	1000	45	1.0	3.9

TOTALS 16.9 hard-time TFP + 4.0 TFP Duty Period Minimum (DPM) of 0.1 TFP = 17.0 total TFP.

Assume you fly Flight 725 PHX-PDX on Day Three, and that Flight 725 PDX-SEA cancels due to a mechanical. You deadhead to domicile on Flight 723, departing PDX at 1655. You have been stranded in Portland for over eight hours (8:00). You will be paid the greater of one (1.0) TFP Stranded Pay (two (2.0) TFP Stranded Pay for a stranding over eight hours (8:00) but reduced by one (1.0) TFP already paid as Sit Pay over two hours (2:01+)) or the scheduled TFP value of cancelled flights not flown or made up the same day.

Revised Sequence								
DAY	FLT NBR	ORG	DST	DEP	ARR	BLK TIME	TFP	TOTAL TFP
SU	530	SEA	- BUR	1000	1218	218	2.7	
SU	583	BUR	- PDX	1255	1505	210	2.4	5.1
MO	504	PDX	- LAX	0655	0908	213	2.5	
MO	553	LAX	- PDX	0950	1208	218	2.5	
MO	712	PDX	- PHX	1355	1710	223	2.9	7.9
TU	725	PHX	- PDX	0700	0844	244	2.9	
TU	DH	723	PDX	- SEA	1655	1745	50	1.0
							1.0	3.9

TOTALS 16.9 hard-time TFP + 4.0 TFP Duty Period Minimum (DPM) of 0.1 TFP + Stranded Pay of 1.0 TFP + Sit Pay of 1.0 TFP = 19.0 total TFP.

TFP paid for Stranded Pay can be identified on your Flight Attendant Pay Detail by the absence code "SR". [Section 21.N. \[Stranded Pay\]](#)

4. How am I paid when the aircraft is held awaiting departure (ground delays)?

If your actual ground time exceeds your scheduled ground time by eleven minutes (:11) or more (not including turn times), you are paid one-half (0.5) TFP per hour, prorated and rounded up to the nearest one-tenth (.1) TFP, at the Flight Attendant's step rate including the first eleven minutes (:11), for block and ground delays. [Section 21.J. \[Block and Ground Delays\]](#)

5. How am I paid if my actual block time exceeds my scheduled block time?

If your actual block time exceeds your scheduled block time by eleven minutes (:11) or more, you are paid one and eleven-hundredths (1.11) TFP per hour, prorated and rounded up to the nearest one-tenth (0.1) TFP, at the Flight Attendant's step rate including the first eleven minutes (:11) for block and ground delays.

6. What happens if my flight(s) cancels? Am I released? How am I paid?

If a flight(s) cancels due to weather, mechanical, or to suit Company convenience, you must contact Crew Scheduling for a release or revised flying. You will be paid according to your scheduled sequence or what you fly, whichever is greater. [Section 21.M.2. \[Pay Protection...\]](#) If your flight cancels in advance of the day of departure, the provisions of [Section 10.S. \[Pre-Cancellations\]](#) will apply.

7. Does ground holding accrue during debrief?

No. [Section 21.J. \[Block and Ground Delays\]](#)

8. Is it possible to receive stranded pay and delay pay?

Yes, if you are stranded for over two (2) hours while you are on duty. Once you are released into crew rest, you will receive only stranded pay under [Sections 21.N. \[Stranded Pay\]](#) (or pay under [9.D.1.d. \[Company's Right to Assign JA\]](#) if released into an unscheduled RON).

9. What do I get paid for alcohol or drug testing?

You will receive thirty dollars (\$30.00).

10. How am I paid for the taxi leg in Phoenix from the international to domestic terminal?

You will receive fifteen dollars (\$15.00). If block-in at the international gate (including clearing customs and taxi) to block-in at the domestic gate exceeds one (1) hour, you will receive an additional fifteen dollars (\$15.00) for each hour of duty worked, prorated to the nearest minute. You will also be compensated the fifteen dollars (\$15.00) if you call in sick for the sequence that includes the taxi leg.

The following will apply to inbound Flight Attendant crews from Mexico to Phoenix:

- a. Continuing Flight Attendant crews may be required to re-board the aircraft at the Phoenix International Terminal for taxi to the domestic gate. In this circumstance, each Flight Attendant will receive fifteen dollars (\$15.00).
- b. Flight Attendants who terminated their duty day in Phoenix and who were required to re-board the aircraft at the Phoenix International Terminal for taxi to the domestic gate will receive fifteen dollars (\$15.00). In this circumstance, if the Flight Attendant's duty time continued beyond one (1) hour after initial block-in time at the international terminal, they will receive fifteen dollars (\$15.00) for each additional hour of duty worked, prorated to the nearest minute. Duty time will be extended to the time the Flight Attendant was relieved from duty at the Phoenix Domestic Terminal.

Flight Attendant crews inbound from Mexico who are scheduled to terminate the duty day in Phoenix may not be required to re-board the aircraft at the Phoenix International Terminal for taxi to the domestic gate.

11. Do I accrue sick leave on stranded pay?

No. [Section 16.A. \[Sick Leave Accrual...\]](#)

12. When do I receive "A" pay?

Flight Attendant must actually fly a sequence or portion thereof, in order to receive "A" pay for each TFP flown or credited. For example, if a Flight Attendant is awarded the "A" position on a sequence for which they call in sick, the Flight Attendant would not be compensated the "A" premium pay for the sequence. However, if a Flight Attendant actually flies the sequence and is credited beyond what is actually flown, as in the case of a four (4.0) TFP minimum, the Flight Attendant would receive "A" premium pay for each TFP flown or credited.

13. When do I advance to the next pay step?

You will advance a pay step based on the anniversary of your Occupational Seniority date.

14. Minimum Pay Rule and/or Sit Pay Examples:

Example of a 1-day sequence: (w/ ADPG & Sit Pay)						Example of a 3-day sequence: (w/ EOR)					
Day	Flight	DEP	ARR	TFP	SIT	Day	Flight	DEP	ARR	TFP	SIT
1	187	ANC14:05	FAI 15:04	1.0	:46	1	473	LAX 19:10	SEA 21:50	2.8	1:10
	188	FAI 15:50	ANC 16:54	1.0	2:13		698	SEA 23:00	GEG 23:58	1.0	
	45	ANC 19:07	BET 20:20	1.4	:50	2	(30:02 layover in GEG)				
	46	BET 21:10	ANC 22:15	1.4		3	699	GEG 06:00	SEA 07:06	1.0	1:54
							456	SEA 09:00	LAX 11:38	2.8	
			Actual TFP:	4.8						8.0 TFP (w/ DPM) Actual TFP:	7.6
			Bid TFP:	4.8						Bid TFP:	12.0
			Paid TFP:	6.0						Paid TFP:	12.0
[(ADPG) 5.0 x 1 duty period (5.0 TFP)] + [Sit over 2 hours paid at 1.0 TFP x 1 sit (1 TFP)] = 6.0 TFP						The new Extended Overnight Rule (EOR) pays 4 TFP for Day 2 (30hr layover) for a same total value of 12 TFP.					
Example of a 4-day sequence: (w/ ADPG & Sit Pay)						Example of a 1-day sequence: (w/ Sit Pay)					
Day	Flight	DEP	ARR	TFP		Day	Flight	DEP	ARR	TFP	SIT
1	527	ONT 17:00	SEA 19:37	2.8	1:44	1	470	SEA 06:55	LAX 09:25	2.8	2:35
	372	SEA 21:21	SMF 23:13	1.9			479	LAX 12:00	SEA 14:43	2.8	
2	373	SMF 10:33	SEA 12:28	1.9	2:22						
	362	SEA 14:50	SMF 16:29	1.9						Actual TFP:	5.6
3	365	SMF 06:53	SEA 09:09	1.9	:49					Bid TFP:	5.6
	346	SEA 09:58	OAK 11:56	2.1						Paid TFP:	6.6
4	359	OAK 09:55	SEA 11:56	2.1	1:59					Additional pay for sit over 2 hours paid at 1.0 TFP x 1 sit (1 TFP)	
	532	SEA 13:55	ONT 16:30	2.8							
			Actual TFP:	17.4							
			Bid TFP:	17.4							
			Paid TFP:	21.0							
[(ADPG) 5.0 x 4 duty periods (20 TFP)] + [Sit over 2 hours paid at 1.0 TFP x 1 sits (1 TFP)] = 21.0 TFP											

- 22.A. Per Diem**
- 22.B. Transportation**
- 22.C. Buy on Board Food Discount for Working Crew**
- 22.D. Passport Renewals**

A. PER DIEM

A Flight Attendant will receive an hourly per-diem allowance for each hour they are away from their domicile, starting at the time of required check-in and ending fifteen minutes (:15) after arrival of the last flight in their sequence. This per-diem is designated as compensation for meals. The per diem allowance will be two dollars and seventy-five cents (\$2.75) per hour as of March 2, 2025. The per diem allowance will increase five cents (\$0.05) to two dollars and eighty cents (\$2.80) per hour on March 2, 2026. The per diem allowance will increase an additional five cents (\$0.05) to two dollars and eighty-five cents (\$2.85) per hour on March 2, 2027.

B. TRANSPORTATION

Company will provide dependable transportation from airport to layover point and return, including dependable transportation for applicable surface deadhead. When transportation is not provided within thirty-five minutes (:35) from block-in or within ten minutes (:10) of the scheduled departure time from the hotel, Flight Attendants will be reimbursed for the actual expenses incurred for transportation to or from the airport, or for the actual expenses incurred for applicable surface deadhead transportation.

C. BUY ON BOARD FOOD DISCOUNT FOR WORKING CREW

If perishable or non-perishable food items are available for sale on a flight, a Flight Attendant may purchase one (1) item per duty period at fifty percent (50%) of the retail price. Perishable items left over may be consumed upon completion of the service at no cost.

D. PASSPORT RENEWALS

(For procedures when a Flight Attendant does not have their passport during the renewal process and has international flying, see [Section 10.S.8. \[Pre-Cancellations...\]](#).)

1. The Company will pay for all Flight Attendant passport renewals, including a renewal required due to a name change, at the U.S. Department of State rate and associated required passport photographs up to the regular fee charged by the United States Postal Service (USPS).
2. Flight Attendants may choose to utilize expedited passport services and the associated costs for expedited passport services will be reimbursed by the Company (up to the amount charged by the U.S. Department of State, optional expedited shipping excluded)
3. Instructions for the renewal process and reimbursement will be posted on the Company's Flight Attendant website.

- 23.A. Flight Attendant Insurance Plan(s)**
- 23.B. Eligibility for Insurance**
- 23.C. Short Term Disability (STD) Insurance Plan**
- 23.D. Long Term Disability (LTD) Insurance Plan**

A. FLIGHT ATTENDANT INSURANCE PLAN(S)

The Flight Attendants' PPO medical/dental/vision insurance plan will be separated from the Company-wide plan and will provide benefits comparable to those offered under the Alaska Airlines pilots' insurance program, subject to the following limitation:

1. Contributions for the PPO Insurance Plan in which Flight Attendants Participate
 - a. Flight Attendant PPO contributions in 2026 will not increase by more than three percent (3.0%) from the PPO contributions effective in 2025.
 - b. In each subsequent year, Flight Attendant PPO contributions will not increase by more than eight percent (8.0%) from the prior year.
 - c. At no point will the PPO contributions exceed a twenty percent (20%) cost share of the total premium cost.

Maximum PPO Contribution Increases

2026 – Up to three percent (3.0%) of 2025 contribution rates, but no more than twenty percent (20%) of total premium cost

2027 – Up to eight percent (8.0%) of 2026 contribution rates, but no more than twenty percent (20%) of total premium cost

2028 – Up to eight percent (8.0%) of 2027 contribution rates, but no more than twenty percent (20%) of total premium cost

2029+ - Up to eight percent (8.0%) of the prior year contribution rates, but no more than twenty percent (20%) of total premium cost in any given year.

2. The Company will offer a high-deductible group-insurance plan. Flight Attendants will pay no more than any other work group to participate in the plan. The premium contribution for the high-deductible group-insurance plan will not exceed the premium contribution for the Regular PPO plan in A.1., above for the respective coverage tiers.
3. For Health Maintenance Organizations (HMO), where offered, the Flight Attendant will pay the difference between the entire cost of the HMO and the Company contribution for the PPO plan, subject to a minimum Flight Attendant contribution of the amount charged to PPO plan participants.
4. Flight Attendants will receive no less adoption assistance benefit than the adoption assistance policy covering Company management personnel, and any Company-wide benefit implemented in the future.
5. In the future, should all other Company labor leaders agree to participate in an all-union "Benefits Coalition" for the sole purpose of negotiating common medical, dental and vision plans and rates for all labor groups, the Association will also agree to participate. This does not obligate the Association to reach any agreement as a result of participating in any such "Benefits Coalition."

B. ELIGIBILITY FOR INSURANCE

1. Flight Attendants must fly or be credited four-hundred eighty (480.0) TFP in a calendar year to be eligible for Company-paid medical, dental and vision insurance inclusive of the following:
 - a. Worked TFP;
 - b. Sick leave TFP; and
 - c. Maximum vacation (based on Company Seniority) no pay or flying requirement for either.

Examples:

1. A Flight Attendant has five (5) years of Company Seniority and could potentially have eighty-four (84.0) TFP vacation credit, but they did not meet the four-hundred eighty (480.0) TFP threshold the year prior and therefore has no vacation pay. Regardless, eighty-four (84.0) TFP will be credited towards their four-hundred eighty (480.0) TFP threshold for insurance

qualification. This "soft credit" will not apply for qualification for any other threshold (e.g. uniform or vacation).

2. A Flight Attendant has sixteen (16) years of Company Seniority and could potentially have one-hundred and twelve (112.0) TFP vacation credit, but they did not meet the four-hundred eighty (480.0) TFP threshold the year prior and therefore has no vacation pay. Regardless, one-hundred and twelve (112.0) TFP will be credited towards their four-hundred eighty (480.0) TFP threshold for insurance qualification. This "soft credit" will not apply for qualification for any other threshold (e.g. uniform or vacation).
2. In B.1. above, unpaid TFP credit will be applied and/or the look-back period will be modified consistent with [Sections 15.M. \[Leaves with Coordination...\]](#) and [15.N. \[Unpaid Leaves...\]](#), as applicable.
3. If the Flight Attendant is not credited with four-hundred eighty (480.0) TFP in the calendar year pursuant to B.1. and B.2., above, they may elect to forego Company insurance coverage or to pay the entire premium.
4. Company-paid coverage will be restored in the first full month after the Flight Attendant flies or is credited four-hundred eighty (480.0) TFP in a calendar year.

C. SHORT TERM DISABILITY (STD) INSURANCE PLAN

1. At the Flight Attendant's option, they may coordinate available sick leave and/or vacation with Short Term Disability pursuant to [Section 15.M. \[Leaves with Coordination...\]](#).
2. When a Flight Attendant's average monthly TFP earnings generate a benefit from Workers' Compensation or Short Term Disability that exceeds the maximum TFP allowed per [Section 16.C.1.b. \[Lineholder Sick Leave Usage\]](#) they will be allowed to retain their group health care coverage (medical, dental, vision) by paying the active employee rate for the Flight Attendant and dependent(s), if applicable, for the duration of the leave. Eligibility under this provision will satisfy the "active coverage at the commencement of Long Term Disability (LTD)" requirement in [Section 23.D.6.a. \[Group Health Care Benefits\]](#) for the purposes of continued Group Health Care Benefits.
3. A Flight Attendant who qualifies for STD part way through a bid month will be afforded the ability to coordinate sick leave in addition to compensation from the STD benefit. The maximum amount of sick leave that may be coordinated is based on the TFP credit of the scheduling obligation(s) on their line at the time of the STD-eligible illness or injury and that remain on their line at the time the STD benefit is processed by Crew Administration. The TFP value of the remaining scheduling obligation(s) will be multiplied by the Flight Attendant's step rate and reduced by their STD benefit. The remainder will be divided by the Flight Attendant's step rate and the result is the calculated sick leave TFP equivalent that may be drawn from their sick leave bank. Alternatively, a Flight Attendant may coordinate vacation using the same calculation method by dividing the TFP equivalent by four (4) and rounding to the nearest whole number in order to determine the number of vacation day(s). See [15.M.1. and 15.M.2. \[Leaves with Coordination...\]](#).

D. LONG TERM DISABILITY (LTD) INSURANCE PLAN

1. The Company will pay one-hundred percent (100%) of the premiums to an insurance carrier for a Long Term Disability insurance (LTD) policy for all eligible Flight Attendants. The insurance carrier will be selected by the Company, so long as the LTD policy meets the following minimum specifications.
 - a. Eligibility:

A Flight Attendant will be eligible for the LTD plan if the date of their qualifying disability occurs no earlier than the first day of the bid month following their initial thirty (30) days of service. A Flight Attendant will remain eligible for any month during which the date of their qualifying disability occurs while they are on the active payroll or on an approved leave of no more than thirty-one (31) days unless a longer duration is allowed by the insurance contract. Provided the Flight Attendant has met the qualifications for the LTD benefit and is employed by the Company on the date of their qualifying disability, they will continue to receive such benefit after separation from the Company, subject to the provisions of this Section and plan rules.
 - b. Elimination Period:

The plan will have an elimination (waiting period) of one-hundred eighty (180) days after the date that the Flight Attendant becomes disabled.

c. Duration:

LTD benefits will continue to be paid as long as the Flight Attendant remains disabled under the terms set forth in the LTD policy, but will cease upon reaching Social Security Normal Retirement Age (SSNRA), unless the insurance carrier underwriting the plan extends benefits to meet a minimum benefit period it establishes.

d. Duration for disabilities after SSNRA:

Covered Flight Attendants who become disabled after their SSNRA will receive no fewer than twelve (12) months of benefits, provided that they remain disabled under the terms set forth in the plan.

e. Pre-Existing and Certain Other Medical Conditions:

LTD benefits will be subject to pre-existing condition limitations and exclusions established by the insurance carrier. Also, the insurance carrier may not provide coverage, or may limit the length of benefits, for certain conditions see C.5.e.1., below, for list of examples.

1. An otherwise covered disability will be deemed pre-existing if it is due to a medical condition for which they received a diagnosis or treatment during the three (3) month period prior to the date of eligibility for LTD coverage.
2. After twelve (12) months of coverage under the LTD plan, the medical condition will no longer be considered pre-existing for the purposes of determining eligibility for benefits.

2. Benefits

- a. The monthly LTD benefit will equal fifty percent (50%) of the Flight Attendant's average monthly TFP earnings for the last twelve (12) months of active service prior to date of disability (excluding approved leaves or furlough).
 1. "TFP earnings" includes all amounts paid in TFP, but does not include Visa payments, per diem, PBP, OPR, other bonuses or forms of compensation.
 2. The "TFP earnings" will be prorated for Flight Attendants who do not have twelve (12) months of active service. For example, a Flight Attendant who has six (6) months of active service, with a total of four-hundred twenty (420.0) paid TFP, will be prorated to average monthly earnings of seventy (70.0) TFP.
- b. The maximum monthly benefit will be five-thousand dollars (\$5,000.00).
- c. The minimum monthly benefit will be the greater of fifteen percent (15%) of "TFP earnings" or one-hundred dollars (\$100.00).
- d. If a Flight Attendant becomes deceased while eligible to receive benefits under the LTD plan, their designated survivor will receive a lump sum equal to six (6) months' gross benefit.

3. Definition of Disability

- a. For the first twenty-four (24) months that a Flight Attendant receives LTD benefits, they will be considered disabled if they are unable to perform their own occupation due to a covered disabling illness or injury.
- b. After twenty-four (24) months of receiving LTD benefits, a Flight Attendant will be considered disabled if they are unable to perform any occupation, due to a covered disabling illness or injury, that pays at least sixty percent (60%) of their pre-disability earnings.

If the carrier selected by the Company offers an "any occupation" definition of eighty percent (80%) of pre-disability earnings (versus sixty percent (60%)) at a cost load for the definition of disability that is no more than five percent (5%) higher than for the "any occupation" definition of sixty percent (60%), the Company will specify that the "any occupation" definition be eighty percent (80%) of pre-disability earnings. If the cost load of an "eighty percent (80%) definition" is more than five percent (5%) greater than the "sixty percent (60%) definition", but a lower percentage definition would not exceed the five percent (5%) cost load, and it is offered by the carrier, then that percentage definition will be used (e.g. "seventy percent (70%) definition" or "seventy-five percent (75%) definition").

4. Offsets

- a. The following will be offset from the Flight Attendant's gross monthly LTD benefits:
 1. Social-security disability for the member only (not family members).

2. Workers' Compensation benefits, except that there is no offset for payments received attributable to "permanent impairment" (i.e., payments received for loss of limb or other complete impairment, which are paid in addition to income continuation payments under Workers' Compensation laws).
3. Sick leave paid to the Flight Attendant by the Company that, when added to the amount of the LTD benefit, exceeds one-hundred percent (100%) of pre-disability earnings.
4. Any other offset required by the insurance carrier and not specifically set forth in C.4.b., below.
- b. The following will not be offset from the Flight Attendant's gross monthly LTD benefits:
 1. Work incentive (alternate duty), up to one-hundred percent (100%) of pre-disability earnings.
 2. Sick leave up to one-hundred percent (100%) of pre-disability earnings.
 3. Vacation pay, grievance settlements or awards, profit sharing, and imputed income.
 4. Income from a job/self-employment that the Flight Attendant held prior to date of disability.
 5. Pensions received from an employer other than Alaska Airlines.
5. Request for Proposal (RFP) Process
 - a. The MEC President or their designee will be engaged in the RFP process.
 - b. The MEC President or their designee will have the right to review quotes received and plan descriptions.
 - c. The Association will not object to any plan that meets the requirements of 23.D. [Long Term Disability...].
 - d. The Company will provide the insurance carrier(s) with the then-current Flight Attendant job description as part of the RFP and renewal process(es).
 - e. The Company will attempt (but not be required, initially or upon renewal) to achieve additional plan benefits/design components. Examples of such components include, but are not limited to:
 1. Elimination of or limiting exclusions for self-reported conditions; muscular-skeletal conditions; mental or nervous disorders, such as schizophrenia or bipolar disorder, Alzheimer's disease/organic brain disease.
 2. Limiting offsets that would reduce the LTD benefit.
 3. Providing custom communications to members.
 4. Providing those who are receiving benefits with a non-mandatory ten percent (10%) rehabilitation incentive.
 5. Maintaining eligibility for continuous, uninterrupted coverage while on approved leaves of a duration longer than thirty-one (31) days as outlined in 23.D.1.a., above.
6. Group Health Care Benefits
 - a. While receiving LTD benefits under this plan, a Flight Attendant may continue group health care coverage (medical/dental/vision) at active-employee rates for the Flight Attendant and dependents (if applicable) for the duration of disability benefits, twenty-four (24) months, or until Medicare-eligible, whichever is earlier. Coverage must be continuous (i.e., the Flight Attendant must be on active coverage at commencement of LTD benefits in order to be eligible to continue health care benefits while on LTD). Flight Attendants will be required to remit premiums by the first of the month for each month's coverage, with a thirty (30) day grace period. If a premium is not received by the end of the thirty (30) day grace period, active coverage will be terminated and cannot be reinstated.
 - b. Flight Attendants returning to active service from LTD will be eligible for group health care coverage (medical/dental/vision) at active-employee rates for the Flight Attendant and dependents (if applicable) for no less than twelve (12) active bid months. At the end of twelve (12) bid months following return to active service from an LTD a Flight Attendant must fly or be credited four-hundred eighty (480.0) TFP in the preceding twelve (12) bid months in order to remain eligible for group health care coverage (medical/dental/vision).
7. Miscellaneous
 - a. A Flight Attendant receiving LTD benefits will not be on active payroll, unless they are coordinating with sick leave or vacation or performing work incentive (alternate duty). The Flight Attendant will receive an unpaid credit of one and one-third (1.333) TFP towards the four-hundred eighty (480.0) TFP.

- b. A Flight Attendant receiving LTD as a result of a compensable, work-related injury will retain and accrue seniority.

- 24.A. Jury Duty**
- 24.B. Flight Attendant and Eligible Dependent(s) Pass and Reduction Fare Privileges**
- 24.C. Written Documentation Requirements**
- 24.D. Miscellaneous Job Duties Clarification**
- 24.E. Right to Receive Personnel File**
- 24.F. Job Related Court Appearance Compensation**
- 24.G. Contractual Non-Revenue Pass Travel Company Requirement(s)**
- 24.H. Lactating Accommodations**
- 24.I. Dependent Child Accompanying a Working Flight Attendant**
- 24.J. Electronic Recording Devices**
- 24.K. Voluntary Foreign Language Training**
- 24.L. Company-Provided Inflight Mobile Device (IMD)**

A. JURY DUTY

The Company should be notified by a Flight Attendant of any impending jury duty or subpoenaed to appear as a witness or deponent in any proceeding arising out of or connected with their employment as soon as possible. For the purposes of this section, any provisions referring to jury duty will also apply to situations in which a Flight Attendant is subpoenaed to appear as a witness or deponent in any proceeding arising out of or connected with their employment. For job related court appearance compensation, see [Section 24.F. \[Job Related Court Appearance...\]](#), below. If the Flight Attendant does serve on jury duty, they will be paid the TFP actually scheduled and missed or the appropriate credit for any Company Business scheduled. The Flight Attendant will furnish written proof of the time served on jury duty. A Flight Attendant may pick up additional flying on a day in which they are receiving pay protection for jury duty pursuant to [Section 21.M.3. \[Pay Protection...\]](#) as long as they have satisfied all other notification requirements and scheduling obligations set forth in this Section.

1. Flight Attendants will coordinate jury duty or subpoenas with Crew Administration as soon as possible after the notification of jury duty or subpoena is received. A copy of the jury duty notice must be submitted before schedules will be adjusted.
2. If a Flight Attendant has jury duty during all five (5) days of the work week (Mon.-Fri.) and has a sequence, a portion of a sequence with a SIP or Reserve days on the weekend (Sat. and/or Sun.) and is scheduled for jury duty the following week, the Flight Attendant may choose whether or not they wish to fly on the weekend. The Flight Attendant will not be paid if they choose to drop the weekend sequence(s) or Reserve day(s). Five (5.0) TFP will be deducted from the Reserve guarantee for each weekend Reserve day(s) dropped. A Reserve will be pay protected for any sequence(s) or Reserve day(s) during the work week (Mon.-Fri.) at five (5.0) TFP per day for Reserve or the total value of the sequence(s) dropped. If the Reserve picked up flying prior to receiving the summons, they will be pay protected the value of the sequence(s) and/or picked up Reserve day(s). The Flight Attendant must inform Crew Administration at least forty-eight (48) hours prior to the departure of the sequence or the beginning of the Reserve day midnight (12:00 AM) whether or not they will fly. The Flight Attendant will not be required to fly a sequence with a destination determined by Crew Scheduling to have circumstances that could cause considerable delay such as weather, floods, earthquakes, etc., if the Flight Attendant is scheduled for jury duty the following week. If the Flight Attendant does not fly the originally scheduled sequence on the weekend due to a circumstance listed above, the Flight Attendant may be reassigned and will be pay protected.
3. If a Flight Attendant has a sequence prior to jury duty, which overlaps into the day jury duty is scheduled to begin, the Flight Attendant will be replaced at the SIP in order to return them to their domicile to attend jury duty. If there is not a SIP, the sequence will be dropped.
4. If a Reserve Flight Attendant is on call with the court on a daily basis, the Flight Attendant must notify Crew Administration if they are not needed by the court at first knowledge and will go back on Reserve for the day. The Reserve will not be assigned to a sequence with a destination determined by Crew Scheduling to have circumstances that could cause considerable delay such as weather, floods, earthquakes, etc., if the Flight Attendant is scheduled to continue jury duty the following day. If the Reserve is assigned a sequence, they will be scheduled to block-in at home domicile no later than midnight (12:00 AM).
5. If a Lineholder is on call with the court on a daily basis, the Company will, upon request, drop a sequence with pay protection, in its entirety or at the SIP, when check-in for the sequence is after the time they are required to call the court, or would be considering reasonable travel time to the airport.

6. If a jury duty notice confirms that a Flight Attendant will be needed with certainty for a period of time or the Flight Attendant is sequestered, sequences will be dropped with pay for the entire period. If not, sequences will be dropped on a sequence-by-sequence basis. It is the Flight Attendant's responsibility to call Crew Administration and advise the Company if the next scheduled sequence must be dropped for jury duty. No Show points will not be adjusted if a Flight Attendant forgets to advise Crew Administration to drop a sequence for jury duty.
7. If a Flight Attendant's jury duty ends in the middle of a scheduled sequence and there is a SIP, they will be required to pick up their sequence at the SIP. Failure to pick up the remainder of the sequence will result in a No Show and loss of pay.
8. Flight Attendants will be paid the TFP actually scheduled on the Flight Attendant's line when written proof of the time served on jury duty is submitted to Crew Administration. A Flight Attendant who properly notifies the Company will be compensated as long as the Flight Attendant provides supporting paperwork (e.g. copy of any service paperwork received from the court, etc.) designating those days they served or were available for jury duty. If the Flight Attendant has not yet bid or been awarded their bid, they will be paid for the TFP missed from the line that was awarded.
9. Flight Attendants will not be paid for sequence(s) picked up and missed due to jury duty, unless they picked them up no later than the postmark date on their notification of jury duty.
10. Upon request, a Flight Attendant will be afforded contractual rest before and after jury duty but will not be pay protected for any such adjustment to their line on any day(s) in which they do not have jury duty. The entire sequence will be dropped, unless the Flight Attendant elects to be placed on or removed from their sequence at the SIP, as applicable. If the Flight Attendant elects to break the sequence at the SIP, they will not receive the four (4.0) TFP Duty Period Minimum (DPM). The Flight Attendant who picks up or is assigned the SIP will receive the four (4.0) TFP DPM.

11. Provisions for Registered Air Commuters

Registered air commuters who have received a summons for jury duty must comply with the rules stated above. In addition, upon request, the Company will drop sequence(s) and/or Reserve day(s) without pay when:

- a. They must call the court on a daily basis to learn whether they have jury duty the following day, and they must begin their commute (including adequate time to travel to the airport) prior to the time they would learn whether they have jury duty; or
- b. They are scheduled to fly a sequence that ends too late for them to commute to their registered commuter city to perform jury duty the following day.
- c. The scheduled arrival time of their commuter flight into the registered commuter city is less than ten hours (10:00) prior to the start of jury duty.
- d. The scheduled check in of the first commuter flight (of the "two flight difference" under the air commuting provisions of the Commuter Policy) is less than ten hours (10:00) following the release from jury duty.

B. FLIGHT ATTENDANT AND ELIGIBLE DEPENDENT(S) PASS AND REDUCED FARE PRIVILEGES

All Alaska Airlines Flight Attendants and their immediate families will be allowed the same pass and reduced fare privilege afforded other Alaska Airlines employees in accordance with Company policy.

C. WRITTEN DOCUMENTATION REQUIREMENTS

All orders involving furloughs, leaves of absence, discipline or anything else affecting pay will be in writing.

D. MISCELLANEOUS JOB DUTIES CLARIFICATION

A Flight Attendant will not be required to perform work normally assigned to a cleaner, provisioner, ramp or operations agent. The Flight Attendant will make a reasonable effort to tidy up the aircraft.

E. RIGHT TO RECEIVE PERSONNEL FILE

A Flight Attendant will be entitled to receive from the Company a copy of the entire personnel file upon request within seven (7) calendar days.

F. JOB RELATED COURT APPEARANCE COMPENSATION

A Flight Attendant who, at the Company's request or who is subpoenaed, appears in connection with any occurrence arising out of the Flight Attendant's service with the Company will be paid the greater of TFP missed

pursuant to the provisions of [Section 27.P.1.e. \[Company Business...\]](#) or a minimum of six (6.0) TFP, and such TFP will count toward their monthly credit. For job related court appearance arising from crewmember physical assault, see [Section 25.I. \[Crewmember Physical Assault\]](#).

G. CONTRACTUAL NON-REVENUE PASS TRAVEL COMPANY REQUIREMENT(S)

Flight Attendants are not required to wear their uniform when riding on the jumpseat, when not on duty or when a deadheading Flight Attendant is not scheduled for a subsequent flying leg in the same duty period. Flight Attendants will be required to be in possession of their Company identification badge and comply with the Company dress code for non-revenue passengers.

H. LACTATING ACCOMMODATIONS

The Company will make accommodations for lactating Flight Attendants on the aircraft provided it does not interfere with Flight Attendant duties and flight schedules. The Company will also provide private areas at domiciles and training centers as long as it does not require expenditures of funds.

I. DEPENDENT CHILD ACCOMPANYING A WORKING FLIGHT ATTENDANT

The child of a Flight Attendant may accompany the Flight Attendant when the Flight Attendant is a working crewmember only if:

1. The child is old enough to fly unaccompanied (i.e., not as an unaccompanied minor) according to Company policy in effect at the time of the flight; or
2. The child is accompanied by another adult.

J. ELECTRONIC RECORDING DEVICES

Should electronic recording devices, such as flight data recorders and video recording systems, be placed on the aircraft, any information obtained by means of such device will be used to discipline a Flight Attendant only in cases involving serious incidents or accidents.

K. VOLUNTARY FOREIGN LANGUAGE TRAINING

The Company may offer Voluntary Foreign Language Training as follows:

1. Flight Attendants who volunteer for language training will enroll in and begin a Company-approved language course.
2. The Company will reimburse the cost of tuition and required materials associated with the language course at a Company approved school. All training will be subject to the following conditions:
 - a. The employee was classified as a Flight Attendant while enrolled in the language course;
 - b. The Company has approved the language course prior to the Flight Attendant's enrollment; and
 - c. The Flight Attendant must maintain a minimum of a "C" grade average and complete the course within the recommended time frame.
3. When offered, the Company will make a reasonable effort to approve at least one language training facility at each domicile location in addition to an online course. Alternatively, a Flight Attendant may locate a training program on their own and request that it be approved by the Company.

L. COMPANY-PROVIDED INFLIGHT MOBILE DEVICE (IMD)

1. The Company will provide, at no cost to the Flight Attendant, each Flight Attendant with an Inflight Mobile Device (IMD) (e.g., cellular phone, tablet, or successor device) to be used to check in for their sequence or Airport Standby assignment. The Company may require a Flight Attendant to use the IMD for additional tasks in accordance with Company Policy, provided such tasks are in compliance with the provisions of this Agreement.
2. If the check in application referenced in the preceding paragraph is relocated to a device other than the IMD or a successor IMD, then it must be to a mutually agreed successor device and successor system.
3. An Information Technology (IT) Review Process will be handled through the Alternative Dispute Resolution (ADR) meeting. The ADR committee members will review all claims brought forward by a Flight Attendant. If the parties determine that IT support was provided by a Flight Attendant over and above reasonable maintenance of the IMD and related Company-required applications, the Flight Attendant will be compensated

one (1.0) TFP; additional compensation must be at the mutual agreement of the parties as determined on a case-by-case basis. The committee will meet at a minimum on a monthly basis in conjunction with a scheduled ADR meeting if there are claims that need adjudicating. If the parties disagree regarding “reasonable maintenance”, the Association reserves the right to resolve the dispute pursuant to [Section 19 \[Grievance Procedures\]](#) and all related provisions of this Agreement.

4. The Company will provide sufficient training for the use of the IMD and related Company-required applications, including any subsequent add-on/upgrades, software modification and equipment changes. Such training will be administered and compensated in accordance with [Section 30 \[Training\]](#) and all related provisions of this Agreement.

- 25.A. Company Recognition of Air Safety, Health and Security Committee**
- 25.B. Safe and Healthy Workplace**
- 25.C. Safety Meetings**
- 25.D. Safety Information**
- 25.E. Accidents, Serious Incidents or Hijacking**
- 25.F. Company Notification to Association of Hostilities and Political Disruptions**
- 25.G. Cabin Environment and Working Conditions**
- 25.H. Employee Assistance Program (EAP)**
- 25.I. Crewmember Physical Assault**
- 25.J. Pandemic Provisions**

A. COMPANY RECOGNITION OF AIR SAFETY, HEALTH AND SECURITY COMMITTEE

The Company recognizes the importance of health and safety to Alaska Airlines and all Flight Attendants and agrees to the formation and utilization of the Air Safety, Health and Security Committee (ASHSC) to be appointed by the Association.

B. SAFE AND HEALTHY WORKPLACE

The Company will provide a safe and healthy workplace. The Company will inform Flight Attendants of potential environmental hazards.

C. SAFETY MEETINGS

1. The ASHSC will be notified and may send a representative to any and all Company health and safety meetings affecting Flight Attendants. The Company will consider the recommendations of the ASHSC in matters affecting the safety and health of Flight Attendants.
2. The Company's safety committee and the ASHSC will meet quarterly to study and evaluate matters relating to the safety of Flight Attendants.

D. SAFETY INFORMATION

1. The MEC ASHSC Chair or their designee will be allowed to attend Company-FAA emergency evacuation demonstrations or partial demonstrations of airplanes that the Company plans to operate. The Company will seek the approval of the FAA, the respective government authority, and/or the manufacturer, to permit the attendance of Association designee(s) at government required certification tests.
2. The Company will notify the MEC President or their designee of a decision to add new aircraft to its fleet or to reconfigure or re-design the interior of any aircraft. The Company will discuss with the ASHSC the parties' interests and concerns for inflight safety prior to making a final decision and allow the Association to comment on the aircraft acquisition or changes to the cabin interior of the current fleet. The Company retains the right to make all decisions regarding aircraft or changes to the cabin interior.
3. The Company will provide the Association an opportunity to review maintenance reports, records and equipment repair, and/or equipment performance analysis reports upon request, provided that the request be made within forty-five (45) days of the incident giving rise to the request.
4. Material Safety Data Sheets for all chemicals used to clean, disinfect, exterminate, seal or otherwise treat aircraft interiors will be available to Flight Attendants for review upon request.
5. The ASHSC, on at least a quarterly basis, will review all job-related Flight Attendant accidents, illnesses and Hazard Reports and will issue written recommendations. The ASHSC will be provided with full copies of Company I-21 reports or equivalent information should the form title change. The Company will also provide copies of its Cabin Safety Reports or equivalent information should the form title change, unless the Flight Attendant(s) requests otherwise. The Company will supply the results of any health or safety surveys conducted that affect Flight Attendants as they become available to Alaska Airlines.
6. Air contamination and noise level information, if monitored by Government agencies and furnished to the Company will be furnished to the ASHSC.

E. ACCIDENTS, SERIOUS INCIDENTS OR HIJACKING

1. Upon notification of an accident, serious incident or hijacking involving Flight Attendants, the Company will promptly notify the MEC President or their designee.

- a. Aircraft Accident - An occurrence that causes damage to a Company aircraft with Flight Attendants on board in which any person suffers death or serious injury or in which the aircraft receives substantial damage.
 - b. Hijacking (Air Piracy) - Seizure or attempted seizure of a Company aircraft with Flight Attendants on board by actual or threatened force or violence.
 - c. Serious Incident - An occurrence with Flight Attendants on board a Company aircraft involving any of the following:
 1. Serious injury to a Flight Attendant.
 2. Actual passenger evacuation of an aircraft.
 3. Fire or smoke on the aircraft (including on the ground).
 4. Assault or crew interference.
 5. Rapid decompression.
 6. Severe turbulence.
 7. Cabin preparation for evacuation and/or emergency landing.
 8. Death on board, where a Flight Attendant provided medical assistance.
 2. The Company will promptly notify the designated emergency contact of each Flight Attendant involved in a serious accident or hijacking.
 3. In the event of an aircraft accident involving Company aircraft and Flight Attendants, the Company will permit the Association designee(s) immediate release from duty after the accident. If the Association is granted access by the FAA, NTSB or other governmental agency to a crash site, the Company will facilitate and expedite the arrival of the Association representatives to the crash site.
 4. A Flight Attendant requested or required by the Company, governmental agency, or court of law to be interviewed or questioned regarding an accident or incident will be released from their schedule to do so and will be furnished free, positive space transportation by the Company, if applicable, and will be pay protected.
- F. COMPANY NOTIFICATION TO ASSOCIATION OF HOSTILITIES AND POLITICAL DISRUPTIONS**
- The Company will notify the MEC President or designee as soon as practicable of information it receives regarding hostilities and/or political disruptions that may present a danger to the safety of Flight Attendants at stations into which they are required to fly. At the request of the MEC President or designee, the Company will meet and review the effect of such hostilities and/or disruptions on Flight Attendants.
- G. CABIN ENVIRONMENT AND WORKING CONDITIONS**
1. The Company will perform maintenance checks of aircraft environmental systems and ensure these systems perform to applicable governmental regulations.
 2. Each Flight Attendant will be provided with one (1) pair of ear plugs, and will be provided with one (1) pair each year thereafter at Company expense.
 3. A Flight Attendant will not be required to fly on a ferry flight on which there is an inoperative engine.
 4. The Company will reimburse Flight Attendant(s) for their out-of-pocket costs for a Hepatitis B vaccination cycle (currently three (3) shots, once per lifetime), one (1) confirmation antibody and one (1) additional vaccination cycle, if necessary. Such vaccination(s) must be administered at a Company approved clinic.
 5. If an annual influenza vaccination is not paid at one-hundred percent (100%) by Company insurance, a Flight Attendant will be reimbursed up to a maximum of twenty-five dollars (\$25.00) per calendar year. Reimbursement will be made through the normal expense report process (receipt required).
 6. When a Flight Attendant becomes ill or injured at an international destination, the Company, once notified, will endeavor to ensure health care access locally. A Flight Attendant will be liable for reimbursing the Company any payments made on their behalf under this provision that are not covered by their personal health care coverage or Workers' Compensation coverage.
 7. If a Flight Attendant becomes ill or injured at any station other than their domicile or co-terminal, the Company will attempt to arrange for another Flight Attendant/crewmember, if willing, or another Company employee or manager/supervisor to accompany the ill /injured Flight Attendant to the hospital or treatment center. The ill or injured Flight Attendant may decline this provision. If another Company employee is not available, any Flight Attendant who accompanies an injured crewmember (Flight Attendant or pilot) will be pay protected and receive per diem until returned to domicile for scheduling purposes. Such Flight Attendant will be provided

overnight accommodations, transportation and/or positive space travel back to domicile (or their registered commuter city if served by AAG).

8. The Company will ensure the online transportation (on AAG) of a deceased Flight Attendant's remains or the remains of their immediate family (as defined in Alaska Airlines System Regulations) by the Company without charge.

H. EMPLOYEE ASSISTANCE PROGRAM (EAP)

1. The Company will provide the Association's EAP Chair with complete copies of Flight Attendant work group reports on EAP and behavioral health care access, utilization and management when they are provided to the Company by their vendor or other source.
2. The Company will provide the Association with annual copies of statistical reports on Flight Attendant Work Group Department of Transportation (DOT) drug and alcohol tests. The reports will contain the same information that is reported to DOT by the Company.
3. The Company will recognize and promote all avenues of assistance including the Association's EAP.
4. Changes to Behavioral Health, EAP, Drug Testing and Critical Incident Response Policies and Procedures will be discussed with the Association. The Company will consider the Association's recommendations.
5. The Company will provide no less support and resources to the Association's EAP Committee than it provides to any other workgroup assistance program or service, if so requested by the Association.
6. A Flight Attendant who refers themselves to EAP assistance prior to the notification of any drug or alcohol test will be considered a self-referral.
7. When the Company becomes aware of a conflict involving a Flight Attendant and another co-worker, management will assess the conflict. Management may refer the situation to EAP/Professional Standards.

I. CREWMEMBER PHYSICAL ASSAULT

1. The Company will continue to maintain zero tolerance for assaults and/or interference involving crewmembers.
2. Any employee subjected to assault while at work will receive the Company's full support, including appropriate in-house legal assistance, reasonable travel expenses and paid absence for time away from work necessary to attend criminal proceedings associated with the prosecution of the attacker.
3. Criminal or Civil Suits (in which criminal charges are filed)
 - a. A Flight Attendant may be required to testify in court.
 - b. The Company will provide a Flight Attendant who is assaulted on the job, additional legal advice and supervisory assistance necessary to pursue appropriate criminal charges. However, the Company cannot represent a Flight Attendant in criminal or civil suits.

The Company will pay essential food, lodging, transportation and salary requirements of a Flight Attendant necessary for criminal prosecution of the assault.

The Company will counsel a Flight Attendant pursuing a civil suit regarding their rights and assist them in finding an attorney.

J. PANDEMIC PROVISIONS

If a pandemic is declared by the Center for Disease Control and Prevention (CDC) and/or the World Health Organization (WHO) that significantly impacts the Company's operations, it will be considered a change to working conditions that may require bargaining on the effects to working conditions. The Association and the Company will immediately meet and confer to establish pandemic-related provisions for Flight Attendants (e.g., personal protective equipment (PPE), applicable leaves, required notification of exposure, modification of Company policies, attendance point mitigations, etc.) Nothing in this provision will prohibit the Company from implementing legally required prevention and/or mitigation measures.

- 26.A. Membership Condition of Employment**
- 26.B. New Hire Application and Membership Requirement**
- 26.C. Membership Dues Delinquency Notification**
- 26.D. Failure to Remedy Dues after Delinquency Notification**
- 26.E. Section Determination Solely on Delinquency**
- 26.F. Dues Check-off**
- 26.G. Submission of Check-off Form**
- 26.H. Company Failure to Resume Deductions Upon Return to Service**

A. MEMBERSHIP CONDITION OF EMPLOYMENT

Any Flight Attendant who, on the effective date of this Agreement, is eligible to become a member of the Association, will do so as a condition of continued employment with the Company. A Flight Attendant will become an Association member within sixty (60) days following the beginning of their employment or as provided for in the Association's Constitution and Bylaws, whichever is later. For the purpose of this Section, a Flight Attendant will be considered a member of the Association if they tender the initiation fees and periodic dues uniformly required as a condition of membership.

B. NEW HIRE APPLICATION AND MEMBERSHIP REQUIREMENT

All new Flight Attendants of the Company hired on or after the effective date of this Agreement, will make application for membership in the Association within sixty (60) days after date of employment with the Company, and will thereafter maintain membership in the Association as provided for in Section 26.A. [Member Condition of Employment], above.

C. MEMBERSHIP DUES DELINQUENCY NOTIFICATION

If a member becomes delinquent in the payment of their initiation fee or membership dues, such member will be notified by mail, with delivery confirmation, copy to the Company, that they are delinquent in the payment of initiation fee or membership dues as specified herein and is subject to discharge as an employee of the Company. Such letter will also notify the Flight Attendant that they must remit the required payment within a period of fifteen (15) calendar days or be discharged.

D. FAILURE TO REMEDY DUES AFTER DELINQUENCY NOTIFICATION

If upon the expiration of the fifteen (15) days, the Flight Attendant still remains delinquent, the Association will certify in writing to the Company and copy to the Flight Attendant that the Flight Attendant has failed to remit payment within the grace period allowed and is therefore to be discharged. The Company will then take proper steps to discharge such Flight Attendant from the services of the Company. Such discharge will be deemed to be for just cause.

E. SECTION DETERMINATION SOLELY ON DELINQUENCY

Any determination under the terms of this Section will be based solely upon the failure of the Flight Attendant to pay or tender payment of initiation fee or membership dues and not because of denial or termination of membership in the Association upon any other grounds.

F. DUES CHECK-OFF

1. During the life of this Agreement, the Company will deduct from the pay of each member of the Association and will electronically remit to the Association initiation fees and monthly membership dues uniformly levied in accordance with the Constitution and By-Laws of the Association, provided such member of the Association voluntarily executes the agreed form, which is hereinafter included in this Agreement to be known as "Check-Off Form" that will be furnished by the Association. The Company will endeavor to remit payment to the Association within five (5) business days after the first (1st) of the month following the paycheck on the twentieth (20th) of the prior month. In no circumstances will remittance be later than the tenth (10th) day of the month. The Company will not be required to deduct initiation fees or monthly membership dues unless the Company has received a Check-Off Form and has not received a notice of revocation thereof as provided in the Check-Off Form. Initiation fees, if levied in accordance with the Association's Constitution and Bylaws, will be deducted in five (5) equal installments from the paycheck that the Flight Attendant receives on the twentieth (20th) day of the month beginning with their first paycheck. The wording of the Check-Off Form is below:

2. Separate and apart from all deductions for initiation fees and dues referenced herein, the Company will deduct an additional amount equal to one (1) month's dues for the purpose of satisfying any current or future dues arrears obligation from the reconciliation paycheck of each month. Such arrears deduction shall continue until the entire dues arrearage is satisfied.

ASSIGNMENT AND AUTHORIZATION CHECK-OFF OF ASSOCIATION DUES

TO: ALASKA AIRLINES

As provided in and subject to the terms of the Agreement between Alaska Airlines and the Association of Flight Attendants-CWA, AFL-CIO, I hereby authorize the Company, as a benefit and service to me, to deduct monthly from my earnings my Association dues for that month in the amount established and levied in accordance with the Constitution and By-Laws of the Association and to pay such amount monthly to the designated officer of the Association. I also authorize the Company to deduct monthly from my earnings any initiation fee levied by the Association, until such amount is paid in full.

Separate and apart from all deductions for initiation fees and dues referenced herein, I also direct the Company to deduct from the reconciliation paycheck of each month, an additional amount, equal to one (1) month's dues, for the purpose of satisfying any current or future dues arrears obligation and to pay such amount directly to the designated officer of the Union. Such arrears deduction shall continue until the entire dues arrearage is satisfied.

I agree this authorization will be effective from the date set forth below and will continue for a period of one (1) year and will continue in full force and effect from year to year unless I give the Company and the Association a written notice of revocation within the fifteen (15) day period prior to the anniversary date of this Agreement, and as provided by law, and if not so revoked by me, this authorization will continue to be irrevocable except in the manner above during subsequent periods of revocation.

This authorization will automatically be terminated if at any time the Association ceases to be my recognized bargaining representative.

Amount

Date

Employee's Signature

Employee No.

G. SUBMISSION OF CHECK-OFF FORM

All Check-Off Forms will be submitted through the Secretary/Treasurer of the Association who will forward the original signed copy to the payroll manager of the Alaska Airlines Accounting Department. A properly executed Check-Off Form will become effective no later than two (2) weeks after it is received by the payroll department of the Accounting Division. Improperly executed forms will be returned to the Association.

H. COMPANY FAILURE TO RESUME DEDUCTIONS UPON RETURN TO SERVICE

The Company will ensure that a Flight Attendant's payroll dues deduction is resumed upon a return to active service (from a leave of absence, furlough, etc.). If the Company fails to resume deductions, the Company will reimburse the Flight Attendant for the first (1st) month of dues if the Flight Attendant has contacted payroll within ten (10) days after the first paycheck is issued upon their return and advised the Company that dues are not being deducted.

- 27.A. Company Distribution of Agreement**
- 27.B. Deviation of Agreement**
- 27.C. No Lock-out Provision**
- 27.D. Association No-Bid Status**
- 27.E. Association Bulletin Board**
- 27.F. Monthly Address Report**
- 27.G. Association Use of Mailboxes (Mailfiles)**
- 27.H. Recognition and Utilization of Association Committees**
- 27.I. Association Lock Box**
- 27.J. Company-Provided New Hire List**
- 27.K. Electronic Seniority List**
- 27.L. Positive Space Travel for Association, CWA Staff and International Officers**
- 27.M. List of Flight Attendants to Non-Flying / Supervisory Duties**
- 27.N. New Hire Initial Training Presentation**
- 27.O. Office Space**
- 27.P. Company Business Flight Pay Loss (CB)**
- 27.Q. Union Business Flight Pay Loss Administration**
- 27.R. Association Voluntary Contributions**
- 27.S. Association Use of Electronic Bulletin Board on Company Intranet**
- 27.T. Collective Bargaining Agreement and Flight Attendant Manual Electronic Access**
- 27.U. On Duty Electronic Access to CBA and FAM**
- 27.V. Lobbying in Uniform**
- 27.W. AFA / CWA / AFL-CIO Leave of Absence**
- 27.X. Association Official PIN**
- 27.Y. Special Projects**
- 27.Z. Monthly Company Reporting Requirement**
- 27.AA. Union Business and / or Company Business While on Leave and / or Collecting Sick Leave**

A. COMPANY DISTRIBUTION OF AGREEMENT

The Company will distribute to each Flight Attendant a printed copy of this agreement within a reasonable amount of time after ratification of the Agreement. All new Flight Attendants will be given a copy of this agreement during training. The Company and the Association may mutually agree that the copies will be in digital form.

B. DEVIATION OF AGREEMENT

Any deviation from this Agreement may be made by mutual agreement between the Company and the Association. Such mutual agreement must be in writing and signed by the parties thereto and will be printed and distributed by the Company to all Flight Attendants for addition to their Association contract. The parties may mutually agree to distribute a side letter electronically.

C. NO LOCK-OUT PROVISION

During the term of this Agreement, it is understood and agreed that the Company will not lock-out any employee covered hereby, and the Association will not authorize or take part in any slow-downs, sit-downs, work stoppage, striking or picketing of Company premises.

D. ASSOCIATION NO-BID STATUS

At least ten (10) Flight Attendants will be granted relief from flight status for purposes of official Association Business. Requests for granting additional Flight Attendant relief from flight status will be approved on a case-by-case basis. Relief will be requested by telephone or in writing by the MEC President or their designee(s). Such Flight Attendants will be paid by the Company during such period and the Association will reimburse the Company.

E. ASSOCIATION BULLETIN BOARD

The Company will provide a locked glass enclosed bulletin board at each Flight Attendant domicile for use by the Association for posting notices of Association recreation and social affairs, elections, membership meetings and official notices from the Association. Posted notices will not contain anything of a defamatory or personal nature attacking the Company or its representatives.

F. MONTHLY ADDRESS REPORT

The Company will provide to the Association a monthly digital copy of current addresses and phone numbers of all Flight Attendants with the inclusion of unlisted numbers as authorized by the Flight Attendant.

G. ASSOCIATION USE OF COMPANY MAIL (MAILFILES)

The Association will be permitted by the Company to utilize Company mail and/or the individual mailfiles in the Flight Attendant lounge for all official Association Business.

H. RECOGNITION AND UTILIZATION OF ASSOCIATION COMMITTEES

The Inflight Division will recognize and utilize Association committees.

I. ASSOCIATION LOCK BOX

The Association will have a locked deposit box in the Flight Attendant crew lounge to be used for official Association Business.

J. COMPANY-PROVIDED NEW HIRE LIST

The Company will provide the Association upon hiring, the names and addresses of Flight Attendants who are eligible for Association membership.

K. ELECTRONIC SENIORITY LIST

A copy of the permanent Flight Attendant Seniority List will be provided electronically to the MEC President and LEC Presidents monthly during the term of this Agreement.

L. POSITIVE SPACE TRAVEL FOR ASSOCIATION, CWA STAFF AND INTERNATIONAL OFFICERS

The Company will provide positive space passes for Alaska Airlines Flight Attendants for Association Business. The Company will also provide positive space passes for Association and CWA staff and International Officers to use for business related to Alaska Airlines.

M. LIST OF FLIGHT ATTENDANTS TO NON-FLYING / SUPERVISORY DUTIES

Upon request, the Company will provide the Local President with a list of all Flight Attendants on leaves of thirty (30) days or more and of Flight Attendants who have transferred to non-flying or supervisory duties. Current additions or deletions may be requested on a monthly basis. Such list will include names, employee numbers, dates leaves began and expected dates of return, if known.

N. NEW HIRE INITIAL TRAINING PRESENTATION

The Company will provide two (2) hours for the purpose of Association orientation on a regularly scheduled training day during the new hire class period.

O. OFFICE SPACE

Upon request, the Company will provide the Association with reasonable office space on Company property that may be used for representation purposes and Association Business. The Company will maintain any lease it has for office space for the Association. With written notice of no less than sixty (60) calendar days, the Company may discontinue any leases it maintains for Association office space, but will provide new space for occupancy no later than the termination date of the prior lease. The Company will provide the Association upon request one (1) work station/desk at each Flight Attendant domicile in or immediately adjacent to a crew room. Requests must be made at least twenty-four (24) hours prior to the event.

P. COMPANY BUSINESS FLIGHT PAY LOSS (CB)

1. It is expressly recognized that the MEC President, LEC President(s) and other named positions with the Association are an integral part of the resolution of disputes between the Company and Association. Furthermore, it is expressly recognized that Flight Attendants are in a unique situation in that they work by design at intermittent intervals. Flight Attendants are not regularly scheduled to be on the Company premises during the regular work week. The parties expressly recognize the need to have Association officers and other named positions regularly available for weekly meetings and conferences related to the administration of the Agreement. In consideration of the Association's agreement to make the President(s) and other named Association positions available on a regular basis during the regular work week and business hours of the Company, the listed Association officers will be compensated as follows:

- a. MEC President: one-hundred thirty (130.0) TFP/month
- b. LEC President(s): seventy-five (75.0) TFP/month

- c. Flight Attendants serving in any of the above capacities, described in 1.a. and 1.b., above, may, during extended LOA, sick leave or vacation, delegate to a designee the responsibilities and pay assigned above. Any delegation will be for at least one (1) full week at a time. Monthly payments and accruals will be prorated if necessary.
 - d. If a Flight Attendant holds a position of MEC President and elected, acting or appointed LEC President concurrently, that Flight Attendant will receive the MEC President flight pay loss per 1.a., above, and the LEC President flight pay loss will be paid to the acting, elected or appointed LEC Vice President for the duration of the MEC President's term. This provision will not preclude an MEC or LEC President from receiving Union Business pay and other pay, such as training pay, vacation cash-out and flight pay.
 - e. Other Company-designated non-flying responsibilities
A Flight Attendant who completes approved work throughout the month will track their hours and submit them at the end of the month. Those hours will be summed and paid at the rate of three-quarters (.75) TFP/hour rounded to the nearest tenth (0.1). For Flight Attendants utilizing the "tracking process", any Company Meeting the Flight Attendant attends during the month being tracked will be included in the "tracking process" and paid according to 1.f., below, at no less than four (4.0) TFP per meeting.
 - f. Company Meetings
"Company meetings" will be paid at the greater of three-quarters (.75) TFP per hour for the actual meeting time or a minimum of four (4.0) TFP. A "Company meeting" will be any work (excluding training pursuant to [Section 30 \[Training\]](#), but including work performed by Flight Attendant Trainers) performed at a location stipulated by the Company (e.g. Company premises, airports, hiring events located at special venues, locations in relation to special projects, etc.). For the convenience of the parties, conference calls or video calls may be scheduled in lieu of a physical meeting and will be considered a "Company meeting" for the purposes of this provision. However, if a conference or video call is scheduled for, and lasts thirty minutes (:30) or fewer, the Flight Attendant will be paid two (2.0) TFP.
 - g. All Flight Attendants will receive a five percent (5%) override in lieu of per diem and a nine and six-tenths percent (9.6%) override to account for Boarding Pay for all Association and Company Business pay.
 - h. All Flight Attendants receiving Company Business pay will also receive "A" pay.
 - i. Flight Attendants attending a "Company meeting" at the request of the Company will be compensated for flight travel based upon the TFP value of the distance of the most direct AAG route operating at the time of travel from their domicile to and from the location of the meeting. The Flight Attendant will be responsible for submitting a Company Business form on the Inflight website documenting the most direct AAG route they traveled. Surface deadhead will be paid in accordance with [Section 21.L. \[Deadhead Compensation...\]](#). Additionally, Flight Attendants will be compensated three-quarters (.75) TFP per hour for the actual meeting time, or four (4.0) TFP, whichever is greater.
 - j. If a "Company meeting" is cancelled by the Company with seven (7) or fewer days' notice, they will be pay protected for the meeting. If notice of cancellation is given more than seven (7) days prior or if cancellation is by mutual agreement of the parties, there will be no pay protection.
 - k. Flight Attendants facilitating Company-sponsored training (e.g., Care Retreat, Flight Path, Beyond Service, etc.), including instructors facilitating all regulatory training, will make no less TFP than Flight Attendants attending the event/training for the same number of hours on a day-for-day basis.
 - 1. If a Flight Attendant facilitates a Company-sponsored training event for fewer number of hours than the attendees, they will be paid three-quarters (0.75) TFP per hour of facilitation or four (4.0) TFP, whichever is greater.
 - 2. If a Flight Attendant facilitates a Company-sponsored training event for a greater number of hours than the attendees, they will be paid 0.75 TFP per hour of facilitation or four (4.0) TFP, whichever is greater.
2. AFA Scheduling Chair
- a. Access and Responsibilities:
 - 1. The AFA Scheduling Chairperson will be advised of important day-to-day scheduling issues including but not limited to Open Time, Reserve Assignment, Reserve Repositioning, JA and other related concerns.

2. The AFA Scheduling Chairperson will participate in the Scheduling Review Committee, Sequence Analysis, PBS and other scheduling related groups/committees. They will comprise one (1) of the four (4) PBS committee members.
3. The AFA Scheduling Chairperson will have the same access as the ALPA Scheduling Chairperson to the Crew Management System (CMS) and other equivalent systems/programs to include crew tracking, sequence optimization (will not perform transactions affecting production without management's consent), PBS, Virtual Private Network (VPN), etc.
4. They will have a dedicated desk with Crew Scheduling and/or Crew Scheduling management in the Scheduling Department and twenty-four (24) hour access to Flight Attendant Crew Scheduling and a Company laptop.
5. The access described in a.1., above, may require that the AFA Scheduling Chairperson sign a Non-Disclosure Agreement (NDA).
- b. Schedule and Compensation:
 1. This will be a Company-paid position and the Flight Attendant will be compensated one-hundred (100.0) TFP per bid month.
 2. They will not bid a schedule but may pick up trip(s) provided doing so does not adversely impact their duties as Scheduling Chairperson.
 3. The AFA Scheduling Chairperson may, during extended LOA, sick leave or vacation, delegate to a designee the responsibilities and pay assigned above. Any delegation will be for at least one (1) full week at a time. Monthly payments and accruals will be prorated if necessary.
- c. Selection:
 1. The AFA Scheduling Chairperson will be selected by the Master Executive Council (MEC) after an interview process. The Association agrees to consider input from the division leader of Inflight, or their designee.
 2. The AFA Scheduling Chairperson serves at the pleasure of the MEC.
3. Guaranteed Drops for EAP Committee

The Company-paid flight pay loss will be provided to the EAP committee on a monthly basis as follows:

 - a. MEC EAP Chair(s)/designee(s): one-hundred fifty (150.0) TFP per month. However, no more than seventy-five (75.0) TFP may be paid to any one individual without MEC approval. The MEC EAP Chair(s)/designee(s) may, during extended LOA, sick leave or vacation, delegate to a designee the responsibilities and pay assigned above. Any delegation will be for at least one (1) full week at a time. Monthly payments and accruals will be prorated if necessary.
 - b. Total committee member pay for each domicile will be predicated on domicile population and will be prorated as follows:
 1. The first two-hundred fifty (250) Flight Attendants – one (1.0) TFP for each ten (10) FAs or portion thereof.
 2. The second two-hundred fifty (250) Flight Attendants – one (1.0) TFP for each fifteen (15) FAs or portion thereof.
 3. Five-hundred one (501) or more Flight Attendants – one (1.0) TFP for each twenty (20) FAs or portion thereof.

Example: If a domicile has one-thousand five-hundred ten (1510) Flight Attendants, the Company would pay ninety-three (93.0) TFP: Twenty-five (25.0) TFP for the first two-hundred fifty (250) at one for ten (1:10); seventeen (17.0) TFP for the second two-hundred fifty (250) Flight Attendants at one for fifteen (1:15); and fifty (50.0) TFP for the remaining one-thousand ten (1010) Flight Attendants at one for twenty (1:20).
4. Scheduling Committee

A Scheduling Committee composed of Flight Attendant representatives will be maintained for the purpose of reviewing at appropriate intervals, the rules and procedures, other than those set forth in this Agreement, affecting scheduling procedures; to maintain written Flight Attendant Scheduling Policy and to adopt and implement such action as may be necessary to accomplish these things. This committee will meet monthly

with the Company for the purpose of reviewing problems with scheduling.

Q. UNION BUSINESS (UB) FLIGHT PAY LOSS ADMINISTRATION

Flight Pay Loss submitted by the Association coded as Union Business (UB) will be paid by the Company to the Flight Attendant. Such pay will be reimbursed by the Association to Alaska Airlines at one-hundred percent (100%) of the cost at the rate of pay of the Flight Attendant that was dropped for UB (fringe benefit costs will be carried by the Company).

R. ASSOCIATION VOLUNTARY CONTRIBUTIONS

The Company will collect and transmit each month to the Treasurer of the Association of Flight Attendant's Political Action Committee (AFA-Flight PAC) and Disaster Relief Fund the voluntary contributions to Flight PAC and Disaster Relief Fund from the earnings of those employees who voluntarily authorize such contributions on forms provided for that purpose.

1. The contributions will be deducted from the employee's paycheck issued by the Company on the twentieth (20th) of each month until such time the employee submits a written request to discontinue said contributions.
2. The amount of such monthly deductions and the transmittal of such voluntary contributions will be as specified by the individual employee in such forms and in conformance with any applicable state and/or federal laws.

S. ASSOCIATION USE OF ELECTRONIC BULLETIN BOARD ON COMPANY INTRANET

The Association may use an electronic Bulletin Board on the Company's intranet system for posting notices of Association recreation and social affairs, elections, membership meetings and official notices from the Association. Posted notices will not contain anything of a defamatory or personal nature attacking the Company, its representatives or employees. Should the Association and the Company become involved in a labor dispute the Company may restrict the operation of the electronic bulletin board assigned to the Association.

T. COLLECTIVE BARGAINING AGREEMENT AND FLIGHT ATTENDANT MANUAL ELECTRONIC ACCESS

If the Company supplies Flight Attendants with electronic devices for use on the aircraft, it will ensure that the Alaska Airlines Flight Attendant Collective Bargaining Agreement (CBA) and Flight Attendant Manual (FAM) are available in mobile applications for use on the devices in accordance with Company Policy.

U. ON DUTY ELECTRONIC ACCESS TO CBA AND FAM

If provided with electronic devices, a Flight Attendant may use such device while on duty (both in flight and on the ground) to access the CBA and FAM in digital format in accordance with Company Policy.

V. LOBBYING IN UNIFORM

A Flight Attendant, if requested and mutually agreed to by the Company, will be allowed to lobby in uniform and have access to crew rooms to assist with voter registration. Such activity will not reflect unfavorably on the Company.

W. AFA / CWA / AFL-CIO LEAVE OF ABSENCE

A Flight Attendant may be granted a leave of absence to accept an official elected or staff full-time position(s) with the Association, Communications Workers of America (CWA) and/or with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) and will continue to accrue seniority during such leave. At the Flight Attendant's option, they will retain the ability to work sequences and attend Recurrent Training. While on this leave of absence the Flight Attendant will continue to accrue uniform allotment. Upon return, they will be entitled to full medical benefits at the active employee rate and the full-time equivalent vacation entitlement.

X. ASSOCIATION OFFICIAL PIN

Flight Attendants will be permitted to wear the official Association pin on a place visible on the Flight Attendant uniform. The pin must be the official pin recognized by AFA-CWA International and worn by a majority of the AFA-CWA members. The Company reserves the right to designate the location where the official Association pin may be worn. With the consent of the Company, a special limited edition or commemorative pin may be worn.

Y. SPECIAL PROJECTS

1. The Company may maintain a special projects pool and select Flight Attendants in the pool to participate in Company-directed special projects or to augment Association committee work. Flight Attendants interested in being a part of the pool should apply by submitting the Special Project Pool application form on the Inflight website. Periodically, the Company will interview applicants on file and make additions to the pool. All questions concerning application and interviews should be directed to the Company.

2. If, due to special circumstances, the Company is unable to utilize a Flight Attendant from the pool for a special project, the Company will make a reasonable effort to notify the MEC President or their designee as soon as possible.
3. Special Projects Flight Attendants will be paid in accordance with P.1.e. [Company Business...], above.
4. The Company will provide the MEC President, or their designee a monthly list of the Flight Attendants in the special projects pool and all Flight Attendants who are utilized, whether in the special projects pool or not, and the project(s) in which they participated.

Z. MONTHLY COMPANY REPORTING REQUIREMENT

The Company agrees to provide the Association with a monthly report detailing the number of reassignments, JA's, premium pay, Premium OT, ARC, Management flying and other reports as appropriate (modeled on ALPA's monthly report). The report will be due no later than the fifteenth (15th) of the following month.

AA. UNION BUSINESS AND/OR COMPANY BUSINESS WHILE ON A LEAVE AND/OR COLLECTING SICK LEAVE

Flight Attendants may continue to perform Union Business (UB) and/or Company Business (CB) while on a leave and/or collecting sick leave and, while doing so, will be compensated for such UB or CB as if they were not on a leave.

- 28.A. Rules Governing Multiple Domiciles**
- 28.B. Relocation Expenses**
- 28.C. Base Transfers: Vacancy Bids**
- 28.D. Standing Bid Awards when No Vacancies Exist at a Domicile**
- 28.E. Schedule Adjustments Involving Voluntary Transfer of Domiciles**
- 28.F. Co-Terminals**
- 28.G. Security and Lighting for Parking Areas**
- 28.H. Company-Provided Computers and Printers at Domicile(s)**

A. RULES GOVERNING MULTIPLE DOMICILES

If, during the term of this Agreement, the Company chooses to operate multiple Flight Attendant domiciles, the following rules will apply:

1. A Master bid form for transfer to a new domicile, which will be made before the opening of the new domicile, may include a contingency proposed by the Flight Attendant. The contingency may include a specific seniority number or range. If the Flight Attendant's contingency bid is possible at the time bids are closed for the new domicile, the Flight Attendant will be awarded the domicile.
2. After opening of the new domicile, vacancy bids may not include a contingency proposed by the Flight Attendant.
3. All hours of service and scheduling regulations will apply to all additional domiciles.
4. Reserves may be cross-utilized between or among domiciles, provided that applicable deadhead rates will apply when a Reserve is required to deadhead to or from their domicile ([Sections 11.I. \[Reserve Cross Utilization...\]](#) and [21.L. \[Deadhead Compensation...\]](#)).
5. Sequence trades will be allowed between domiciles pursuant to [Section 12.H. \[Out of Domicile Trades...\]](#).
6. No vacation slots may be traded between domiciles ([Section 14.B. \[Vacation\]](#)).
7. No "JA'ing" will be allowed between domiciles ([Section 9.D. \[Company's Right to Assign JA\]](#)).
8. In case of irregular operations, the Company will make all reasonable efforts to return the Flight Attendant to their proper domicile at the end of the sequence. If such return is impossible, applicable deadhead rates will apply for return to the proper domicile ([Section 21.L. \[Deadhead Compensation...\]](#)).
9. Voluntary temporary base trade (swap)

Flight Attendants may trade domiciles on the following terms:

- a. Base trades will be granted on a monthly basis, provided that Crew Administration is notified in writing by the first (1st) day of the prior month.
- b. The trade must be for a minimum of three (3) months.
- c. Moving expenses will not be paid.
- d. Probationary Flight Attendants are not eligible for base trades ([Section 7.H. \[Voluntary Temporary Base Trades...\]](#)).
- e. If a base-trading Flight Attendant is awarded a Master bid transfer request, the base trade is terminated and the other Flight Attendant must return to their permanent domicile.
- f. Staffing adjustment leaves will be awarded to a base-trading Flight Attendant only after such leaves have been awarded to permanently domiciled Flight Attendants.
- g. A base-trading Flight Attendant will bid at their own system seniority.
- h. Legalities will apply to month-end overlap.
- i. Each Flight Attendant is responsible for sequences or Reserve days at the new domicile in the new bid month.
- j. If a base-trading Flight Attendant is awarded a leave of absence, the other Flight Attendant (the base trade "partner") will remain in the traded domicile.
- k. The provisions of [28.E. \[Schedule Adjustments Involving Voluntary Transfers of Domiciles\]](#), below, apply to Flight Attendants participating in base trades.

- l. The Flight Attendant will retain their awarded vacation slot(s) occurring during the term of a base swap. The Flight Attendant may trade the vacation slot(s) with "vacation open time" or with another Flight Attendant in their permanent domicile.
- m. For Company required training procedures while on a base trade, see [Section 30.A.6. \[General Training...\]](#).

B. RELOCATION EXPENSES

Moving expenses incurred in connection with transfer to another domicile will be compensated as follows:

1. New Domicile

A newly established domicile will be considered to be a "new domicile" for a period of six (6) consecutive months. Flight crews transferred during such period will be considered as transferred at Company request and their moving expenses will be paid by the Company per B.6., below. In such a circumstance, the Company will pay for broken lease penalties and reimburse utility hook-up expenses incurred due to relocation (supported by documentation).

2. New Hire

Moving expenses as a result of new employment as a Flight Attendant will be borne by the individual.

3. Recall from Furlough

Flight Attendants who are recalled from furlough into a domicile other than their last assigned domicile will be moved at Company expense subject to the provisions of B.6., below.

4. Involuntary Domicile Transfer

Moving expenses of Flight Attendants who are assigned during a vacancy bid to domiciles which are not new domiciles will be paid by the Company per B.6., below. A Flight Attendant is considered to be assigned for purposes of this Paragraph if, due to their seniority, the Flight Attendant would have been required to accept a vacancy bid regardless of the choices expressed on their Master bid form.

5. Successful bidders on a vacancy bid will pay their own moving expenses, except when bidding to a new domicile.**6. Flight Attendants eligible for Company paid moving expenses must provide proof of a physical change of address to qualify for reimbursement. Reimbursement will be as follows:**

- a. Actual moving expenses, including packing, unpacking and insurance for household effects up to fourteen-thousand (14,000) pounds or fourteen-hundred (1,400) cubic feet and up to sixty (60) days of storage for such effects.
- b. Reimbursement for expenses for driving two (2) vehicles (registered to the Flight Attendant or a member of their household), from the former domicile to the new domicile, at the maximum IRS allowable mileage rate for moving purposes based on the most direct American Automobile Association (AAA) mileage or the full cost of water transportation, whichever is most cost effective.
- c. Actual expenses (within reason and supported by receipt) for meals and lodging enroute for the Flight Attendant and members of their dependent family. The Flight Attendant will be reimbursed a maximum of one-hundred and fifty (\$150.00) dollars per night per family for lodging.
- d. Travel time will be allowed at the rate of one (1) calendar day for each three-hundred fifty (350) miles or fraction thereof, based on the shortest AAA mileage between old and new domicile. Flight Attendants will be provided with a minimum of three (3) consecutive or nonconsecutive calendar days (by mutual agreement) free from duty, with pay, for the purposes of moving. Day(s) to be mutually agreed to by the Flight Attendant and Manager of Inflight Scheduling. The Flight Attendant does not need to actually drive in order to receive travel time.
- e. For each day of travel time, a Flight Attendant will receive pay for all lost TFP or four (4.0) TFP per day, whichever is greater.
- f. If a Flight Attendant's present residence is other than the present domicile, the Company will pay for the move from the Flight Attendant's present residence to the new domicile but not greater than an amount equivalent to be paid for a move from their present domicile.
- g. The Company's obligation for a paid move to the new domicile will terminate if not used within twelve

(12) calendar months. The twelve (12) calendar months begin on the day the Flight Attendant returns to active service.

h. Reconnaissance Visit

A Flight Attendant who is eligible for moving expenses will be eligible to receive one (1) night lodging at a Company-provided hotel and reimbursement of meal expenses up to a maximum of fifty dollars (\$50.00) per day. The Company will provide a positive space bumpable (C1 or its equivalent) pass for employee and spouse, registered domestic partner or one dependent. For the purpose of seeking permanent lodging at the new domicile, the Flight Attendant will receive two (2) days off to accomplish the visit and such days if requested, will be without pay. Day(s) to be mutually agreed to by the Flight Attendant and Manager of Inflight Scheduling.

C. BASE TRANSFERS: VACANCY BIDS

1. The Company will determine when a vacancy exists at a domicile due to additional aircraft to the schedule, new Flight Attendant classes and attrition.
2. Domicile vacancies will be posted for a period of fourteen (14) days prior to closing. The bid will include the number of vacancies in each domicile, the date the bid is effective and any other relevant information.
3. The vacancies will be awarded by system seniority using the Master bid form(s) on file. Any vacancies assigned will be done in reverse seniority.
4. Any Flight Attendant may submit an updated Master bid form (no contingency) at any time prior to a vacancy bid closing.
5. Moving expenses incurred by a successful vacancy bid will be paid by the Flight Attendant per B.5. [Relocation Expenses], above.
6. Moving expenses of Flight Attendants who are assigned during a vacancy will be paid by the Company per B.6. [Relocation Expenses], above.
7. The Company will furnish the LEC President of the domicile(s) affected and the MEC President with an updated seniority list reflecting any Flight Attendants successful in bidding a vacancy bid.
8. For involuntary transfers a Flight Attendant, upon request, must be provided with no less than forty-eight (48) hours free from duty between assignments in different domiciles at month-end overlap prior to reporting for an assignment in their new domicile. Such time will be treated as a planned absence for bidding purposes.

D. STANDING BID AWARDS WHEN NO VACANCIES EXIST AT A DOMICILE

1. For the bid month of February and August of each calendar year, voluntary permanent transfers will be granted to Flight Attendants with standing bids on file to exchange domiciles in seniority order. Permanent transfers will be granted after monthly vacancies, if any, are awarded pursuant to 28.C. [Base Transfers...], above, or when vacancies do not exist at either domicile.
2. Transfers will be awarded provided that no vacancies or un-awarded vacancies exist in one (1) or both of the domiciles. Such transfers will be considered a voluntary transfer and do not qualify for any Company-paid moving expenses. Probationary Flight Attendants are ineligible for transfers under this provision.

E. SCHEDULE ADJUSTMENTS INVOLVING VOLUNTARY TRANSFER OF DOMICILES

1. A Flight Attendant voluntarily transferring to another domicile will contact Crew Scheduling when their line of time of Reserve day(s) of availability interferes with their ability to report to the other domicile for their first sequence or Reserve day in the other domicile. Crew Scheduling will adjust the Flight Attendant's schedule to allow them adequate time to relocate to the new domicile.
2. Relocation drops without pay for the purpose of moving may be provided to the Flight Attendant upon request and with management approval. Such approval will not be unreasonably withheld.

F. CO-TERMINALS

1. The term "co-terminal" will mean certain designated airports proximate to the Los Angeles International (LAX) domicile. The designated airports are: Burbank Airport (BUR), Ontario International Airport (ONT), John Wayne (Orange County) Airport (SNA) and Long Beach Airport (LGB).
2. In the event a sequence does not return to the co-terminal from which it departed, the Company will provide prompt transportation back to the departure co-terminal. See [Section 8.0. \[Deadhead Duty...\]](#) and [Section 21.L. \[Deadhead Compensation\]](#) for applicable duty and pay provisions.

3. The Company will provide free paved and lighted parking facilities in accordance with 28.G. [Security and Lighting...], below, at all co-terminals and provide transportation from such parking to the terminal, if necessary.
4. Flight Attendants domiciled at the LAX domicile, including Reserves, will receive "co-terminal pay" at the rate of twenty-five (\$25.00) dollars per sequence flown, show-no-go and cancellation/reassignment within two (2) hours of check-in or Airport Standby assignment from a co-terminal. Such co-terminal pay will not exceed twenty-five (\$25.00) dollars per report up to a maximum of one-hundred and seventy-five (\$175.00) dollars per bid month.
5. The Company will construct sequences departing from the ONT and SNA co-terminals equal to no less than three times (3.0x) the line average for the month, evenly distributed through the month. (i.e., The total TFP value of all sequences in each applicable co-terminal is no less than three times (3.0x) the line average for the month.)
6. Should the Company open co-terminals at any other domicile, the Company and the Association will negotiate provisions similar to those in 28.F. to cover the new co-terminals.

G. SECURITY AND LIGHTING FOR PARKING AREAS

1. The Company will provide security and lighting in all parking areas designated as Flight Attendant parking areas at no charge to the Flight Attendant. Where permitted by Port Authority, a registered commuter whose commuter city is also a Flight Attendant domicile may elect to have parking at the commuter city instead of at their domicile. If the cost of the parking at the commuter city is more than at the domicile, the Flight Attendant will pay the difference.
2. A Flight Attendant may decline Company-provided parking and instead receive a flat rate allowance of seventy-five dollars (\$75.00) per month regardless of domicile or whether they are a registered commuter or not. The allowance will be included in their paycheck and will be paid as taxable income.

H. COMPANY-PROVIDED COMPUTERS AND PRINTERS AT DOMICILE(S)

The Company will provide at least) five (5) computers in Seattle, one (1) in Anchorage, one (1) in Portland, one (1) in Los Angeles, one (1) in San Diego, and one (1) in San Francisco. In addition, the Company may review providing computer terminal access at outlying stations. The Company will also provide two (2) printers in Seattle and one (1) in all other domiciles. The Company will provide a minimum of one (1) computer and one (1) printer at each newly opened Flight Attendant domicile.

- 29.A. Performance Based Pay (PBP)**
- 29.B. 401(k) Company Match**
- 29.C. True Up**
- 29.D. Vesting Schedule for 401(k) Company Match**
- 29.E. Accelerated Vesting**
- 29.F. Sick Leave Buy-Back**

A. PERFORMANCE BASED PAY (PBP)

Each Flight Attendant will receive the same percentage of their eligible earnings as currently received by represented and non-represented front-line employees under the Performance Based Pay (PBP) plan. The PBP plan provisions are subject to change by the AAG Board of Directors.

B. 401(K) COMPANY MATCH

The Company will match any Flight Attendant's pre-tax contribution to the 401(k) plan maintained by the Company, at the rate of one dollar (\$1.00) for each one dollar (\$1.00) contributed by the Flight Attendant, up to a maximum Company contribution of eight percent (8%) as of March 2, 2025. On March 2, 2026, the aforementioned maximum Company contribution will increase to eight and one-half percent (8.5%).

C. TRUE UP

Effective beginning in 2026 (based on 2025 contributions), the Company will make a "true-up" matching contribution based on a Flight Attendant's contributions from the previous year. A true-up matching contribution takes into account what one's matching contribution would be if those contributions were based on eligible earnings for the entire plan year (instead of by payroll periods).

1. For example, if the Flight Attendant were to contribute a high percentage of their eligible earnings as pre-tax contribution and Roth contributions and reach the IRS contribution limit early in the plan year, they may receive a lower amount of matching contribution than if they had made their pre-tax contribution and Roth contributions evenly over the course of the plan year. A "true-up" matching contribution takes this into account, so the Flight Attendant receives the full amount of matching contribution to which they are entitled based on their eligible earnings for the entire plan year (or the entire portion of the plan year they are eligible for the plan) and their total deferrals for the plan year that remain in the plan on the last day of the plan year.
2. You must be employed as an Alaska Flight Attendant on the last day of the plan year to be eligible for any true-up contributions made for that plan year. All true-up payments are subject to all applicable plan limits.

D. VESTING SCHEDULE FOR 401(K) COMPANY MATCH

A Flight Attendant will have a vested and non-forfeitable interest in that vested percentage portion of the balance credited to the Flight Attendant's Matching Contributions Account at any time determined by reference to their completed years of Vesting Service in accordance with the following schedule:

Completed Years of Vesting Service	Vested Percentage
Less than 1 year	0%
1 year	20%
2 years	40%
3 years	60%
4 years	80%
5 or more years	100%

E. ACCELERATED VESTING

A Flight Attendant will be fully vested and have a non-forfeitable interest in the balance credited to their Matching Contributions Account if:

1. The Flight Attendant becomes medically disabled; or
2. The Flight Attendant retires at or after age sixty-five (65); or
3. The Flight Attendant retires at or after age sixty (60) with a minimum twelve (12) years of Company Seniority, or at or after age sixty-one and one-half (61½) and a minimum of ten (10) years of Company Seniority.



F. SICK LEAVE BUY-BACK

Upon retirement a Flight Attendant will have the ability to sell back their sick leave pursuant to [Section 16.E.4. \[Sick Leave Cash-Out Conversions...\]](#).

- 30.A. General Training: Recurrent Training and Other Company-Required (Non-Computer-Based) Training**
- 30.B. Recurrent Training**
- 30.C. Training Pay**
- 30.D. Check-rides**
- 30.E. Probationary Observation Flights and Initial Operating Experiences (IOEs)**

A. GENERAL TRAINING: RECURRENT TRAINING AND OTHER COMPANY-REQUIRED (NON-COMPUTER-BASED) TRAINING

1. Bidding

- a. Posting of dates and awards will be accessible via the Flight Attendant webpage. The Recurrent dates and bidding timeline will be posted in the Flight Attendants' monthly bid packet. Flight Attendants may voluntarily bid for, but may not be assigned, training during vacation ([Section 14.I. \[Vacation Conflict...\]](#)).
- b. Even when training is offered in their domicile, Flight Attendants may submit a preference to attend training out of domicile. Such preference will be awarded in seniority order after all preferences from Flight Attendants in that domicile have been awarded.
- c. Flight Attendants awarded training out of domicile pursuant to 1.b., above, will not be paid for the deadhead or per diem during travel and will not be provided with a hotel.
- d. All Required Training known by the first (1st) of month prior to the bid month will appear as a pre-planned event before the Flight Attendant constructs their line of flying or Reserve line for the month (Section 10.F. [Planned Absences/Carry-in]).
- e. Training will not be considered one of a Flight Attendant's minimum days off ([Section 10.E.1. \[Line Construction...\]](#)).

2. Hours

Training will be scheduled for no more than eight (8) hours and will occur between the hours of 7:00 AM and 5:00 PM local time with the exception of Flight Attendant Level III Requalification training.

- a. Under all circumstances, a Flight Attendant will not be required to remain in training in excess of eight (8) hours and/or outside the hours indicated in 30.A.2., above. If, due to unforeseen circumstances, training is extended outside of these hours, the Flight Attendant may elect to remain in training and the following pay will apply:
 - 1. Flight Attendants attending Recurrent or Level I/Level II Requalification training will be paid an additional one (1.0) TFP for training that exceeds the contractual hours of training by one (:01) minute to fifteen (:15) minutes due to irregular operations.
 - 2. Flight Attendants attending Recurrent or Level I/Level II Requalification training will be paid an additional six (6.0) TFP for training that exceeds the contractual hours of training by sixteen (:16) minutes or longer due to irregular operations.
- b. If it is mutually acceptable between the Flight Attendant and Inflight Training management, a Flight Attendant will be permitted to take supplemental Recurrent/Requalification Training and/or additional Recurrent/Requalification drill attempts and/or written exam attempts on the same day that they are already scheduled for eight (8) hours of Recurrent/Requalification Training and outside the hours indicated in 30.A.2., above. The supplemental training and/or additional drill attempts and/or written exam attempts described herein will be treated separately from Recurrent/Requalification Training for pay purposes, and the Flight Attendant will be compensated at six (6.0) TFP for such additional time.

3. Required Training Out of Domicile

The following provisions will apply for Flight Attendants required by the Company to attend training away from their own domicile:

- a. "Business, Positive Space Non-bumpable" (AS and QX) travel will be provided and Flight Attendants will be paid the actual trip rate for deadheading to and from training. This travel will be subject to the provisions of 30.A.9., below.

- b. Flight Attendants on duty for more than twelve hours and thirty minutes (12:30) will be compensated one (1) additional TFP. The additional compensation will apply to all Company-required trainings.
 - c. Pay for the deadhead, per diem during travel and lodging at Company expense.
 - d. When Company-required training is not offered in a Flight Attendant's domicile and they must attend training in a different domicile, training will be awarded or assigned on consecutive days.
 - e. The Flight Attendant will bid for and be awarded training in another domicile where training is offered in accordance with system seniority.
 - f. The Company may restrict non-ANC based Flight Attendants from being awarded training in ANC during the bid months of May through August, due to lack of hotel availability and related constraints (e.g., cruise season). Non-ANC based Flight Attendants will be allowed to subsequently trade into ANC training during these bid months, however, hotels will not be provided.
 - g. At the Flight Attendant's option, they may fly a sequence on their travel day, provided that they allow at least one hour and thirty minutes (1:30) block-to-block between the last flight of the "working" sequence and the deadhead to training.
 - h. Flight Attendants attending training out of domicile will be compensated for flight travel based upon the TFP value of the distance of the most direct AAG route at the time of travel from their domicile to and from the location of the training. The Flight Attendant will be responsible for submitting the most direct AAG route (inclusive of flight numbers and dates) they traveled. If travel to and from training occurs on a day without training, a four (4.0) TFP travel minimum applies. If travel to and from training occurs on a day with training, a four (4.0) TFP travel minimum does not apply. Travel minimums are a separate application from training minimums pursuant to Section 30.C. [Training Pay], below.
 - i. Flight Attendants required to take training in a different domicile are subject to the same pay and scheduling provisions as Flight Attendants taking training in their domicile.
 - j. If the Flight Attendant does not make the scheduled training, they will not be pay protected. However, if the Flight Attendant is unable to attend training due to operations or an action on the part of the Company, they will be pay protected. The Flight Attendant will be responsible for rescheduling training.
4. Rest
- a. Recurrent Training and any Company-required training will be treated as a legal duty day inasmuch as eleven (11) hours crew rest, measured from release to report, before and after training must be scheduled.
 - b. If rest following Recurrent Training or any Company-required training is operationally reduced to less than eleven (11) hours release to report, and the Flight Attendant has a sequence that provided eleven (11) hours crew rest, release to report, they will be placed on the sequence at the SIP if possible, or paid the TFP value of the sequence which was dropped to provide rest. A Flight Attendant at their option may waive their eleven (11) hours crew rest, release to report, and will be paid one and one-half times (1.5x) the trip rate until the Flight Attendant receives legal crew rest.
 - c. If a Flight Attendant is due compensatory double-out rest ([Section 8.H. \[Compensatory \(Double-Out\) Rest\]](#)) that conflicts with Company required training, they will be pulled from training with pay protection for Company-required training or without pay protection for Recurrent Training. The Flight Attendant may waive the compensatory rest and if they do so and attend the training, they will be paid two times (2.0x) the trip rate for the training. Flight Attendants must take the responsibility of rescheduling the training.
5. Training on a Reserve Day Off
- A Reserve Flight Attendant will not be assigned any Company-required training on a scheduled day off if the Flight Attendant has minimum scheduled days off.
6. Domicile Transfers and Base Swaps
- If a Flight Attendant is awarded any Company-required training and subsequently transfers or base swaps to a new domicile, they will be afforded travel provisions, duty day limitations and pay pursuant to all the provisions of A.3., above, when attending the training.

7. Cancellation

If a Flight Attendant's training is cancelled with fourteen (14) days or less days' notice, they will be pay protected for the training. If notice of cancellation is given more than fourteen (14) days prior, there will be no pay protection.

8. Hotel and Transportation for Training in Domicile

A hotel will be provided for training for Flight Attendants whose address on file with the Company is more than fifty (50) straight line miles from the training facility for all Company-required training. Flight Attendants may book a hotel of their choice, and the Company will reimburse lodging expenses up to two hundred dollars (\$200.00) per night through the standard reimbursement process. The Company will not be required to reimburse any lodging expenses for hotel rooms that are not utilized for any reason outside of the Company's control (e.g., trade, sick, drop, etc.) This hotel may be booked by the Flight Attendant for the night prior to training and will also be available should the Flight Attendant be unable to make it to their home address on file with the Company within twelve hours and thirty minutes (12:30) from the start of the training day. Flight Attendants will arrange their own transportation to and from the training facility if their selected hotel does not provide a free shuttle. For those who fly to attend training, the Company will reimburse ground transportation expense to and from the hotel and training facility up to thirty dollars (\$30.00) per day through the standard reimbursement process. Nothing in this paragraph will cause a Flight Attendant covered by Paragraph A.3. to forfeit a hotel room for which they are otherwise eligible.

9. Travel to/from Training

- a. Flight Attendants who choose to bid for and who are subsequently awarded training out of domicile will not be paid for the deadhead or per diem during travel and will not be provided with a hotel; however, such Flight Attendants are permitted to book a positive space, non-bumpable reservation in FLY (the Company's employee travel site) from their domicile to the training location and returning from the training location to their domicile.
- b. All Flight Attendants, including registered commuters, required to attend training out of domicile may use Business, Positive Space Non-bumpable (AS and QX) travel to travel directly to the training location from their domicile or registered commuter city and to return directly from the training location to their domicile or registered commuter city. The Flight Attendant will be paid the TFP value of the most direct flying available at the time of travel from domicile to the training location and from the training location to their domicile.
- c. LAX, SEA and SFO Flight Attendants may utilize this travel to/from training to/from any airport within the domicile's metropolitan area served by Alaska Airlines (e.g., SEA: SEA, PAE; SFO: SFO, OAK, SJC; LAX: LAX, BUR, ONT, SNA.)

10. All business, positive space, non-bumpable travel to training must occur no earlier than the day before training, and all travel from training must occur no later than the day after the last day of training.

11. A Flight Attendant may use sick leave from either bank if they call in sick for any training except Recurrent training. A Flight Attendant may use state sick leave bank if they call in sick for Recurrent Training.

12. In the event the Company offers voluntary in-person training that is directly related to the Flight Attendant role, and the Company allows the Flight Attendant to attend the training, then the same pay, scheduling and travel provisions as those provided for Company-required training above will apply.

B. RECURRENT TRAINING

1. The Flight Attendants will submit their preferences for an upcoming Recurrent Training date in their base/grace month. If a Flight Attendant fails to bid for Recurrent Training in their base month, a Recurrent Training date will be assigned. The requirements of [Section 8.L. \[Forty-eight in Seven...\]](#) do not apply to Recurrent Training assignments.
2. Seniority may be overruled to accommodate bid vacation or a Flight Attendant in a grace period due to circumstances beyond the control of the Company. Flight Attendants may sign up on their days off for any openings for Recurrent Training in the month prior to their base month after Recurrent Training assignments for Flight Attendants in their base/grace month have been posted.
3. Recurrent Training during or upon return from leave of absence the Company will offer a full Level I/Level II Qualification Training class within the first five (5) working days of every month. Flight Attendants who wish

to attend Recurrent or Level I/Level II Requalification Training, may attend one of the classes offered throughout the month if space is available.

4. Flight Attendants on Leave of Absence
 - a. A Flight Attendant on medical or maternity leave may attend Recurrent or Level I Requalification Training once they meet the following conditions:
 1. Provide the medical release signed by both the Flight Attendant and the Flight Attendant's treating physician.
 2. A Flight Attendant whose medical condition limits their physical mobility or has psychological factors that would interfere with performance of activities as specified in the medical release form, may not attend Recurrent/Requalification Training under any circumstances.
 3. The Flight Attendant is responsible for submitting the medical release to their supervisor at the earliest possible date.
 - b. A Flight Attendant who meets the criteria outlined in the medical release form may attend any available Recurrent/Level I Requalification Training class applicable to their qualification needs. Availability will be determined by the Company after training dates have been assigned to active Flight Attendants through the normal bid process.
 - c. Flight Attendants who attend Recurrent/Level I Requalification Training under the circumstances outlined in 4.a. and 4.b., above, of the agreement will be paid six (6.0) TFP for attending training and any applicable compensation for the home study per C.1. [Training Pay], below.
 - d. The Flight Attendant's approved leave of absence expiration date under [Section 15 \[Leaves of Absence\]](#) will not be affected by virtue of attending Recurrent / Requalification training under the terms of this agreement.
 - e. A Flight Attendant who has secured a release to attend Level II Requalification training may attend the training and perform the required check-ride.
 - f. Flight Attendants attending Level I/Level II Requalification Training (returning from a leave of absence).
 1. The Flight Attendant will attend the first available Recurrent or Level I/Level II Requalification Training class.
 2. Flight Attendants who attend Recurrent or Level I/Level II Requalification Training when returning from a leave of absence will be paid per 30.C. [Training Pay], below, and scheduled as provided for in 30.A. [General Training...], above.
5. To the extent that it is medically possible, except as noted in [Section 15.A.3. \[Leaves of Absences...\]](#), a Flight Attendant must remain current while on a leave of absence unless otherwise agreed to by Manager, Inflight Labor and Work Performance. A Flight Attendant will be active for the month in which the Recurrent or Requalification (Levels I/II) training occurs for the purposes of Company benefits.
6. The ASHSC will be given opportunity to provide input into the Recurrent Training.
7. CBA sick leave will not be paid on Recurrent Training dropped due to illness or injury ([Section 16.D.2.c. \[Sick Leave Pay...\]](#)).
8. A Flight Attendant may trade into a Recurrent Training class on a day off during their Early, Base or Grace months either by trading with another Flight Attendant or through available Recurrent Training classes in Open Time. Such trade will be allowed with another Flight Attendant as long as the trade results in the other Flight Attendant accepting a Recurrent Training class on a day off during their respective Early, Base or Grace month.
9. If a Flight Attendant trades into their Grace month and then fails to attend the Recurrent Training class, it is their responsibility to make a reasonable effort to become current prior to the end of their Grace month. No pay protection or credit will be provided for scheduling obligations that are dropped due to a Flight Attendant's lack of training currency if they have traded into their Grace month.
10. Flight Attendants who have December as their Base month do not have a Grace month. Flight Attendants who have January as their Base month do not have an Early month.

11. A Flight Attendant will not be pay protected if they are de-qualified (i.e., Flight Attendant Not Qualified – FNQ) as a result of the following:
 - a. Non completion of Recurrent Training in their Grace month or Requalification Training in any month
 - b. Non completion of any FAA-mandated training
12. Electronic Home Study for Recurrent Training
 - a. The exam may be in the electronic home study and will contain twenty-five (25) questions, or the minimum number of questions required by the Federal Aviation Administration (FAA), whichever is greater. The exam will not be included in the time test that is outlined in MOU CBT Time-Testing Review Process 03.19.2020.
 - b. Outside of the exam, the Company may add additional questions to the Home Study, and they will be included in the time test.
 - c. The Home Study will include instructional videos of the emergency exit drills being evaluated in Recurrent Training that year.
 - d. If the Company is approved to pursue Advanced Qualification Program (AQP) and/or the FAA requirement(s) change so that these provisions must be altered, then the provisions in 30.B.12 will be renegotiated between the parties.

C. TRAINING PAY

1. Recurrent Training

Flight Attendants will be paid six (6.0) TFP per day. Home Study for Recurrent Training (including Recurrent Computer Based Training (CBT)): Flight Attendants will be paid one hundred fifty dollars (\$150.00) for up to five (5) hours of home study.
2. Requalification Training

Flight Attendants will be paid as in C.1., above, and C.3., below, for attending Level I/Level II Requalification Training. With respect to Level II Requalification Training, the Flight Attendant will also be paid for the check-ride. They will not be reinstated for Company benefits unless they have a medical release to return to regular duties from a leave of absence. Flight Attendants attending Level III Requalification Training (i.e., Initial Training) will be paid one and one-half times (1.5x) their pay rate for any hours scheduled, or attended, outside the contractual hours of 7:00 AM – 5:00 PM local time per 30.A.2., above.
3. Training other than Recurrent Training

Flight Attendants will be paid six (6.0) TFP for eight (8) hours of training. For training less than eight (8) hours, the TFP will be prorated at three-quarters (.75) TFP per hour. In no event will the Flight Attendant receive less than the five (5.0) TFP Average Duty Period Guarantee.
4. Computer Based Training (CBT) (not related to Recurrent/Requalification)
 - a. Flight Attendants will be paid three-quarters (.75) TFP per hour, with a minimum requirement of one (1.0) TFP.
 - b. Such training will not exceed once per quarter or four (4) per calendar year.
 - c. CBT will not require the presence of the Flight Attendant on Company property.
 - d. Run-times will be determined by the Company with the Association's input using the agreed-upon CBT Review Process.
5. As an exception to C.3., above, the Company may semi-annually require training under one (1) hour, prior to duty, subject to a one (1.0) TFP minimum.
6. A Flight Attendant will not be paid for Recurrent Training or other Company-required (non-computer-based) training when they do not attend such training in its entirety and receives a Failure to Report to Training Class ([Section 32.C.10. \[Attendance Policy Definitions\], "Failure to Report to Training Class"](#)), or they are granted a Management Drop ([Section 32.C.14. \[Attendance Policy Definitions\], "Management Drop"](#)) for such training.

D. CHECK-RIDES

Official check-rides may be conducted only by Inflight management.

E. PROBATIONARY OBSERVATION FLIGHTS AND INITIAL OPERATING EXPERIENCES (IOEs)

1. Probationary Observation Flights and Initial Operating Experiences (IOEs) will be performed by bargaining unit members or Flight Attendant qualified Inflight management. These members must have at least five (5) years of Flight Attendant seniority and be certified within the Check Flight Attendant program and listed in an Inflight manual as Check Flight Attendants. The Company will select sufficient trainers to form a pool of Probationary Observation Flight Trainers and a pool of Initial Operating Experience (IOE) Trainers. Trainers accepted into the pool for Probationary Observation Flights will automatically be accepted into the pool of Trainers qualified to conduct an IOE. If the Company receives insufficient applications to form an adequate pool for Probationary Observation Flights or for IOEs, the Manager of Inflight Training, or their designee, and the AFA MEC President will determine alternative minimum qualifications. Once in either pool, a Trainer may be removed by the Company only with cause, but they can remove themselves at any time.
2. No Trainer will be required to perform Probationary Observation Flights or to conduct IOEs.
3. The certifying Flight Attendant Trainer will fill out the checklist regarding the Probationary Observation Flight or IOE. Using the checklist they will determine whether the probationary Flight Attendant or Trainee successfully performed the flight(s). The certifying Flight Attendant Trainer will refer the probationary Flight Attendant or Trainee to a supervisor if the probationary Flight Attendant or Trainee does not complete the minimum requirements associated with successfully passing the Probationary Observation Flight or IOE, as appropriate. A certifying Flight Attendant Trainer has no authority to remove a probationary Flight Attendant or Trainee from service. If a probationary Flight Attendant is removed from a flight(s) by Inflight management, the certifying Flight Attendant Trainer may complete the flight(s) as part of the FAA-required minimum crew until they reach a domicile where they may be replaced. They will be paid one and one-half times (1.5x) the trip value for all such flights. Inflight management employees may not replace a probationary Flight Attendant except to prevent a cancellation pursuant to [Section 3.D.2. \[Scope of Agreement\]](#).
4. A certifying Flight Attendant Trainer will receive the TFP value of the flying plus one (1.0) TFP for the preparation and administrative work associated with each Probationary Observation Flight or IOE, as appropriate.
 - a. If the certifying Flight Attendant Trainer conducts more than one (1) Probationary Observation Flight or IOE, as appropriate, during the flight/trip, they will receive one (1.0) TFP for preparation and administrative work for each probationary Flight Attendant or Trainee they observe.
 - b. In no event will they receive less than a five (5.0) TFP minimum in addition to one (1.0) TFP for preparation and administration.
 - c. Probationary Flight Attendant/Trainee Unavailability
 1. If the certifying Flight Attendant Trainer goes to the airport and is unable to conduct the Probationary Observation Flight or IOE, they will be paid three (3.0) TFP in addition to the one (1.0) TFP for the preparation and administrative work.
 2. If the certifying Flight Attendant Trainer flies to an outstation to meet a probationary flight, and the probationary Flight Attendant is not available, the certifying Flight Attendant Trainer will receive the TFP value of the deadhead leg(s) to and from the departure domicile in addition to the one (1.0) TFP for the preparation and administrative work.
 - d. The certifying Flight Attendant Trainer conducting a Probationary Observation Flight or IOE will receive "A" pay and the override provided for in [Sections 27.P.1.g and 27.P.1.h. \[Company Business...\]](#) in lieu of per diem.
 - e. If the Probationary Observation Flight or IOE is scheduled or rescheduled into an overnight, the certifying Flight Attendant Trainer will receive local transportation and hotel accommodations pursuant to [Section 34 \[Hotels\]](#). If the RON is unscheduled, they will receive any additional compensation that would be due a Flight Attendant under these circumstances.
 - f. Duty and rest limitations will be consistent with the CBA and CFRs.
5. The certifying Flight Attendant Trainer performing the Probationary Observation Flight or IOE will not be considered as part of the FAA-required minimum crew, except as provided in E.3., above.
6. The certifying Flight Attendant Trainer will not wear the Flight Attendant uniform when conducting Probationary Observation Flight(s) or IOEs.

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7. Certifying Flight Attendant Trainers will be booked non-bumpable positive space (currently B3) but may choose to sit in the Flight Attendant jumpseat when conducting business associated with this Section.
 8. The Company may determine that operational needs require that one (1) or more certifying Flight Attendants Trainers be placed on no-bid status for a bid month for the purpose of conducting Probationary Observation Flights.
 - a. The Company will determine the minimum number of Probationary Observation Flights that the certifying Flight Attendant Trainer must conduct during the month.
 - b. The certifying Flight Attendant Trainer may pick up other flying during the month pursuant to [Section 12 \[Exchange of Sequences\]](#).
 9. Assignment of Probationary Observation Flights and/or IOEs and selection for placing a trainer on no-bid status will be offered in system seniority order to those included in the appropriate pool.
 10. No single-source discipline may result from the certifying Flight Attendant Trainer's presence on the flight/sequence. Safety issues will be eligible for submission under the Aviation Safety Action Program (ASAP). If either party does not participate in the ASAP program, the Company and the Association will meet and agree to an equivalent alternative process.

SAVINGS CLAUSE

Should any part or provision of this Agreement be rendered invalid by operation of law, the balance of the Agreement will remain in full force and effect. The parties agree that should any part or provision of this Agreement be rendered invalid as described above, either party may serve a Section 6 notice on the other party with respect to the provision(s) and subject matter of this Agreement that has been rendered invalid. The parties will then undertake expedited Section 6 negotiations with respect to such provision(s) and subject matter in accordance with the Railway Labor Act.

- 32.A. Reporting Procedure**
- 32.B. Timeliness of Reporting**
- 32.C. Attendance Policy Definitions**
- 32.D. Time Limit for Trimester Point Reduction Designation**
- 32.E. Control Procedure**
- 32.F. Administration of Discipline**
- 32.G. Record Improvement**
- 32.H. Abuse of Sick Leave**
- 32.I. Verification of State Sick Leave Absences**
- 32.J. Excused Time Off**
- 32.K. Special Circumstances**
- 32.L. Workers' Compensation**
- 32.M. Errors in Attendance Record**

The Attendance Policy outlined below is not about finding fault with anyone. It is a tracking system to show whether a Flight Attendant was at work when they were scheduled to be there. The Company has an obligation to ensure that all flights are properly staffed.

The Attendance Policy for Flight Attendants will be as follows:

A. REPORTING PROCEDURE

In all cases of absence, a Flight Attendant will be required to call the designated Company representative.

1. Unless otherwise specified, the call will be valid only for the Flight Attendant's next scheduled sequence. The Flight Attendant may specify a longer period, covering sequences beginning within the six (6) consecutive calendar days following the call.
2. Unless otherwise specified, a Reserve Flight Attendant's call will be valid only for one (1) day. The Reserve Flight Attendant may specify a longer period, up to six (6) consecutive calendar days following the call.
3. Inflight management may reach out via Company email to a Flight Attendant anytime they accrue attendance points in order to ensure the welfare of that Flight Attendant. The Flight Attendant will not be obligated to respond.
4. Inflight management may contact the Flight Attendant via telephone or Company email, and the Flight Attendant will be expected to return the contact as soon as practical under the following circumstances:
 - a. If a Flight Attendant has accrued a total of four (4) points (regardless of points reduction and/or total bank points) within two (2) consecutive calendar quarters; or
 - b. If a Flight Attendant calls in sick at or after scheduled check-in and prior to wheels-up of their first flight (Sick Leave On-Line at Scheduled Check-In). Inflight management may contact the Flight Attendant via telephone or Company email.
5. If a Flight Attendant calls out sick, sick child, or sick family, they will designate whether they are electing to use state sick leave or CBA sick leave at the time of the call pursuant to [Section 16.B.4. \[Sick Leave Usage...\]](#). If a Flight Attendant does not make a designation at the time of the sick leave call, then the designation will default to CBA sick leave. A Flight Attendant may change any designation prior to the end of their next sequence.
6. The Flight Attendant is responsible for notifying Crew Scheduling should their illness require that they remain absent beyond the period specified in the initial sick call.

B. TIMELINESS OF REPORTING

A Flight Attendant must check in at each domicile at least one (1) hour prior to scheduled push of the aircraft. Sick calls must be made to the designated Company representative at least two hours (2:00) prior to check-in.

C. ATTENDANCE POLICY DEFINITIONS

(For points values, see [Section 32.E. \[Control Procedure\]](#)), below.

1. No Show

(See also [Section 10.CC. \[No Show Sequence Recovery...\]](#).)

- a. When a Flight Attendant fails to check-in at the time designated or checks in and does not make the scheduled departure either on an originator flight or at an outstation; or
- b. Being unavailable for contact because the Flight Attendant failed to take a scheduled deadhead, except as provided for in [Section 10.X. \[Deadhead\]](#); or
- c. Failure of a Flight Attendant to check Block2Block (B2B) messaging and make Positive Contact (see [Section 8.Q \[Contactability and Means of Notification\]](#)) with Crew Scheduling, if required, within fifteen minutes (:15) of the completion of the debrief period and prior to leaving the secure area if instructed by Crew Scheduling (extensions for extenuating circumstances such as medical emergencies, etc. will not be unreasonably denied and points may be mitigated as an Unavailable for Contact pursuant to C.15., below); or
- d. Failure of a Reserve to return Crew Scheduling's call within fifteen minutes (:15) after contact number(s) on file have been called pursuant to [Section 11.D.1.d. \[Scheduling / Notice Time...\]](#) (points may be mitigated as an Unavailable for Contact pursuant to C.15., below); or
- e. Failure of any Flight Attendant(s) on ground time or on APSB Reserve to return Crew Scheduling's call within fifteen minutes (:15) from the time of the final contact (see [Section 8.Q. \[Contactability and Means of Notification\]](#)) using the Flight Attendant(s) contact number(s) on file with Crew Scheduling, B2B messaging (as long as B2B messaging is open for any flight on their schedule, including deadheads), and Microsoft Teams or a successor system (for APSB Reserves only).
- f. If a Reserve Flight Attendant is assessed a No Show and returns Crew Scheduling's call during the same Reserve Availability Period, they will be given the option between:
 1. Being released until the next Reserve Availability Period, with a one-day reduction in their Reserve guarantee pursuant to [Section 11.G.1. \[Reserve Compensation\]](#); or
 2. Being returned to the Reserve Assignment List with no reduction in their Reserve guarantee.
- g. If a Reserve is assessed a No Show and does not return Crew Scheduling's call, they will be released until the next Reserve Availability Period, with a one-day reduction in their Reserve guarantee pursuant to [Section 11.G.1. \[Reserve Compensation\]](#);
- h. Flight Attendants will not be paid for a sequence for which they are assessed a No Show.
- i. A Flight Attendant will be assessed a No Show for any of the reasons stated above and can be assessed a No Show more than once per day.

2. Late Report

When a Flight Attendant fails to check-in at the time designated (at scheduled initial check-in time of the sequence or APSB assignment), Crew Scheduling has no obligation to attempt to contact the Flight Attendant. A Flight Attendant who reports prior to being replaced by another Flight Attendant who is assigned the sequence will be considered a Late Report. If the Flight Attendant is replaced (other than by a Flight Attendant assigned to pre-board the flight but is not assigned the sequence), they will be assessed a No Show.

3. Reported Illness Using Trimester Point Reduction

When a Flight Attendant calls at least two hours (2:00) prior to check-in to report that they will not report to work because of their personal illness/injury. (Limited to one continuous occurrence of illness per calendar trimester.)

4. Reported Illness without or after Using Trimester Point Reduction

When a Flight Attendant calls at least two hours (2:00) prior to check-in to report that they will not report to work because of their personal illness/injury, and has already selected another occurrence for the same trimester to use for Trimester point reduction or chooses not to use Trimester point reduction for the occurrence.

5. Short Sick Call

When a Flight Attendant calls in sick, sick child, or sick family less than two hours (2:00) prior to scheduled check-in.

6. Sick Leave On-Line at Scheduled Check-in

When a Flight Attendant calls in sick at or after scheduled check-in and prior to wheels-up of their first flight. If the occurrence is coded as Workers' Compensation, FMLA or an approved medical leave, then that occurrence will be considered as Sick Leave On-Line.

7. Sick Leave On-Line

- a. When a Flight Attendant reports for work and calls in sick after wheels-up of their first flight and fails to complete their scheduled sequence because of personal illness.
- b. When an APSB reports sick prior to receiving an assignment.

8. Sick Leave On-Line without or after Using Trimester Point Reduction

A Flight Attendant who uses Sick Leave On-Line and who has already selected another occurrence for the same trimester to use for Trimester point reduction or chooses not to use Trimester point reduction for the occurrence in the same calendar trimester.

9. Might Be Late (MBL)

When a Flight Attendant calls prior to check-in (at scheduled initial check-in time of the sequence or APSB assignment) and reports that they might be late, except as provided for in [Section 36.A.6 \[Air Commuting\]](#) and [Section 36.B.1.b. \[Ground Commuting\]](#);

- a. If the Flight Attendant scans in on time, or within five (5) additional minutes after their scheduled report time, after calling in MBL, no points will apply.
- b. If the Flight Attendant does not scan in on time, points will apply.

10. Failure to Report to Training Class

When a Flight Attendant fails to report to a scheduled training class by the scheduled time of class. If the training is not mandatory training, the Flight Attendant will incur a Failure to Report to Training Class unless they have formally cancelled their spot in the class prior to scheduled report time.

11. Single Continuous Occurrence of Illness

When a Flight Attendant is continuously ill or disabled due to a single illness or occurrence. A Single Continuous Occurrence of Illness can last up to ten (10) calendar days from the first date of absence for the same illness. The first day of absence is considered "day one." Separate sick calls relating to a Single Continuous Occurrence of Illness must be made within ten (10) days from the first day of absence.

If the Flight Attendant returns to active duty and flies a single sequence or portion of a sequence, or a single block or portion of a block of Reserve days, between incidents of illness, the incidents will be considered a Single Continuous Occurrence of Illness. On call Reserve status, Airport Standby (APSB), Company required training or any other non-flying scheduling obligation does not count as a flying assignment for the purposes of this provision. In no such case will a Single Continuous Occurrence of Illness extend past a total of ten (10) consecutive days from the first day of absence due to the initial report of illness. A new illness or injury will not be considered part of the Single Continuous Occurrence of Illness even if it occurs within ten (10) days of the initial absence.

12. Reported Illness When Assigned a Junior Assignment (JA) Sequence

When a Flight Attendant is assigned a JA sequence and they report that they and/or their child or qualified family member is sick at the time of the assignment and designates use of CBA sick leave. Such Flight Attendant may be required to produce verification of their own, their child's or qualified family member's illness. If the Flight Attendant produces a doctor's statement dated within forty-eight hours (48:00) of the notification of the JA assignment and turns in such verification prior to departure of the next scheduled sequence, no points will be charged under this Section.

13. Chargeable Occurrence

Whenever points are charged to a Flight Attendant's record that are not reduced by Trimester point reduction. An occurrence is still considered chargeable even if the Flight Attendant has banked points to offset the points charged to their record.

14. Management Drop

A Management Drop may be approved to allow a Flight Attendant the time off they need during a personal emergency. A Management Drop may be applied as follows:

- a. Sequences, partial sequences, training or reserve days missed due to a Management Drop are unpaid.
- b. Flight Attendants will be assessed one-half (0.5) point per day for the entire period of absence on an approved Management Drop with a maximum of two and one-half (2.5) points per absence up to a maximum of ten (10) consecutive days. In rare cases, points may be reduced pursuant to 32.J. [Special Circumstances], below.
- c. In order to request a Management Drop, the Flight Attendant must contact Inflight management, or Crew Scheduling if after business hours. They may authorize the drop and notify Crew Scheduling if appropriate.

15. Unavailable for Contact

- a. If a Flight Attendant makes Positive Contact (see [Section 8.Q. \[Contactability and Means of Notification\]](#)) with Crew Scheduling more than fifteen minutes (:15) but less than sixty minutes (:60) after the completion of the debrief period if instructed by Crew Scheduling, they will have their No Show adjusted to an Unavailable for Contact.
- b. Failure of any Flight Attendant(s) on ground time or an APSB Reserve to return Crew Scheduling's call more than five minutes (:05) but less than fifteen minutes (:15) from the time of the final contact using the Flight Attendant(s) contact number(s) on file with Crew Scheduling, B2B messaging on the Inflight Mobile Device (as long as B2B messaging is open for any flight on their schedule, including deadheads), and Microsoft Teams (or successor system) (for APSB Reserves only). Failure of a Reserve to return Crew Scheduling's call more than sixty minutes (:60) after contact number(s) on file have been called, see C.1. "No Show" [Attendance Policy Definitions], above).
- c. Failure of a Reserve to return Crew Scheduling's call more than fifteen minutes (:15) and less than sixty minutes (:60) after contact number(s) on file have been called. Failure of a Reserve to return Crew Scheduling's call more than sixty minutes (:60) after contact number(s) on file have been called, see C.1. "No Show" [Attendance Policy Definitions], above).

16. Late Arrival to an Aircraft

A Flight Attendant is required to be at the aircraft or departure gate for hardstands forty-five minutes (:45) prior to departure ([Section 8.D.1. \[Check-in and Debrief\]](#)). When a Flight Attendant arrives late to an aircraft or departure gate for hardstands, they will not be assessed any attendance points under Section 32. Late Arrival to an Aircraft will be considered a performance issue and handled under the Company's progressive discipline policy. If a Flight Attendant receives a "Late Arrival to An Aircraft" and an "Inability to Remotely Scan In" during the same duty period it will be considered one event for the purpose of the progressive discipline.

17. Inability to Remotely Scan In

When a Flight Attendant unsuccessfully attempts to scan in using the Company designated check-in application on the Company-provided Inflight Mobile Device (IMD) while they are in the approved geographical area of the domicile from which the sequence departs or the APSB assignment commences, they will call Crew Scheduling to be checked in. Crew Scheduling will check in the Flight Attendant and report the error to Inflight management as an Inability to Remotely Scan In. No location verification is required in order to be scanned in by Crew Scheduling. Such event will be considered a performance issue and handled under the Company's progressive discipline policy only in the case of three (3) or more instances of an Inability to Remotely Scan In within a bid month. However, any instance of an Inability to Remotely Scan In that is due to circumstances beyond the Flight Attendant's control, such as but not limited to a malfunctioning application or IMD, or atmospheric conditions causing interference with the IMD or GPS location function, will not be considered for the purpose of progressive discipline. If a Flight Attendant receives an "Inability to Remotely Scan In" and a "Late Arrival to An Aircraft" during the same duty period it will be considered one event for the purpose of progressive discipline.

18. Sick Family/Sick Child

- a. No attendance points are assessed when a Flight Attendant reports they will be absent to care for a sick family member, as defined and published to Flight Attendants pursuant to the Sick Family/Sick Child LOA provided that they have sufficient state and/or CBA sick leave to cover the absence, on a day-by-day basis. For each day that they do not have sufficient sick leave in either bank to cover the absence, they will be assessed one-half (0.5) point per day.
- b. A Flight Attendant who calls in Sick Family or Sick Child with less than two hours (2:00) notice prior to report may be subject to the provisions of Short Sick Call pursuant to 32.C.5. [Attendance Policy Definitions], above and related attendance points may apply.
- c. Flight Attendants are allowed to call in sick online for Sick Family/Sick Child and attendance points, if any, will be administered pursuant to 32.C.18.a., above.

D. TIME LIMIT FOR TRIMESTER POINT REDUCTION DESIGNATION

A Flight Attendant must designate a sequence for Trimester Point Reduction prior to the end of their next sequence.

E. CONTROL PROCEDURE

Absences as described above will be recorded in the following manner:

1. State Sick Leave

A Flight Attendant who designates use of state sick leave will not accrue attendance points for sick absences, provided they have sufficient state sick leave to cover the absence, on a day-by-day basis. For each day that they do not have sufficient sick leave in their state sick bank to cover the absence, they will be assessed attendance points and may be afforded record improvement opportunities pursuant to this Section. A Flight Attendant who calls in with less than two hours (2:00) notice prior to report may be subject to the provisions of Short Sick Call pursuant to 32.C.5 [Attendance Policy Definitions], above and related attendance points may apply.

2. CBA Sick Leave

A Flight Attendant who designates use of CBA sick leave will accrue attendance points for sick absences and may be afforded record improvement opportunities pursuant to this Section.

3. Occurrences Chart:

<u>Occurrences</u>	<u>Points Assigned</u>	<u>Reference</u>
No Show	3	C.1.
Late Report	1	C.2.
Reported Illness or Sick Leave On-Line Using Trimester Point Reduction	0	C.3.
Reported Illness or Sick Leave On-Line after or without Using Trimester Point Reduction	½ point per day or partial day on the sick list (including days of a sequence that contains no flying), with a maximum of 2½ points per single continuous occurrence. A single duty period sequence that spans two (2) calendar days is assessed ½ point.	C.4. and C.8.
Short Sick Call	2½	C.5.
Sick Leave On-Line After Scheduled Check-In	Additional ½ point to Sick Leave On-Line	C.6.
Sick Leave On-Line	½ point per day or partial day on the sick list (including days of a sequence that contains no flying), with a maximum of 2 ½ points per single continuous occurrence (unless reduced by Trimester Point Reduction). A single duty period sequence that spans two (2) calendar days is assessed ½ point.	C.7. and C.8.
Might Be Late (M.B.L.) (When scan-in is more than 5 mins after scheduled report time)	½	C.9.
M.B.L. (When scan-in is before scheduled report time or within the 5 min grace period)	0	C.9.
Failure to Report to Training Class	1	C.10.
JA with a doctor's note	0	C.12.
JA without a doctor's note	½ point per with a maximum of 2½ points per single continuous	C.12.
Management Drop	½ per day	C.14.
Unavailable for Contact	1 ½	C.15.
Late Arrival to an Aircraft	0 (performance issue)	C.16.
Inability to Remotely Scan In	0 (performance issue)	C.17.
Sick Family / Sick Child	0 unless otherwise noted in C.18.	C.18.

4. Attendance Policy Disciplinary Action

Flight Attendants receiving chargeable occurrences for absenteeism will receive the following disciplinary action as the points associated with those occurrences accumulate:

No Show	Any time a Flight Attendant has a No Show they will be counseled
5 – 6½ points	Counseling
7 – 9 points	Written Warning
9½ – 11½ points	Final Warning
12 points	Termination of Employment

It is up to the individual Flight Attendant to know the status of their own point accumulation. Flight Attendants should feel free to contact their supervisors at any time for counseling regardless of their accumulated points.

Points will continue to accumulate even if warning letters are unable to be sent or received or counseling is unable to be timely given, due to the rapid accumulation of points by the Flight Attendant.

F. ADMINISTRATION OF DISCIPLINE

1. In connection with discipline given under this Section, the twelve (12) day disciplinary notice requirement of [Section 19.A.1. \[Dismissal or Disciplinary Procedure\]](#) will be applied as follows:
 - a. The Company will give notice of the disciplinary action within twelve (12) days after the date the Company, including the Crew Scheduling Department, could reasonably have knowledge of the occurrence that leads a Flight Attendant's total point accumulation to trigger disciplinary action. If the Company does not give notice of the disciplinary action within twelve (12) days after the date the Company could reasonably have knowledge of the event leading to the discipline, the notice of discipline, if issued, will be removed from the Flight Attendant's personnel file. The points associated with the most recent occurrence will be deleted from the Flight Attendant's record and the Flight Attendant will be considered exonerated.
 - b. The final determination of what points, if any, should be assigned to a Flight Attendant who calls in a Reported Illness or Sick Leave On-Line cannot always be made until the end of the Flight Attendant's next scheduled sequence. Therefore, for any Reported Illness or Sick Leave On-Line, the Company will wait until the end of the next scheduled sequence before determining what points, if any, should be assigned. If the Flight Attendant's total point accumulation triggers disciplinary action, the Company will give notice of disciplinary action within twelve (12) days after the end of the next scheduled sequence. If the Company does not give notice of the disciplinary action within twelve (12) days after the next scheduled sequence, the notice of discipline, if issued, will be removed from the Flight Attendant's personnel file. The points associated with the most recent occurrence will be deleted from the Flight Attendant's record and the Flight Attendant will be considered exonerated.
 - c. The "next scheduled sequence" includes the next sequence flown as well as APSB Reserve duty but does not include sequences for which a Flight Attendant No Shows.
 - d. Saturdays, Sundays and recognized holidays as specified in [Section 19.C.2. \[Grievance Procedures - General\]](#) are excluded from calculation of the twelve (12) days.
 - e. Notwithstanding the time limits described above, the Company is not required to delete points from the Flight Attendant's record when notices of discipline are unable to be timely sent or received, or counseling is unable to be given due to the rapid accumulation of points by the Flight Attendant.
2. When a Flight Attendant is absent (including No Shows and Late Report(s)) and a delay resulted because of the absence, the Flight Attendant will not receive separate discipline for causing or contributing to the delay in addition to points under the Attendance Policy.
3. If a Flight Attendant has accrued bank point(s) and they have received chargeable occurrences that would otherwise result in disciplinary action per 32.E. [Control Procedure], above, any and all bank point(s) will be immediately applied against their points accrual prior to the initiation of any disciplinary action.

G. RECORD IMPROVEMENT

1. For each calendar quarter during which a Flight Attendant is active for the entire quarter and has no chargeable occurrences during the entire quarter, two (2) points will be deleted from the Flight Attendant's accumulated points until the total reaches zero (0). Time on leave of absence will be counted toward record improvement pursuant to G.3. and G.4., below.
2. Points will be deleted from the Flight Attendant's accumulated total eighteen (18) months after the event for which the points were charged.
3. Flight Attendants who have zero (0) points and thereafter accumulate two (2) consecutive quarters with no chargeable occurrences may bank two (2) points for each two (2) consecutive quarters of "perfect attendance" (i.e. no chargeable occurrences), up to a maximum of six (6) points as follows:
 - a. Flight Attendants must achieve a minimum of two-hundred forty (240.0) Worked TFP, exclusive of Boarding Pay TFP, including vacation pay within the two (2) consecutive quarters of no chargeable occurrences. Unpaid TFP credit will be applied and/or the look back period will be modified consistent with [Sections 15.M. \[Leaves with Coordination...\]](#) and [15.N. \[Unpaid Leaves...\]](#), as applicable.
 - b. In no circumstances will a Flight Attendant receive more than forty (40.0) unpaid TFP credit toward the two-hundred forty (240.0) TFP threshold calculation, during those two (2) consecutive quarters with no chargeable occurrences in order to accumulate bank points.

4. At the end of each calendar year, any Flight Attendant who has achieved a minimum of four-hundred eighty (480.0) TFP, exclusive of Board Pay TFP, including vacation and who has four (4) or fewer points and did not accumulate any point(s) since November 1st of that year, will have their record reduced to zero (0) points. In no circumstances will a Flight Attendant receive more than eighty (80.0) unpaid TFP credit toward the four-hundred eighty (480.0) TFP threshold calculation for purposes of this provision. Unpaid TFP credit will be applied and/or the look back period will be modified consistent with [Sections 15.M. \[Leaves with Coordination...\]](#) and [15.N. \[Unpaid Leaves...\]](#), as applicable.
5. If a Flight Attendant has available bank point(s) and they are eligible for and submit a completed Trimester Point Reduction Form in a timely manner pursuant to 32.D. [Time Limit for Trimester Point Reduction...], above, a Single Continuous Occurrence of Illness (32.C.11. [Attendance Policy Definitions], above) will be reduced to a Reported Illness Using Trimester Point Reduction (32.C.3. [Attendance Policy Definitions], above). The use of a Trimester Point Reduction is limited to one Single Continuous Occurrence of Illness per calendar trimester.
6. The Company will keep a running accumulated total of points for each Flight Attendant adding accumulated points or deleting points for record improvement when each is due. Deletion of points eighteen (18) months after the event for which the points were charged, will be in addition to any record improvement due to a calendar quarter free from any chargeable occurrences. When a Flight Attendant's accumulated point total becomes zero (0), all of their prior points and record improvement point deletions will have no further effect on their accumulated point total and may be used only to resolve a dispute about the time the point total reached zero (0).
7. If a Flight Attendant has qualified for record improvement but it has not been administratively applied to their Attendance Points Report, the Company will manually process the record improvement if the Flight Attendant would be subject to discipline if the points were not removed.

H. ABUSE OF SICK LEAVE

Using sick leave or sick pay for a purpose other than a legitimate illness, injury or qualifying leave constitutes abuse. Abuse of sick leave or sick pay will subject an employee to termination.

I. VERIFICATION OF STATE SICK LEAVE ABSENCES

1. The Company may require verification for state sick leave absences exceeding three (3) consecutive workdays (i.e., four (4) or more consecutive workdays), not broken by actively returning to work, up to three (3) times per calendar year for periods of no more than ten (10) days. The Company must provide a minimum of two (2) days' notice to Flight Attendants that verification will be required during the designated period.
2. Flight Attendants will be required to provide such verification to the Company within ten (10) days after the first day of State sick leave use.
 - a. Verification for state sick leave absences pursuant to [Section 16.B.3. \[Sick Leave Usage...\]](#) will include substantiating documentation (i.e., note from a health care provider identifying the need for the use of sick leave.) Disclosure of the nature of the health condition will not be required. The Company will require use of the Flight Attendant's health insurance, if any, in obtaining the verification, and will reimburse all out of pocket medical costs required to obtain the verification.
 - b. Verification for state sick leave absences pursuant to [Section 16.B.3. \[Sick Leave Usage...\]](#) will include documentation substantiating the need for the use of sick leave within these categories (e.g. court appearance for domestic violence, proof of level 2 or 3 evacuation zone, etc.)
3. If the Flight Attendant does not provide such verification within the timeframe, the Company will convert the sick leave usage to a Management Drop with points and without pay. The Flight Attendant's sick leave usage will be credited back to their state sick leave bank.
4. Any single Continuous Occurrence of Illness beginning in advance of the notice provided in 32.I.1., above, that extends into the verification period, will be excluded from the verification requirements in 32.I.2., above.

J. EXCUSED TIME OFF

Approved leaves of absence will not be considered in the administration of this Section.

K. SPECIAL CIRCUMSTANCES

Special circumstances will be handled on an individual basis by the Company. If the Company chooses to adjust points for an occurrence due to special circumstances, the Flight Attendant will not receive record improvement

for the trimester in which the adjustment occurred.

L. WORKERS' COMPENSATION

1. A Flight Attendant will not accrue attendance points under Section 32 for absences from work due to a compensable on-the-job injury or illness that meets the reporting and notice requirements set forth in L.2., below. A Flight Attendant retains the obligation to remove themselves from the schedule or No Show points will apply when applicable.
2. If a Flight Attendant has been given attendance points for an absence prior to it being determined to be an on-the-job injury or illness, covered by the appropriate Workers' Compensation law, then those points will be removed following such approval.
3. Attendance points removed pursuant to L.2., above, will not count towards the Flight Attendant's Trimester Point Reduction or a chargeable occurrence for the trimester in question.

M. ERRORS IN ATTENDANCE RECORD

If a Flight Attendant's attendance record reflects an error, the points assessed in association with the error will be removed and the occurrence will be deleted. The Flight Attendant will be eligible for record improvement if they qualified for record improvement without the error.

- 33.A. Charter Bids, Re-Bids, and Vacancies**
- 33.B. Charter Hours of Service**
- 33.C. Charter Compensation**
- 33.D. Charters Information**

A. CHARTER BIDS, RE-BIDS, AND VACANCIES

1. All Charters
 - a. The TFP values of the charter city pairs must be calculated prior to posting.
 - b. In building sequences that are to be put out for bid as charter flying, the Company will refrain from including any regularly scheduled flying, except:
 1. If such regularly scheduled flying is included solely to directly and efficiently position a crew for the charter flying or to return a crew from the charter flying; or
 2. Such regularly scheduled flying will be limited to those flights that terminate, or begin, at a reasonably proximate location to the charter flying to efficiently locate a crew for the flying of the charter or return a crew to domicile from the charter.
 - c. In those duty periods when regularly scheduled flying is included in charter sequences, the duty day may not be scheduled to exceed ten hours and thirty minutes (10:30), and MPRs will apply.
 - d. Instructions regarding how to bid for a charter will be posted and accessible online to Flight Attendants via the Flight Attendant webpage. The Company and Association must mutually agree to any change to the online instructions prior to implementation.
 - e. Charters may not be traded once they have been awarded. However, Flight Attendants awarded a charter may trade safety positions within the same charter. A Reserve assigned the charter may be displaced from their safety position at check-in by more senior Flight Attendants operating the charter in seniority order.
2. Known Charters (Charters Awarded in PBS)
 - a. All known charters, including scheduled and confirmed 14 CFR part 121 charters, will be placed in the PBS program for bid. In no circumstances will a Flight Attendant be awarded a charter via PBS unless they have indicated a preference for charter flying or have specifically bid for a charter.
 - b. A bid line will not contain any out of domicile charters.
 - c. If a vacancy occurs on a charter awarded in PBS, it will be filled pursuant to Paragraph A.3., below.
3. Ad Hoc Charters (Charters Awarded Outside PBS)
 - a. All charters that have not been placed in PBS pursuant to A.2., above, will be bid and awarded by seniority via the Flight Attendant website or successor system.
 - b. Flight Attendants who bid for a charter outside of PBS may preference one (1) or more position(s), including "all or nothing" (i.e., if preferred position(s) is not available at the Flight Attendant's seniority, then the charter will not be awarded to them). A JA'd Flight Attendant or a Reserve assigned to a charter will choose the position they prefer to work from any unassigned position(s) at report time in Occupational Seniority order.
 - c. No more than one (1) charter that originates on a calendar day will be awarded unless no one else bids the second or subsequent charter.
 - d. A Flight Attendant may bid for and be awarded charters that are bid outside of PBS while on vacation.
 - e. A Flight Attendant must have at least one hour and thirty minutes (1:30) block-to-block between the last flight of the previous sequence and the first flight of the subsequent sequence, whether between scheduled flying and/or charters, to be eligible for a charter award.
 - f. A Flight Attendant may submit a bid to the domicile where a charter originates. They are responsible to position themselves to fly the entire sequence as scheduled. A charter bid out of domicile will be covered under [Section 12.H. \[Out of Domicile Trades...\]](#).
 - g. At the time of bidding, the Flight Attendant may opt-in to receive Company email notifications of re-posting and/or awarding of the charter.

h. Charter awards will be completed forty-eight (48) hours prior to scheduled report time. When the Company makes a charter commitment that does not provide Crew Scheduling the ability to post/award forty-eight (48) hours out, the following provisions will apply:

1. If a charter is published or a vacancy on a previously awarded charter position occurs with fewer than forty-eight (48) hours but greater than eight (8) hours, before scheduled report time, the charter/vacancy will be immediately posted for bidding, and subsequently closed and awarded eight (8) hours prior to scheduled report time. In no case will a charter or vacancy be posted for fewer than two (2) hours, even if this results in a charter being awarded within eight (8) hours of scheduled report time. If there are no bidders or not enough bidders to fill charter vacancies, the charter will be assigned to a Reserve or JA'd Flight Attendant, pursuant to the provisions of A.3.h.2, below.
2. If a charter is published or if a vacancy on a previously awarded charter position occurs with fewer than eight (8) hours prior to scheduled report time and if there is insufficient time to post for bidding, it may be assigned to a Reserve or JA'd to a Lineholder, provided the duty day of the charter is legal or made legal pursuant to [Section 8.E. \[Duty Period\]](#) for the JA'd Lineholder, or is assigned to the Reserve pursuant to this paragraph. Reserves may preference to fly on the Reserve Assignment List (RAL) and will be assigned to fly the charter or over-duty charter. If no Reserve has preferenced to fly, Crew Scheduling will assign the charter to the first legal Reserve. If no Reserve has preferenced to fly and the charter is over-duty, Crew Scheduling must advise the next legal Reserve that the charter is over-duty, and they are not required to accept the offer of assignment. After offering the over-duty charter to legal Reserves, the over-duty charter will be assigned to the first legal Reserve on the RAL. If the assigned charter is over-duty and contains a SIP, the sequence must be broken and made legal. If there is no SIP, the entire charter is paid above the Reserve guarantee. Compensation for a JA'd charter is pursuant to 33.C.3., below, and compensation for a Reserve on a charter is pursuant to 33.C.5., below.

4. Previously Awarded Known and Ad Hoc Charter Re-Bids

- a. If the initial report time of the charter is re-timed to earlier than scheduled or if the city pairs of the charter change with more than eight (8) hours prior to report time, then a charter rebid will occur.
 1. Pay protection will apply to Flight Attendant(s) previously awarded the charter.
 2. The Flight Attendant(s) previously awarded the charter will be notified by Crew Scheduling via Company email and phone call to the primary contact number on file that the revised charter will be posted for rebid.
 3. Flight Attendants may then bid for the revised charter, if they are legal to fly the revised charter. If the Flight Attendant awarded the original charter is awarded and works the revised charter, they will be paid for the revised charter in addition to being pay protected for the original charter awarded.
- b. If the initial report time of the charter is re-timed to later than scheduled, a Flight Attendant awarded the charter will work the revised charter, unless doing so would cause an illegality, in which case the Flight Attendant would be pay protected for the original charter. A Flight Attendant may elect to waive any contractual legalities, work the revised charter and previously conflicting obligation, and forego pay protection.

5. Revision of Ad Hoc Charters Prior to Award

If an ad hoc charter is revised prior to being awarded to any Flight Attendant, it will be posted for re-bid.

B. CHARTER HOURS OF SERVICE

1. Rest Considerations

- a. When a Flight Attendant is awarded a charter that has a scheduled duty period of twelve hours and thirty minutes (12:30) or less, they have not waived compensatory (double-out) crew rest pursuant to [Section 8.H. \[Compensatory \(Double-Out\) Rest\]](#). If the actual duty time subsequently exceeds twelve hours and thirty minutes (12:30) they will be compensated pursuant to Section 33.C. [Charter Compensation], below.
- b. When a Flight Attendant is awarded a charter that has a scheduled duty period of more than twelve hours and thirty minutes (12:30) they have waived compensatory (double-out) crew rest pursuant to [Section 8.H. \[Compensatory \(Double-Out\) Rest\]](#) and will be compensated pursuant to Section 33.C. [Charter Compensation], below.

2. Charter Base Turns

A Flight Attendant must allow a minimum of one hour and thirty minutes (1:30) block-to-block between the last flight of the previous sequence and the first flight of the subsequent sequence, whether between scheduled flying and/or charters, and the total duty period may not exceed fourteen (14) hours in accordance with CFR limitations to be eligible for a charter award.

3. Charters Greater than 10:30, but Less than 12:30

Charters with a scheduled duty period exceeding ten hours and thirty minutes (10:30) may be placed out for bid. Those charters not awarded through the bid process will be reconfigured consistent with [Section 8.E. \[Duty Period\]](#) prior to assignment except as specified in A.3.h.2. [Charter Bids], above.

4. Charters 12:30 or Less

A Flight Attendant who is awarded a charter that has a scheduled duty period of twelve hours and thirty minutes (12:30) or less will be deemed to have not waived the crew rest provision in [Section 8.H. \[Compensatory \(Double-Out\) Rest\]](#).

5. Charters Rescheduled to Greater than 14:00

[Section 8.F. \[Over-Duty Pay\]](#) applies only if the original duty period was less than twelve hours and thirty minutes (12:30), and the Flight Attendant has been rescheduled to a duty period longer than fourteen hours (14:00).

6. 8.G. and 8.R. Apply to Charters

[Sections 8.G. \[Fourteen Hour \(14:00\) Duty...\]](#) and [8.R. \[Notification of Delay or Cancellation\]](#) both apply to charter flights.

7. Assigned Charters and Double-Out Rest

If a Flight Attendant is assigned as a Reserve or JA'd to a charter [Section 8.H. \[Compensatory \(Double-Out\) Rest\]](#) will apply.

C. CHARTER COMPENSATION**1. Charter Pay**

Charters and other flying including promotional, sightseeing, and 14 CFR Part 91 (non-revenue generating) flights will be paid or credited at the rate of two times (2.0x) the trip rate. If food service is offered on a charter, each Flight Attendant will receive five dollars (\$5.00) in addition to all other pay. Positioning flights (e.g. ferry flights and deadheads) associated with charters and other flying including promotional, sightseeing, and 14 CFR Part 91 (non-revenue generating) flights are paid at straight time. If a charter cancels, the Flight Attendant will be paid as if the charter were flown at two times (2.0x) the applicable trip rate for any previously scheduled charter flights.

2. Over-Duty Charter Pay

- a. A Flight Attendant who exceeds twelve hours and thirty minutes (12:30) flown on a charter flight will be paid two times (2.0x) the trip rate, and another one times (1.0x) the trip rate premium will then be added for any flights departing after twelve hours and thirty minutes (12:30) on duty, therefore three times (3.0x) the trip rate.
- b. A Flight Attendant who exceeds twelve hours and thirty minutes (12:30) flown on a charter flight whose duty period was projected to or actually did exceed fourteen (14) hours, will be paid two times (2.0x) the trip rate and another one times (1.0x) the trip rate premium will then be added for all flying in excess of twelve hours and thirty minutes (12:30), therefore three times (3.0x) the trip rate.
- c. A Flight Attendant who exceeds twelve hours and thirty minutes (12:30) flown on a charter flight and whose duty period is projected to or actually does exceed sixteen (16) hours will be paid two times (2.0x) the trip rate, and another two times (2.0x) the trip rate premium will then be added for all flying after twelve hours and thirty minutes (12:30), therefore four times (4.0x) the trip rate.

3. JA'd to a Charter

A Flight Attendant who is JA'd to a charter sequence will be paid two and one-half times (2.5x) the trip rate for all flights other than the charter segment, and three and one-half times (3.5x) the trip rate for the charter segment.

4. In Excess of One (1) Hour Prior to Report Charter

When, in order to accommodate the needs of the charter operation, it is necessary to post a charter with a report time, greater than outlined in [Section 8.D. \[Check-in and Debrief\]](#), whether at or away from domicile, Flight Attendants will be compensated one-half (0.5) TFP, at the Flight Attendant's rate of pay, for every additional thirty minutes (:30) or portion thereof that they are required to report early.

5. Reserve on a Charter

When a Reserve is assigned a charter (non-revenue generating flight pursuant to 14 CFR part 91) they will be paid two times (2.0x) their trip rate for flights flown with passengers on board, one times (1.0x) the trip rate toward the guarantee and one times (1.0x) the trip rate above the Reserve's guarantee, except as otherwise modified in 33.C..

D. CHARTER INFORMATION

Charter information (e.g., operational orders, etc.) must be posted with expected duties and flight schedules, and such orders will be posted as soon as possible but no later than two (2) hours prior to scheduled duty.

- 34.A. Lodging**
- 34.B. Transportation**
- 34.C. Committee Participation, Hotel Selection, and Information Sharing Process**
- 34.D. Transportation and Hotel Wait Times**

A. LODGING**1. General Lodging**

The Company will provide each Flight Attendant while on Company Business away from their domicile, and during a RON at domicile/co-terminal, with single occupancy lodging (one room per Flight Attendant) rated not less than First Class as defined by Travel Weekly (tier six (6)/First Class or above), a successor system and equivalent rating, or a mutually agreeable replacement system with an equivalent rating.

a. No Qualifying Hotel

If there is no hotel that meets the standards in A.1. above, the Company and the Association will meet and mutually agree on an acceptable accommodation.

b. Lodging Not Meeting Rating Requirement or Not Rated

Nothing will preclude the Company and the Association from reaching mutual agreement on acceptable accommodations that do not meet the rating standard or that are not rated. If an agreement is reached on such lodging the Company and the Association will review the property prior to expiration of the hotel contract. If a hotel is not covered by a long-term contract then the property will be reviewed annually or sooner if there is a substantive change to the property.

c. Hotel Review

The Association may request a review of a hotel prior to expiration of the hotel contract if there is a substantive change to the property (ownership, brand, etc.)

d. Active Labor Dispute

If there is a strike or lockout at a hotel where Flight Attendants are scheduled to overnight, the process outlined in A.6. will be utilized to find alternative hotel(s).

2. Hotel Selection Process**a. Hotel Selection Criteria:** The Company and the AFA Hotel Committee will consider the following when selecting a hotel: room quality, location, crew satisfaction, entertainment options, food availability, safety, and cost.**1. Room Quality**

a. The Company will require at a minimum a clean, non-smoking room with black-out curtain option and temperature controls. Additionally, the rooms will be away from elevators, ice machines, housekeeping closets, laundry facilities, entertainment venues, freeway/street noise, and loading docks. The room will not be on the ground floor in multi-level hotels or be accessible via a vestibule (i.e., a small room leading into a larger space that connects two (2) or more rooms together with an entrance hall or passage).

b. Flight Attendants will receive room selections on parity with the pilots.

2. Location

a. Short Stay (layover less than fifteen hours (15:00), scheduled release to report): Lodging at or near the airport shall not be more than twenty minutes (0:20) driving time, on average, from the Flight Attendant's arriving and departing airports as determined by the AFA Hotel Committee and Company representatives at the time of their site visit. By mutual agreement of the Association MEC and the Company, the twenty minutes (0:20) definition may be waived to provide alternative accommodations.

b. Long Stay (layover of fifteen hours (15:00) hours or greater, scheduled release to report):

1) Lodging location will be in the popular core business district of one of the major cities that include diverse, full-service dining options and mixed-use areas with cultural and local attractions (e.g., sight-seeing opportunities, recreation facilities, clubs, parks, coffee houses, museums, and sports venues) with the ability to walk between attractions. The

Association may preference or de-emphasize the factors described above when long-stay hotels that are otherwise acceptable are identified.

- 2) Driving time shall not be more than one hour thirty minutes (1:30) average time each way between airport and hotel according to Google Maps at scheduled pickup/drop-off times. Scheduled van times may not exceed two hours (2:00) each way for operational needs but may be waived based on mutual agreement.

3. Food Availability

The Company will make every effort to provide a hotel that has a full-service restaurant open during regular hours for breakfast, lunch, and dinner, and provides room service. In addition, the Company will make every effort to negotiate food discounts in the hotel restaurant(s).

4. Safety

Upon written request from the Association to the Company, a safety and security check will be conducted. If necessary, the security check will include an on-site visit involving Alaska Air Group Corporate Security and the Association in coordination with hotel security and/or the transportation provider and local law enforcement. The results of the safety and security check will be provided by the Company to the Association within ten (10) calendar days. The Company will make the final determination on continued use of the hotel or transportation services.

5. Sign-in Sheets

The Company will require the hotel to provide a dedicated, expedited check-in line and separate sign-in sheets from the general public.

- b. Hotel Standards

The Company will meet with the AFA Hotel Committee to seek input prior to making any changes to the Airline Crew Hotels Minimum standards.

- c. Most Favorable Language

The Company agrees if it negotiates more favorable hotel language with respect to Section 5.B. [Lodging and Transportation] in the Alaska Airlines pilot Collective Bargaining Agreement the Company will apply that language to the Flight Attendants.

3. Day Rooms

- a. If transit time through any out station or domicile/co-terminal exceeds four (4) hours block-to-block, the Company will provide single hotel rooms for each Flight Attendant. This provision is not applicable to the portion of a base turn created by the Flight Attendant pursuant to [Section 8. T. \[Base Turns\]](#).
- b. Day Rooms will be booked at the earlier of 1) the time the sequence is built; 2) prior to departure of the flight preceding the sit; or 3) as soon as the sit is projected to exceed four (4) hours.
- c. If a Flight Attendant would otherwise qualify for a Day Room pursuant to A.3.a.-b., above, in an area affected by imminent or present natural disasters, acts of war, riots, terrorism, etc., pursuant to [Section 8.S \[Natural Disasters...\]](#), in lieu of providing a Day Room, the Company will compensate each Flight Attendant in the amount of the contracted crew business rate for the room at the location on that day in consideration of safety concerns in providing such Day Room.

4. RON in Domicile

A Flight Attendant who has been reassigned and/or misconnects resulting in a RON in domicile will be offered suitable hotel accommodations consisting of one (1) room for each Flight Attendant at the normal crew hotel for that location.

5. Unplanned Hotel Usage

- a. Overflow

Any hotel usage that exceeds room caps at contracted hotels.

- b. Short Notice

Any hotel usage with less than four (4) weeks of advanced notice. As soon as the Company recognizes a short-notice hotel will become a permanent layover, the Company will initiate the Request for Proposal (RFP) process to secure a permanent hotel. Under no circumstances will the short-notice hotels be utilized for longer than the period defined as a short-term hotel (i.e., no longer than ninety (90) consecutive

calendar days) before the Company initiates the RFP process. If the Association agrees, the time frame may be extended.

c. Short Term

Any hotel usage for a period of less than ninety (90) consecutive calendar days in a rolling fifteen (15) month period.

d. Emergency

Hotel usage driven by irregular operations (e.g., weather, diversions, etc.), hotel special events/unforeseen circumstances (e.g., disruptive conventions, inoperative facilities or utilities, safety or security issues, crew room demands exceeding contract capacity, etc.), or natural disasters.

6. Ad hoc Hotel List

- a. The Association has the right to approve or remove any hotel on the ad hoc list and prioritize the order of selection. In addition to short-stay hotels, the Association may preference long-stay hotels.
- b. The list will be updated no less than annually and posted on the Inflight website.

7. Process for Overflow, Short-notice, and Short-term Lodging

Solicit incumbent hotel, if available, to accommodate additional or unforeseen usage. If the incumbent hotel is not available, then the following process will be followed:

- a. The Company will reference the ad hoc list and attempt to select the highest preferred hotel. If the highest preferred hotel is unavailable, it will attempt to secure the next hotel on the list, until exhausting the list.
- b. If no hotel is available on the ad hoc list, then the Company will conduct a targeted sourcing of First Class hotels in the market and supply the list of possible hotels to the Association Hotel Committee for preferencing.
- c. The Company will provide notification to the Association within two (2) business days when a hotel is selected for overflow, short-notice or short-term situations.

8. Process for Emergency Lodging

- a. Use the process for overflow, short-notice, and short-term lodging in A.6., above.
- b. If the Company exhausts the steps above, they may select the next highest available hotel class as defined by Travel Weekly.
- c. The Company will provide a list of the hotel(s) selected due to emergency to the Association as soon as it is practical.

9. Non-US/Canada Overnight Requirements

- a. No Flight Attendant will transport to a layover hotel without another Company employee or stay at the hotel without another Company employee staying at the hotel excluding Canada and US territories.
- b. Toll-free number provided to reach Crew Scheduling available in-room from the hotel at no charge to the Flight Attendant.

10. In the unlikely event that Flight Attendants must share a hotel room due to unforeseen circumstances, the Company will compensate each Flight Attendant in the amount of the contracted crew business rate for the room at location on that day. The compensation will be paid automatically.

B. TRANSPORTATION

1. The Company will provide safe, secure, and dependable transportation from airport to layover point and return to airport.
2. Transportation and pick-up details will be available in Crew Access.
3. Contracted transportation to the airport will be adjusted by time of day and day of week so as not to be scheduled to arrive more than fifteen minutes (0:15) prior to the planned report time.
4. The Association and the Company may agree to adjust the scheduled transportation arrival time(s) to more than fifteen minutes (0:15) prior to the planned report time for specific airports if delays are persistent due to the time it takes Flight Attendants to get from the curb to the gate. The Parties will mutually develop and

maintain a regular review process, and as long as the delays in a specific airport(s) are shown to be persistent, agreement will not be unreasonably withheld.

5. If regularly scheduled hotel shuttle service is used in lieu of contracted transportation, the Company will provide transportation on a rotation of no more than every thirty minutes (0:30).
6. All transportation vehicles will be clean, equipped with seatbelts, in good working order, and will have working AC/heating.
7. When transportation is not provided within thirty-five minutes (:35) from block-in or within ten minutes (:10) of the scheduled departure time from the hotel, Flight Attendants may arrange for alternative transportation and will be reimbursed for the actual expenses incurred for transportation to or from the airport ([Section 22.B. \[Transportation\]](#)).

C. COMMITTEE PARTICIPATION, HOTEL SELECTION AND INFORMATION SHARING PROCESS

1. Listing of Contracted Hotels

The Company will provide the Hotel Committee or other Association-designated MEC Representative with a complete hotel listing, including the complete address and phone numbers, of every hotel with which the Company has an agreement to provide lodging for Flight Attendants including all contract expiration dates, and the associated contracted crew business rates paid by the Company.

2. Initial Hotel Selection Process

The Association Hotel Committee will work with the Company or the hotel consulting business contracted by the Company in determining the layover/ back-up hotels. The Committee will be involved in the selection process including review of the initial list of hotels, and RFPs and associated room rates supplied by the hotel consulting company.

3. Non-Disclosure Agreement

The Association agrees to provide a current Non-disclosure Agreement for each MEC Member and Hotel Committee Member. Each committee member with a Non-Disclosure Agreement on file agrees not to utilize the information provided in C.1. and C.2., above, to negotiate on behalf of the Company or for personal use. Failing to comply with this provision may result in the information no longer being provided to that committee member.

4. Site Visit

- a. When the Company's hotel administrator goes on a review/visit of a hotel that is currently used or is being considered to be used by the Company to lodge Flight Attendants, it will afford the Association's designated representative the opportunity to attend the final site review/visit for the purpose of renewal or selection of a new hotel.
- b. The Company will relieve the Flight Attendant from any of their trip(s), as requested by the Association and will pay the affected Flight Attendant six (6.0) TFP for each day while on a site visit.
- c. The Flight Attendant participating in the site visit will be provided with a single-occupancy hotel room.
- d. Committee Member Travel
 1. The Association Hotel Committee members will be provided positive space main cabin on-line (if possible) travel from their home of record to conduct site inspections for sourcing, renewals, and re-inspections.
 2. If offline transportation is required to facilitate the hotel review/visit, the Company will request passes, if available, from the offline carrier on behalf of the Association Representative. Any charges associated with passes that are secured on the Flight Attendant's behalf will be paid for by the Company.
- e. The Company will reimburse a Flight Attendant for any arrival and departure fees associated with the travel (e.g. international visit).
- f. All site visits must be coordinated by the Company's hotel administrator and API or successor hotel vendor.

5. Sourcing: Hotel Selection Process

Annually, the Company and the Association will review and mutually agree on RFP standards. The Association may provide additional hotels and the Company will include these in the RFP process. An Association representative will be given the opportunity to visit any hotel(s) and provide input for any hotel under final consideration by the Company. If the Association disagrees with the Company's final selection, the Association may request a written explanation by the Company detailing the reason(s) for the selection by the Company.

6. Meetings

The Association and the Company will meet monthly to discuss criteria, suitability, selection, Crew Care feedback, and anticipated contract terminations of hotels. The Company will give due consideration to the Association's input, and will meet and confer with the Association when requested in an attempt to resolve any issues.

7. Renewals

The Company will inform the Association one hundred twenty (120) days prior to contract expiration. The renewal will be subject to review by the Association and the Company, to include resourcing the market if requested by either party.

8. Final Determination

The Company will fully consider the Association's recommendations prior to making a final determination.

9. Hotel Contracts

Upon request, the Company will allow the Association to review all hotel contracts.

10. Quality Control

If the Association discovers any hotel contract violations, the concerns will be brought to the attention of the Company within fourteen (14) calendar days and a reinspection may be performed if required. The Company will require the hotel to correct any contract violations within a reasonable period of time based on the violation, but no later than forty-five (45) calendar days of being notified. If the contract violation is not corrected within the timeline established in this paragraph a new hotel will be sourced to replace it upon recommendation of the Association Hotel Committee members.

11. Expedited Dispute Resolution

In addition to the grievance procedures outlined in [Section 19 \[Grievances\]](#), the Association may also resolve disputes involving lodging and transportation through a special meeting of the VP of Inflight, VP of Labor, MEC President and the Hotel Committee Chairperson or any of their designee(s) to resolve the issue(s). This meeting will occur within fourteen (14) work days of being requested.

D. TRANSPORTATION AND HOTEL WAIT TIMES**1. Transportation**

If a Flight Attendant is required to wait more than thirty-five minutes (:35) after block-in for transportation, they may elect one of the following:

- a. Self-book transportation and be reimbursed by the Company for actual expenses incurred for the transportation, pursuant to 34.B.7., above. In this case, the Flight Attendant will not be eligible to receive compensation for the delay; or
- b. Perform the following procedures to be eligible for compensation:
 1. Between thirty-five minutes (:35) and forty-five minutes (:45) after block-in, initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler and advise of the transportation delay. At any point in this process, Crew Scheduling may secure alternative transportation for the Flight Attendant.
 2. If transportation, or the alternative transportation arranged by Crew Scheduling, has not arrived by sixty minutes (:60) after block-in, the Flight Attendant must initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler to further document the delay.
 3. The Flight Attendant must initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler immediately when transportation arrives.

4. If a Crew Scheduler is not reachable by telephone, the Flight Attendant must send an email to CrewSked.FADesk@alaskaair.com documenting the delay times. Alternative transportation cannot be requested via email.
5. If the Flight Attendant must wait more than sixty minutes (:60) for transportation, they may request compensation, using the process in 34.D.3., below, at the rate of three quarters (0.75) TFP for the first hour, and three quarters (0.75) TFP per hour, prorated for any time thereafter.

2. Hotels

If, upon arriving at a hotel, the Flight Attendant experiences a delay in receiving a hotel-room key:

- a. The Flight Attendant must initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler to advise of the delay in receiving a hotel room key upon arrival at the hotel.
 - b. If the Flight Attendant has still not received a hotel room key sixty minutes (:60) or more following arrival at the hotel, they must initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler to further document the delay.
 - c. At any point in this process, Crew Scheduling may secure an alternative hotel for the Flight Attendant. The Company will provide transportation to the alternative hotel.
 - d. If the Flight Attendant has not received a hotel room key (either at the original hotel or at the alternative hotel booked by Crew Scheduling) ninety minutes (:90) after arriving at the original hotel, they must initiate a call to Crew Scheduling and join the virtual hold if unable to connect to a Crew Scheduler in order to receive approval to self-book alternative hotel accommodations and related transportation and be reimbursed by the Company. If the Flight Attendant cannot reach Crew Scheduling, they may contact Base Management for approval. Neither Crew Scheduling nor Base Management will unreasonably withhold approval if the Flight Attendant has followed the above process. The amount reimbursed may not exceed four hundred dollars (\$400) per Flight Attendant per night. All requests for reimbursement must be substantiated with a receipt.
 - e. If a Crew Scheduler is not reachable by telephone, the Flight Attendant must send an email to CrewSked.FADesk@alaskaair.com documenting the delay times. Alternative hotel rooms cannot be requested via email.
 - f. If the Flight Attendant must wait more than sixty minutes (:60) for a hotel key, they may request compensation at the rate of three quarters (0.75) TFP for the first hour, and three quarters (0.75) TFP per hour, prorated for any time thereafter. If a Flight Attendant elects to follow the provisions of 34.D.2.d., above, compensation would stop once the Flight Attendant is approved for self-booking an alternative hotel.
3. Flight Attendants requesting compensation pursuant to D.1 or D.2, above, must submit a new ticket through the Association's Online Support Center. The Association will bring the issue to the Scheduling Review Board ("SRB"). The members of the SRB will determine whether, based on information available to them, the Flight Attendant followed the applicable procedures. The Company will not unreasonably deny compensation. Should the members of the SRB be unable to agree on whether the Flight Attendant followed applicable procedures, the Association may refer the issue to Alternative Dispute Resolution ("ADR") and file a grievance if ADR is unsuccessful.
 4. Members of the SRB will escalate any recurring issues with hotels and/or transportation companies with frequent delays to the Vice President of Inflight and to the Association Hotel Committee for further investigation.

35.A. Flight Attendant Jump Seat
35.B. Passes

A. FLIGHT ATTENDANT JUMPSEAT

1. The Company will have the sole responsibility of maintaining the list of carriers whose Flight Attendants are approved for the Alaska Airlines jumpseat.
2. Listing

Flight Attendants may list and check-in for flight(s) prior to checking in at the gate. A Flight Attendant may list their intention to ride the jumpseat with the same notice requirements as the Alaska Airlines pilots use to list for their jumpseats.

 - a. Jumpseat listing is not a guarantee the Flight Attendant will be authorized a jumpseat.
 - b. Flight Attendants may list for both the jumpseat and cabin seat on the same flight.
3. Check-in

Flight Attendants intending to occupy the jumpseat may check-in with a Customer Service Agent (CSA) at the gate no more than one (1) hour prior to departure.
4. Assignment
 - a. Alaska Airlines Flight Attendants will have jumpseat priority over all space available Flight Attendant jumpseat requests.
 - b. Jumpseats will be awarded in seniority order with Alaska Airlines (AS) qualified Flight Attendants being assigned prior to Horizon Airlines (QX) qualified Flight Attendants at thirty (:30) minutes prior to departure, then first come, first served. If a Flight Attendant requests a jumpseat less than thirty minutes (:30) prior to departure, assignment will only be assigned if the CSA has time to accommodate.
 - c. Registered Air Commuters will not have priority for jumpseat assignment over space-available pleasure travelers.
5. Occupying the Jumpseat
 - a. Flight Attendants are not required to wear their uniform when occupying a jumpseat, when not on duty or when deadheading and the Flight Attendant is not scheduled for a subsequent flying leg in the same duty period pursuant to [Section 10.X.1. \[Deadhead\]](#).
 - b. Flight Attendants will be required to be in possession of their Company identification badge and comply with the Company policy (e.g. dress code for non-revenue passengers, etc.)
 - c. A deadheading Flight Attendant may be reseat in one of the jumpseats pursuant to [Section 10.X. \[Deadhead\]](#).

B. PASSES

Flight Attendants

1. Flight Attendants and their eligible dependents will be granted the same on-line, interline, reduced fare, and special pass travel programs (e.g., Employee Choice Travel, Common-law Partner (Canada), Primary Traveler (PT), Future Spouse, Students 19 Years or Older, or any similar successor programs) as all other employees in accordance with Company policy.
2. Alaska Airlines (Company) seniority or Alaska Air Group (AAG) seniority, as applicable, will be used to determine non-revenue priority in accordance with Company policy and within each applicable non-revenue boarding priority.

- 36.A. Air Commuting Policy**
- 36.B. Ground Commuting Policy**
- 36.C. Ground Commuting During Significant Weather Events**
- 36.D. Commuter Policy Recovery Options**

The following sets forth the provisions concerning a Flight Attendant traveling to work.

A. AIR COMMUTING POLICY

The provisions set forth in this Agreement regarding air commuting apply only to a Flight Attendant who lives in another city and commutes to their domicile/co-terminal on AAG or other airline (OAL) operated flights and who enrolls themselves with the Inflight Department as a "registered air commuter".

- a. Registered Commuter City
 - a. A Flight Attendant living in a metropolitan area served by any combination of the Alaska Airlines flight schedule or OAL carriers or airports served through Capacity Purchased Agreements (CPA) by Alaska Airlines from Horizon (QX) or Sky West (OO) must designate an airport in that metropolitan area as the "registered commuter city" and such designation will extend to all airports in that metropolitan area (e.g. A Flight Attendant living in Los Angeles, CA metropolitan area must designate LAX as the registered commuter city and could commute from any co-terminal).
 - b. A commuter residing outside of a metropolitan area as described in A.1.a., above, must designate the airport closest to their residence or another nearby airport with greater frequency to the Flight Attendant's domicile served by any combination of the Alaska Airlines flight schedule or OAL carriers or airports served through CPAs by Alaska Airlines from Horizon (QX) or Sky West (OO) (e.g., A Flight Attendant living in Flagstaff, AZ would designate PHX as the registered commuter city).
- b. Registered Air Commuters will be given boarding priority over Company employees (and dependents) on pleasure travel and over all employees of other airlines on Alaska Airlines mainline flights if applicable in accordance with current Company policy at the time of the commute.
- c. Registered Air Commuter "Two Flights" Requirement

Commuter Policy recovery options in 36.D.2., below, will be available for registered air commuters who have notified Crew Scheduling prior to the start of their scheduling obligation (e.g., prior to check-in for scheduled sequences, prior to the commencement of a Reserve Availability Period, etc.) in the following circumstances:

- a. If two (2) consecutive scheduled flights ("two flights") from the registered air commuter's designated registered commuter city to the domicile/co-terminal are:
 - 1. Cancelled due to weather (either in the registered commuter city or domicile/co-terminal);
 - 2. Cancelled due to mechanical problem;
 - 3. Cancelled due to Company convenience; or
 - 4. Significantly delayed (the second flight is posted at least thirty minutes (:30) or more late), and such flights would have arrived in the domicile or applicable co-terminal thirty minutes (:30) prior to scheduled check-in time).
- b. The standby list, including jumpseats, isn't processed up to the commuting Flight Attendant's boarding priority for two (2) consecutive scheduled flights ("two flights") from the registered air commuter's designated registered commuter city to the domicile/co-terminal for any of the following reasons:
 - 1. Company representative is unable to process the standby list
 - 2. Weight and balance
 - 3. Aircraft Downgrade
- c. Registered Air Commuters will be required to provide the relevant OAL flight information to Crew Scheduling for verification pursuant to this Section (e.g., air carrier, flight number, city pair, scheduled departure time, projected or actual departure time, reason for delay).
- 4. If a Registered Air Commuter while attempting to travel to domicile is unable to commute on one of their "two flights" due to the circumstances listed above, and the other failure is caused by ALPA CBA Section 9.D.6. (due to weight and balance, and there is a commuting pilot who is occupying the flight deck jumpseat who is not removed) the Flight Attendant will be pay protected for the sequence, or portion of sequence they are unable to

work, in addition to being subject to 36.D. [Commuter Policy Recovery Options], below. Flight Attendants will not be assessed any attendance points in this situation.

5. Registered Air Commuters will be required to provide the relevant flight information to Crew Scheduling for verification pursuant to this Section (e.g., air carrier, flight number, city pair, scheduled departure time, projected or actual departure time, reason for delay.)
6. Might Be Late: Registered Air Commuters may use the "Might Be Late" policy pursuant to [Section 32.C.9. "Might Be Late" \[Attendance Policy Definitions\]](#). A Registered Air Commuter who has called or emailed Crew Scheduling to notify them of a Might Be Late will not receive an occurrence or attendance points if they make the flight.

B. GROUND COMMUTING POLICY

1. The provisions set forth in this Agreement regarding ground commuting apply to all Flight Attendants (whether or not they are a Registered Air Commuter, including Flight Attendants who have picked up out of domicile/co-terminal).
 - a. Ground commuting will encompass traveling to work by car (e.g. personal vehicle, liveried transport, shared ride service excluding carpool options, etc.), public transportation (e.g. ferry, light rail/train, bus, etc.) or other ground transport method (e.g. bicycle, etc.).
 - b. In the case of an unanticipated ground commuting failure that results in a Might Be Late or No Show, a Flight Attendant may utilize the Commuter Policy recovery options in 36.D., below, provided that they call Crew Scheduling as soon as possible, but no later than thirty minutes (:30) prior to scheduled check-in time (e.g. thirty minutes (:30) prior to the commencement of APSB or one hour and thirty minutes (1:30) prior to departure for scheduled sequences) and submit dated proof to management within seven (7) days of the event. Until the dated proof has been approved by management, the Flight Attendant's record will reflect an attendance policy event (e.g., Might Be Late or No Show), as appropriate.
 - c. Dated proof may include, but is not limited to, evidence of vehicle breakdown or accident, light rail/train service interruption, screenshot of SIG Alert, 511.org snapshots showing unplanned road closures. If proof is not provided within seven (7) days, then the appropriate Attendance Policy points will apply.

Example: A Flight Attendant who is stuck in traffic on a freeway that is shut down for three hours (3:00) due to a mudslide while on the way to work.

Example: A Flight Attendant who is stopped on the light rail for one hour (1:00) due to a power outage while on the way to work.
2. A Registered Air Commuter traveling to work from their registered commuter city to their domicile/co-terminal using air transportation then ground transportation to their domicile/co-terminal, may utilize the Ground Commuting Policy if they experience an unanticipated ground commuting failure following their commuter flight, they contact Crew Scheduling and submit dated proof timely.

Example: A Flight Attendant's report time is 3:00 PM out of BUR and they are domiciled in LAX. The Flight Attendant chooses an AAG flight that departs out of the New York metropolitan area (JFK, EWR, LGA) that lands at LAX at 12:00 PM. An unexpected shutdown of a roadway prevents them from reaching BUR prior to the check-in time.
3. A Registered Air Commuter traveling to work from their registered commuter city who experiences a delay getting to the departure airport, causing them to miss the two (2) flight requirement in A.3., above, may utilize the Ground Commuting Policy if they contact Crew Scheduling timely.

Example: A PDX Flight Attendant has a planned SEA-PDX air commute to their domicile that is scheduled to arrive prior to start of their scheduling obligation. They encounter an unanticipated road closure that causes a significant traffic delay resulting in the Flight Attendant missing their flight(s).
4. Normal heavy traffic and a car running out of gas due to inadequate planning are not legitimate uses for the Ground Commuting Policy.
5. Might Be Late: Ground-commuting Flight Attendants may use the "Might Be Late" policy pursuant to [Section 32.C.9. "Might Be Late" \[Attendance Policy Definitions\]](#).

C. GROUND COMMUTING DURING SIGNIFICANT WEATHER EVENTS

1. In the event of a significant weather event affecting a domicile(s)/co-terminal(s) and/or the greater metropolitan area surrounding a domicile(s)/co-terminal(s), the Director of Crew Scheduling and the Master Executive Council president or their respective designees may by mutual agreement declare Significant

Weather Ground Commuting Operations ("SWGCO"). In determining whether to declare SWGCO, the parties will consider factors such as activation of the Inflight Command Center, anticipated and/or actual flight cancellations, Company implementation of the corporate driver program, offering hotel rooms for crew members at domiciles, etc. Such agreement will apply only to the affected domicile(s)/co-terminal(s) and will remain in effect until the Inflight Command Center has been deactivated.

2. When SWGCO is declared:

- a. A ground-commuting Flight Attendant will not be assessed an occurrence or any points under [Section 32 \[Attendance Policy\]](#) if they report for duty at domicile/co-terminal no more than four hours (4:00) after scheduled check-in time, provided that they (1) made a reasonable effort to arrive at their scheduled check-in time and (ii) notified Crew Scheduling at least thirty minutes (:30) prior to scheduled check-in time that they were experiencing a ground commuting failure due to the severe weather event. Crew Scheduling will apply the Commuter Policy Recovery Options pursuant to 36.D.1. for Lineholders or 36.D.2. for Reserves, below. A reasonable effort will include, but not be limited to, anticipating heavier than normal traffic; positioning a car to a drivable location, if practical; utilizing Company-offered or commercially available ride-share service, if available/possible; or Company-offered airport hotel.
- b. If the ground-commuting Flight Attendant reports for duty at domicile/co-terminal more than four hours (4:01+) after scheduled check-in time, then they will be assessed a No Show under [Section 32.C. \[Attendance Policy Definitions\]](#), and Crew Scheduling will apply the Commuter Policy Recovery Options pursuant to 36.D.1. for Lineholders or 36.D.2. for Reserves, below, provided that they (i) made a reasonable effort to arrive at their scheduled check-in time and (ii) notified Crew Scheduling at least thirty minutes (:30) prior to scheduled check-in time that they were experiencing a ground-commuting failure due to the severe weather event. The Flight Attendant may appeal the No Show through the appropriate established dispute resolution process (e.g., SRB/ADR) or another process that is mutually agreeable to the Association and the Company. If reasonable cause is determined for the Flight Attendant reporting more than four hours (4:01+) after scheduled check-in time, then the Attendance points for the No Show and the associated occurrence will be removed.
- c. If a Flight Attendant notifies Crew Scheduling at least thirty minutes (:30) prior to scheduled check-in time that they are experiencing a ground commuting failure but does not report to domicile/co-terminal at all, then they will be assessed a No Show under [Section 32.C \[Attendance Policy Definitions\]](#). The Flight Attendant may appeal the No Show through the appropriate established dispute resolution process (e.g., SRB/ADR) or another panel that is mutually agreeable to the Association and the Company. If reasonable cause is determined for the Flight Attendant failing to report to domicile/co-terminal, then the Attendance Policy points for the No Show and the associated occurrence will be removed. Crew Scheduling will apply the Commuter Policy Recovery Options pursuant to 36.D.1. for Lineholders or 36.D.2. for Reserves, below.
- d. If a Flight Attendant does not contact Crew Scheduling and has been assessed a No Show under [Section 32.C. \[Attendance Policy Definitions\]](#), then they may elect to recover flying under [Section 10.CC. \[No Show Sequence Recovery...\]](#).

D. COMMUTER POLICY RECOVERY OPTIONS

1. Lineholders or Reserves picking up on days off (hereafter referred to as "Lineholders" for the purposes of this provision) must make all reasonable efforts to arrive in domicile/co-terminal prior to the commencement of their scheduling obligation. A Lineholder must also adhere to the requirements for air or ground commuting, as appropriate, set forth elsewhere in this section. However, in the event of a commuting failure, Crew Scheduling will have the option of assigning the Lineholder to any one of the following:
 - a. Allow the Lineholder to rejoin the Lineholder's scheduled sequence at the SIP or at a point mutually agreed upon between the Lineholder and Crew Scheduling.
 - b. Give the Lineholder another sequence from the Lineholder's registered commuter city, if applicable, or a later sequence in the Lineholder's domicile/co-terminal.
 - c. Assign the Lineholder to APSB in their registered commuter city, if applicable.
 - d. If the Lineholder is assigned to APSB under 1.c., above, and is not assigned a sequence within four hours (4:00) after being assigned APSB, the Lineholder will be assigned a sequence the following day from the domicile city.
 - e. If the options above are not used by Crew Scheduling, the Lineholder will be granted a personal leave for the Lineholder's scheduled sequence of flying. If the Lineholder is granted a personal leave, they will

- be required to pick up "comparable Open Time" to replace the sequences lost within thirty (30) days after the date of the personal leave. If the Lineholder does not pick up Open Time within thirty (30) days, Scheduling will assign the Lineholder to "comparable Open Time" and provide notification of the assignment.
- f. If a Lineholder is not a Registered Air Commuter and receives a No Show for their flight, they will be released from any further scheduling obligation to that sequence and subject to [Section 32 \[Attendance Policy\]](#). However, the Lineholder may be eligible for No Show Sequence Recovery per [Section 10.CC. \[No Show Sequence Recovery...\]](#).
 - g. As used in 1.e., above, the term "comparable Open Time" will mean an equal number of day(s) (e.g. a one (1) day for a one (1) day, three (3) day for a three (3) day, etc.) In the event of a disagreement as to comparability, the Director of Crew Scheduling or their designee will make the final determination.
2. Reserves or Lineholders picking up Reserve days (hereafter referred to as "Reserves" for the purposes of this provision) must make all reasonable efforts to arrive in domicile/co-terminal prior to the commencement of their scheduling obligation (e.g. prior to their Reserve Availability Period if commuting by air, or prior to Airport Standby or scheduled check-in time for a scheduled sequence if commuting by ground). A Reserve must also adhere to the requirements for air or ground commuting, as appropriate, set forth elsewhere in this section. However, in the event of a commuting failure, Crew Scheduling will have the option of assigning the Reserve to any one of the following:
- a. Reassign the Reserve or allow the Reserve to return to the RAL list once the Reserve arrives in their domicile/co-terminal.
 - b. Assign the Reserve to APSB in their registered commuter city, if applicable.
 - c. If the Reserve is assigned to APSB under 2.b., above, and is not assigned a sequence within four hours (4:00) after being assigned APSB, the Reserve will be required to report for their next Reserve assignment in their domicile/co-terminal.
 - d. If the options above are not used by Crew Scheduling, the Reserve will be granted a personal leave for the impacted day(s). If the Reserve is granted a personal leave, they will be required to work with Crew Scheduling to restore an equal number of Reserve day(s) missed as a result of the personal leave. Such restoration must occur within thirty (30) days after the date of the personal leave. If the Reserve does not contact Crew Scheduling to restore such day(s) within thirty (30) days, Scheduling will assign Reserve day(s) to the Reserve and provide notification of the assignment.
 - e. Flight Attendants will not be compensated for the TFP lost due to the personal leave granted as a result of commuting failure. Flight Attendants will be compensated for the TFP actually flown if given another sequence or Reserve day(s), if applicable. If the Flight Attendant is assigned to APSB, the Flight Attendant will be credited one-tenth (0.1) TFP for each six minutes (:06) of APSB up to a maximum of five hours (5:00) on APSB and credited with five (5.0) TFP per duty period of APSB.

This Agreement, except as otherwise specifically stated, will become effective upon ratification of the AFA Alaska Airlines 2025-2028 Agreement, and will continue in full force and effect through February 28, 2028, and shall renew itself without change until each succeeding February 28 thereafter, unless written notice of intended change is served in accordance with Section 6, Title 1 of the Railway Labor Act, as amended by either Party hereto, at least sixty (60) days prior to February 28, 2028, or any February 28th thereafter.

Notwithstanding the paragraph above, either Party may serve written notice of intended changes at least two hundred seventy (270) days and not more than three hundred sixty-five (365) days prior to the amendable date above.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this 28th day of February 2025.

WITNESS: FOR THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Sara Nelson
International President

Jeffrey Peterson
Master Executive Council President

Paula Mastrangelo
Senior Staff Negotiator

Sandra Morrow
Negotiating Committee Member

Brice McGee
Negotiating Committee Member

James Bozanich
Negotiating Committee Member

Kiara Jenkins
Negotiating Committee Member

WITNESS: FOR ALASKA AIRLINES, INC.

Matt Prainito
Vice President, Inflight

Constance von Muehlen
Chief Operating Officer

Carmen Williams
Managing Director, Labor Relations

Andy Schneider
Sr. Vice President, People

Mike Link
Sr. Program Manager, Labor Relations

Ryan St. John
Vice President, Finance and Planning

LETTER OF AGREEMENT
by and between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

AAG LETTER

Alaska Air Group, Inc. ("AAG"), Alaska Airlines, Inc. ("Alaska"), and the Association of Flight Attendants-CWA, International ("AFA"), as representative of the Flight Attendants employed by Alaska (the "Flight Attendants"), agree as follows:

- A. AAG, as parent of Alaska, wishes to join with Alaska and AFA in protecting and preserving the flying and related work of the Flight Attendants, because doing so enhances the value of AAG's investment in Alaska by providing additional protection to the ongoing stability in the relationship between Alaska and the Flight Attendants and providing greater financial strength to Alaska.
- B. AAG has reviewed and is familiar with the terms of [Sections 3.A \[Recognition\]](#), [3.D \[Scope\]](#), [3.H \[Information Sharing\]](#) and [3.I \[Scope of Agreement Remedies\]](#), [Section 4 \[Status of Agreement\]](#) and [Section 5 \[Definitions\]](#) of the 2025-2028 Collective Bargaining Agreement between Alaska and AFA (the "Agreement"). Terms used in this AAG Letter of Agreement, unless otherwise defined in this AAG Letter of Agreement, have the meaning given them in Section 4 and Section 5 of the Agreement.
- C. AAG will comply with, and will require Alaska and any Successor to comply with [Sections 3.D \[Scope\]](#), [3.H \[Information Sharing\]](#), [3.I \[Scope of Agreement Remedies\]](#), and [Section 4 \[Status of Agreement\]](#).
- D. An Acquisition is defined as a single-step transaction or multi-step transaction by which AAG acquires Control (as described in [Section 4.B \[Successorship\]](#)) of an Entity that is an air carrier or has an air carrier Affiliate (the "Acquired Air Carrier") without a resulting Merger Transaction. In the case of an Acquisition of an Entity that is an air carrier or has an air carrier Affiliate that operates any aircraft other than Small Aircraft, AAG will comply with and cause Alaska to comply with the provisions of the Job Protection Letter of Agreement.
- E. Small Aircraft: means aircraft configured with seventy-six (76) or fewer passenger seats and certificated for operation in the United States with a maximum gross takeoff weight of eighty-six thousand (86,000) pounds or less.
- F. A Merger Transaction is defined as a single-step transaction or multi-step transaction by which the operations of the Company and another operating air carrier are merged (whether or not under one FAA operating certificate) in accordance with paragraph 4.B [Successorship] of the Agreement.
- G. When AAG intends to acquire Control of an air carrier, whether in a Merger Transaction or an Acquisition, or when AAG learns that another entity intends to acquire Control of AAG, then AAG will:
 - 1. Provide the Association with reasonable advance notice of the proposed transaction;
 - 2. Meet to discuss the impact of the proposed transaction upon the Flight Attendants;
 - 3. Disclose the details of any material agreements related to such transaction in a timely manner to allow the AFA to prepare for those discussions, provided that no financial or other confidential business information needs to be disclosed unless suitable arrangements for confidentiality are established.
- H. This AAG Letter of Agreement becomes effective on the effective date of the Agreement and will remain in effect concurrent with the Agreement and any status quo period applicable to the Agreement under the Railway Labor Act (RLA). A dispute between AFA and either AAG or Alaska, or both, concerning interpretation or application of this AAG Letter of Agreement may be heard and determined by the Alaska Flight Attendants' System Board of Adjustment in accordance with the procedures of [Section 4.D \[Status of Agreement Remedies\]](#) of the Agreement, and AAG consents to the jurisdiction of such System Board for such purpose.

The parties have attested to their agreement to all of the foregoing terms by entering into this AAG Letter of Agreement effective this 28th of February 2025.

LETTER OF AGREEMENT
by and between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

CHANGES TO PAID SICK LEAVE LAWS

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2025-2028 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the Parties") discussed the necessity of bringing the CBA Sick Leave provisions in compliance with Oregon and Washington state sick leave laws; and

WHEREAS, the Parties discussed and mutually agreed to changes in the CBA language and provisions to accomplish such compliance; and

WHEREAS, in the event state laws are amended or implemented that render any of the CBA sick leave provisions in conflict with such laws, the parties have agreed to a process to mutually agree on changes that will bring those provisions into compliance with subsequent changes to state laws.

NOW THEREFORE, the Parties agree to the terms set forth below:

- A. In the event any government or airport authority creates or modifies a law that applies to Flight Attendants and that change in the law renders any of the following provisions non-compliant with the law, the parties agree to meet and discuss, outside of Railway Labor Act (RLA) Section 6 negotiations, whether and how to restructure the following provisions:
1. [Section 16.A \[Sick Leave Accrual\]](#); [16.B. \[Sick Leave Usage-General\]](#); [16.C. \[Lineholder and Reserve Sick Leave Usage\]](#); [16.D. \[Sick Leave Pay Application\]](#), [16.F. \[Sick Leave Usage Tracking\]](#); [16.G \[Sick Leave Accrual on Leave of Absence Utilizing Sick Leave\]](#); [16.L. \[Calling In Well\]](#); or
 2. [Section 21.R. \[Productivity Premium Program\]](#); or
 3. [Section 32.A. \[Reporting Procedure\]](#); [32.C. \[Attendance Policy Definitions\]](#); [32.E. \[Control Procedure\]](#); [32.G. \[Record Improvement\]](#); [32.I. \[Verification of State Sick Leave Absences\]](#); and
 4. Such negotiations will be limited to the following subjects:
 - a. Sick Leave: accrual, usage (timing, increments, pay rates, purpose for use), reporting, bank election/designation/choice, verification, annual rollover, annual cash out;
 - b. Compensation: Productivity Premium Program;
 - c. Attendance Policy: attendance point accrual and reduction, record improvement(s), and discipline for sick leave usage.

- B. The negotiations will be limited to modifying the provisions of the agreement to come into compliance with the law while not unduly degrading the above provisions for Flight Attendants or the Company's ability to protect the operation of the airline. It is understood that if all of the above provisions are compliant with applicable newly enacted or modified laws and provide equivalent or better protections or benefits than those mandated by the enacted or modified laws, the provisions of this Letter of Agreement will not be triggered.

Example 1: The State of Washington's paid sick leave law continues to apply to Flight Attendants and the State of Washington modifies its paid sick leave law to no longer require rollover of any protected sick leave accruals at the end of the year. Because the above provisions are compliant with the modified Washington paid sick leave law and [Section 16.A. \[Sick Leave Accrual\]](#) provides a better benefit than the law requires (40 TFP rollover compared to no rollover), the provisions of this Letter of Agreement would not be triggered.

Example 2: The State of Washington's paid sick leave law is found by a final and binding court decision to no longer apply to Flight Attendants. Because the above provisions are compliant in the absence of an applicable sick leave law and provide better protections or benefits than no required benefits or protections, the provisions of this Letter of Agreement would not be triggered.

- C. Notwithstanding the provisions of [Section 31 \[Savings Clause\]](#), in the event that the parties cannot reach agreement, they will submit the remaining issues to the arbitration process set forth in [Section 20 \[Board of Adjustment\]](#), with the exception of [Section 20.M.3. \[Arbitrations...\]](#), and the parties agree to determine the arbitrator by striking names from the existing panel list determined pursuant to [Section 20.N. \[System Board Panel\]](#) until one arbitrator remains and said arbitrator will be the neutral. A coin toss will determine who strikes first. The Association will call the toss. The arbitrator's scope will be limited to resolving those issues submitted by the parties and the arbitrator's authority to modify provisions of the agreement will be restricted to the above listed sections and subjects identified by the parties. Such arbitration will be in addition to the agreed-to hearing dates per [20.N.2. \[System Board Panel...\]](#).

The parties have attested to their agreement to all of the foregoing terms by entering into this Changes to Paid Sick Leave Laws Letter of Agreement effective this 28th day of February 2025.

LETTER OF AGREEMENT
by and between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Implementation of Block to Block (B2B) Messaging for Contactability

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (the "Association").

During the course of negotiations for a second tentative agreement, the parties reached agreement on contactability provisions utilizing B2B messaging in [Section 8.Q. \[CONTACTABILITY AND MEANS OF NOTIFICATION\]](#).

The Association's designee(s) will be included in Company (and Company/vendor, if applicable) meetings concerning development and testing of the new B2B messaging functionality on the Inflight Mobile Device (IMD).

The Company will discuss with the Association's designee(s) their interest and concerns prior to implementation of B2B messaging. Feedback and concerns of the designee(s) will be considered and addressed, with management agreement, in the development of the program. If there is a disagreement about whether a change being requested is in line with the requirements of B2B messaging it will be raised to the AFA MEC President, or their designee, and the Vice President, Inflight Services, or their designee for timely resolution.

The provisions in [Section 8.Q. \[Contactability...\]](#) regarding Contactability utilizing B2B messaging will not be implemented prior to the system proving reliable and consistent, including the ability to generate a read receipt. If there is a disagreement about whether the system is proving reliable and consistent, the resolution process outlined in the paragraph above will apply.

The Company and the Association will mutually agree on the exact implementation date, advance notice to Flight Attendants, and educational bulletins and emails related to the implementation of the program. The parties agree all three will be accomplished within a reasonable timeframe of program readiness.

The parties have attested to their agreement to all of the foregoing terms by entering into this Implementation of Block to Block (B2B) Messaging for Contactability Letter of Agreement effective this 28th day of February 2025.



LETTER OF AGREEMENT
by and between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

SECTION 8.Q CONTACTABILITY AND FAA "ONE PHONE CALL" POLICY

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association (collectively "the parties") wish to clarify the application of [Section 8.Q \[Contactability...\]](#) in the context of the Federal Aviation Administration (FAA) "one phone call" policy during crew rest (MacPherson, 2005);

NOW THEREFORE, the parties agree:

Flight Attendants can be contacted by the Company for scheduling-related business (e.g. by a Crew Scheduler) via phone call during the Flight Attendant's crew rest, but the Flight Attendant is neither required to be contactable per [Section 8.Q. \[Contactability...\]](#) nor obligated to answer the phone per the FAA "one phone call" policy (MacPherson, 2005).

If a Flight Attendant is contacted by the Company for scheduling-related business (e.g. by a Crew Scheduler) via phone call more than once during a crew rest period, and if the Flight Attendant chooses to answer more than one such call, then:

- (1) The Flight Attendant's rest is considered to be interrupted by the second or subsequent answered call(s), and
- (2) If the Flight Attendant has not already been afforded at least ten hours (10:00) of rest during that rest period prior to answering the second or subsequent phone call, the Flight Attendant's remaining rest period will be adjusted to provide no less than ten hours (10:00) of uninterrupted rest.

Phone calls made to Flight Attendants during crew rest by employees of Alaska Airlines who are calling for business unrelated to crew scheduling, including non-Scheduling branches of the Inflight Department, do not count towards the "one phone call" limitation during crew rest (e.g. if a base administrator reaches out via phone call to a Flight Attendant about their anniversary pin during the Flight Attendant's rest period). Non-Scheduling branches of the Inflight Department who have access to Jeppesen Crew Tracking Enterprise (JCTE) or a successor system, as appropriate, will utilize such system and make their best effort to avoid calling Flight Attendants on the phone more than once during any given crew rest period.

Other forms of contact as outlined in [Section 8.Q. \[Contactability...\]](#) (e.g. a Crew Access push notification) do not count towards the "one phone call" limitation during crew rest outlined herein. Crew Scheduling has certain CBA obligations to notify Flight Attendants of operational changes to their flying, such as in [Section 8.R.1 \[Notification of Delay...\]](#), which requires notification when a scheduled departure is delayed by one hour (1:00) or more, or if the flight is cancelled. Crew Scheduling will make a best effort to utilize Crew Access push notifications in these instances, if possible, in order to meet these contractual obligations while avoiding contacting the Flight Attendant via phone call during crew rest.

The parties have attested to their agreement to all of the foregoing terms by entering into this Section 8.Q Contactability and FAA "One Phone Call" Policy Letter of Agreement effective this 28th day of February, 2025.

References

MacPherson, R.B. (2005) *Rebecca MacPherson to Candace Kolander*, April 29. [Letter]. FAA Legal Interpretations & Chief Counsel's Opinions. Kolander_2005_Legal_Interpretation.pdf. Available from: https://www.faa.gov/sites/faa.gov/files/faa_migrate/interps/2005/Kolander_2005_Legal_Interpretation.pdf [Accessed 7 August 2024].



LETTER OF AGREEMENT
by and between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

POINTS REVIEW PROCESS FOR IMD CONTACTABILITY – SECTION 8.Q.

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

During bargaining, the parties negotiated changes to [Section 8.Q. \[Contactability...\]](#) of the CBA. To mitigate points accrual during the implementation of the new process, a review procedure will be established as outlined below.

For the first three (3) full bid months following full and final implementation of the provisions of 8.Q. [Contactability...], a Flight Attendant may request a review of any points assessed due to issue(s) associated with any provision of 8.Q. [Contactability...], and such review will be handled through the Scheduling Review Board (SRB) meeting on a case-by-case basis.

If the parties determine that the points were assessed in error, or there are mitigating circumstances requiring a reduction or elimination of points, the point balance will be adjusted.

The SRB committee will meet at a minimum monthly in conjunction with a scheduled SRB meeting if there are claims that need adjudicating. If the parties disagree regarding "reasonable mitigation", the issue will be elevated to the Alternate Dispute Resolution (ADR) process. If the parties still disagree, the Association reserves the right to resolve the dispute pursuant to [Section 19 \[Grievance Procedures\]](#) and all related provisions of this Agreement.

The parties have attested to their agreement to all of the foregoing terms by entering into this Contactability Section 8.Q – Points Review Process for IMD Contactability Letter of Agreement effective this 28th day of February 2025.



LETTER OF AGREEMENT
by and between
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
and
ALASKA AIRLINES, INC.

FATIGUE RISK MANAGEMENT PLAN (FRMP)

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association are mutually committed to a cooperative, remedial and non-punitive approach to air safety; and

WHEREAS, to that end, the Company and the Association desire to participate jointly in a Fatigue Risk Management Plan (FRMP); submitted to the Administrator of the Federal Aviation Administration.

WHEREAS, the Company and the Association desire to clarify and incorporate into the Agreement certain policies and procedures related to FRMP.

NOW, THEREFORE, it is mutually agreed by and between the parties to this Letter of Agreement that:

- A. The Company and the Association will participate in the FRMP, attached hereto.
- B. Fatigue Review Board (FRB):
 - 1. The FRB will be comprised of four (4) members to include:
 - a) Two Company representatives from the Safety Department and/or from the Inflight Department; and two alternates.
 - b) The Association will select two (2) AFA representatives and two alternates.
 - 2. Compensation for Association Representatives:
 - a) The Company will compensate the Association's FRB representatives and any other AFA members for time spent in participation in FRMP activities, including but not limited to attending FRB meetings, FRMP trainings, business meetings, road shows or other FRMP or FRB related activities, meeting preparation, and remedial actions/coaching/skill enhancement activities. Such compensation will be in accordance with [Section 27.P \[Company Business Flight Pay Loss \(CB\)\]](#) of the collective bargaining agreement.
 - b) The Company will ensure that the Association's FRB representatives and any other AFA members are relieved from scheduling obligations as necessary to participate in FRMP activities that are not able to be conducted at another mutually agreeable time. Any such drops will be at the discretion of the Flight Attendant. The Association's FRB representatives may, at the Flight Attendant's option, submit pre-planned absences prior to bidding for months that include all known and pre-scheduled FRMP activities.
 - c) The Company will cover the travel costs associated with any FRMP or FRB related activities, including but not limited to positive space transportation and any necessary hotel accommodations and meals.

3. FRB Operations:

- a) The FRB will establish a policy and procedure manual for operation and conducting business. These policies and procedures will be subject to approval by the Vice President of Inflight (or designee) and MEC President (or designee). Any subsequent changes to the policy and procedure manual must be mutually agreed upon by the Company and the Association.
- b) The FRB will meet as needed to process reports in a timely manner. The FRB will meet at least monthly unless mutually agreed otherwise.
- c) The Company or the Association may designate an alternate FRB member to serve in the absence of a primary member from their respective organization, as necessary.
- d) All four (4) members of the FRB (or their designated alternate) must be present to conduct an FRB meeting. Meetings may be conducted by videoconference if mutually agreed upon.
- e) The FRB will mutually agree on which FRB member will be the first to reach out to a Flight Attendant who submits a fatigue report. The agreed upon process will be documented in the FRB policy and procedure manual.
- f) If all members of the FRB are unable to achieve consensus on a specific issue, that issue will be referred to a separate escalation panel consisting of the Association's MEC President (or designee) and the Vice President of Inflight (or designee) for resolution. FRB members and alternates will not also serve on the escalation panel.
- g) If the escalation panel cannot reach mutual agreement, the issue will be resolved in accordance with [Section 20 \[System Board of Adjustment\]](#) or [Section 32 \[Attendance Policy\]](#) at the Association's option. If the issue is processed under [Section 32 \[Attendance Policy\]](#), the Flight Attendant may, at their option, utilize available sick leave for the TFP value of any scheduling obligation(s) dropped.
- h) FRB alternates will attend FRB meetings at least twice each year, either as an active FRB representative or as an observer.

C. FRMP Reports and Information Access

The Company and the Association agree that reports and information gathered in the course of Flight Attendant participation in FRMP will be shared with the Association in a process agreed to on a consensus basis by members of the FRB. Each member of the FRB (including alternates) will have equal access to all data and software.

D. Flight Attendant Fatigue Declaration

- 1. The Flight Attendant must notify Crew Scheduling with as much notice as possible should they feel too fatigued to safely perform a duty assignment, or portion thereof.
- 2. When a Flight Attendant notifies Crew Scheduling they are too fatigued to safely perform their duty assignment, Crew Scheduling will immediately remove the Flight Attendant from the applicable portion of their schedule, immediately place them on a ten hour (10:00) rest period, and initially code the absence both as fatigue and applicable sick leave (e.g. sick, sick online, or short sick call). The rest period will commence at the end of the call. If the Flight Attendant is not removed from any flying on their scheduled sequence as a result of the fatigue call, then a sick leave absence will not be recorded.

3. At the time of the call, Crew Scheduling must advise the Flight Attendant of their assignment following the ten hour (10:00) rest period. Crew Scheduling will have the option of assigning the Flight Attendant to any one of the following:
 - a) Rejoin the Flight Attendant to the remainder their scheduled sequence if operationally feasible to do so.
 - b) If mid-sequence, deadhead the Flight Attendant on the first available AAG flight(s) to, at the Flight Attendant's option, their domicile or co-terminal, the domicile or co-terminal from which the sequence departed or their registered commuter city/co-terminal. The Flight Attendant will be released from any further scheduling obligation.
 - c) If prior to the first departure of the sequence, release the Flight Attendant with no further scheduling obligation.
 - d) If on Reserve, return the Flight Attendant to the RAL list as appropriate.
4. Any deadhead travel performed in D.3 above, will be treated as positive space per [Section 10.X.10. \[Deadhead\]](#). Pay will be pursuant to E [Fatigue Report Review] below.
5. The Company will use its best efforts to avoid interrupting the Flight Attendant's rest period following a fatigue call.
6. Within forty-eight hours (48:00) after completion of the first ten hour (10:00) rest period after the fatigue call, the Flight Attendant must submit a Fatigue Report to the Company. The FRB may elect to accept reports beyond the filing timeline due to extenuating circumstances. The FRB will have sole discretion to determine what constitutes extenuating circumstances for the purpose of accepting reports.

E. Fatigue Report Review

1. The FRB will process all reports submitted, conduct an initial review, and then categorize each fatigue report as follows based on factor(s) causing fatigue.
 - a) Operational - Fatigue in which weather, ATC, etc., is a factor(s).
 - b) Company – Fatigue in which the action or inaction of the Company was a factor(s) in causing fatigue.
 - c) Uncontrollable – An uncontrollable event is a factor in causing fatigue that could not reasonably be planned for, avoided, or prevented by the Flight Attendant reporter and occurred while off-duty (during a RON). Examples include, but are not limited to: hotel problems (e.g., noise, temperature, fire alarm), ground transportation problems, environmental problems, etc.
 - d) Personal – An uncontrollable event is a factor in causing fatigue that could not reasonably be planned for, avoided, or prevented by the Flight Attendant reporter and occurred while not scheduled to work (i.e. free of scheduling obligation). Examples include, but are not limited to: housing problems (e.g., noise, temperature, fire alarm), transportation problems, environmental problems (e.g. barking dog), etc.
 - e) Other – A fatigue event in which none of the preceding categories, a), b), c) or d) were a factor in the fatigue event.
2. Fatigue events categorized as a, b, or c above will not cause a reduction in a Flight Attendant's pay nor result in a debiting of their sick bank. Such events will not accrue attendance points under

[Section 32.E \[Control Procedure\]](#) or affect a Flight Attendant's ability for record improvement under [Section 32.G \[Record Improvement\]](#).

3. Fatigue events that are categorized as Personal will be unpaid. A Flight Attendant may, at their discretion, choose to be paid using their accrued sick leave, or vacation. Such events will not accrue attendance points under [Section 32.E \[Control Procedure\]](#) or affect a Flight Attendant's ability for record improvement under [Section 32.G \[Record Improvement\]](#).
4. Fatigue events that are categorized as Other will be unpaid. A Flight Attendant may, at their discretion, choose to be paid using their accrued sick leave, or vacation. Such events will be re-coded to Management Drop and attendance points, if applicable, will accrue under [Section 32.E \[Control Procedure\]](#).
5. Fatigue calls received by Crew Scheduling less than two hours (2:00) prior to scheduled check-in will be considered a short sick call under [Section 32.C.5 \[Attendance Policy Definitions: Short Sick Call\]](#) and corresponding attendance points will be applied. If the fatigue event was determined by the FRB to be a contributing factor in the short call, the corresponding attendance points and occurrence will be removed.
6. All fatigue events will initially be processed as a paid absence. Subject to the FRB's categorization of the fatigue event, the Flight Attendant's pay for the fatigue event will be reconciled. All reports will be processed and pay reconciled in a timely manner so as to ensure that the Flight Attendant's paycheck for the month containing the fatigue event is accurate.
7. Should a Flight Attendant fail to submit a fatigue report within forty-eight hours (48:00) after the completion of the first ten hour (10:00) rest period following a fatigue call, any flight time removed will result in the contractually applicable and corresponding amount of lost pay. These fatigue calls will remain coded to sick leave and attendance points, if applicable, will accrue under [Section 32.E \[Control Procedure\]](#) which may affect a Flight Attendant's ability for record improvement under [Section 32.G \[Record Improvement\]](#). If a Flight Attendant submits a report after the initial filing deadline that is subsequently accepted by the FRB in accordance with paragraph D.6 above, the fatigue call will be re-coded in accordance with paragraph E.2, E.3 or E.4 as appropriate.
8. After conducting an initial review, should the FRB determine that a submitted report is not fatigue related, they will contact the submitter with further instruction (i.e., report may be appropriately submitted as an ASAP or other safety related event). These events will be referred to the Managing Director of Inflight Operations (or designee) for processing. The Flight Attendant's AFA LEC President will be notified of any such reports.
9. Should a Flight Attendant fail to submit a fatigue report within forty-eight hours (48:00) after the completion of the first ten hour (10:00) rest period following a fatigue call or the FRB determines that a submitted report is not fatigue related, the Company will notify the Flight Attendant that a report for the fatigue event has not been accepted. Notification will be by contact at both their primary telephone number and Company email. The email notification will include the following:
 - a. How to re-code sick leave if a different code is more appropriate (e.g. sick family, sick child, FMLA, etc.).
 - b. How to submit a Trimester Point Reduction form and the corresponding submission timeline. A Trimester Point Reduction form must be submitted within four (4) days (not including the date of notification) or by the end of their next sequence following notification as indicated above, whichever occurs last.

F. FRMP and Discipline

1. Flight Attendants are encouraged to report any event or observation they feel identifies a potential safety hazard related to fatigue. One of the key ingredients to reporting is an incentive for individuals to report these events so that appropriate risk identification and hazard correction is done. Flight

Attendants, who submit a report or are identified in a report submitted by another individual, to the FRMP program, will not be subject to disciplinary action other than applicable attendance points referenced in E [Fatigue Report Review] above. Reports submitted to the FRMP or any of its contents will not be used to initiate or support any Company disciplinary action. Based on information acquired outside of the FRMP program, the Company retains the right to investigate suspected abuse of fatigue calls and/or may issue discipline reliant upon such outside information.

2. It is understood that any remedial action or coaching/skill enhancement sessions recommended in the pursuit of fatigue mitigation will be reached by consensus of the FRB.
3. Each and every remedial action and/or coaching/skill enhancement session recommended by the FRB will be treated as learning tools for the Flight Attendant, and these recommended coaching/skill enhancement sessions will not be considered tests or checks of skills relevant to pass/fail criteria or outcomes.
4. Remedial action and/or coaching/skill enhancement sessions assigned by the FRB will be considered "Other Company Required Training" under [Section 30 \[Training\]](#) for purposes of pay and scheduling.
5. Remedial action and/or coaching/skill enhancement sessions will not be conducted as Computer Based Training (CBT).
6. By default, attendance points assessed for fatigue absences will follow the same process as "Reported Illness or Sick Leave On-Line After or Without Using Trimester Point Reduction" pursuant to [Section 32.E \[Control Procedure\]](#). If the subsequent Fatigue Report is accepted by the FRB and categorized as Operational, Company, Uncontrollable, or Personal per E.1 [Fatigue Report Review] above, the corresponding sick leave code in the Crew Scheduling System, attendance points, and the occurrence will be removed.
7. Notice of disciplinary action related to attendance points arising out of a fatigue reporting event will be deemed to be timely if taken within twelve (12) days, as defined in [19.C.2 \[Grievance Procedures – General\]](#), of the date the fatigue report is categorized by the Fatigue Review Board.

G. Conversations or Interviews

The Company and the Association agree that any information acquired through conversations or interviews that are conducted as part of the FRMP program or that are conducted by the FRB related to an FRMP report will not be used in disciplinary actions.

H. NASA ASRS Reporting

Participation in the FRMP program should allow for participation in the NASA Aviation Safety Reporting System (ASRS), as described in FAA Advisory Circular 00-46, as amended. Upon receipt of an FRMP report from a Flight Attendant the Vice President of Safety (or designee) will immediately forward a copy of the report to NASA for inclusion in ASRS. The Vice President of Safety assumes the responsibility of fulfilling the ten-day ASRS reporting requirement.

All other provisions of the collective-bargaining agreement remain in full force and effect.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Fatigue Risk Management Plan Letter of Agreement effective this 28th day of February 2025.



**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

FLIGHT ATTENDANT INSTRUCTOR HANDBOOK LOA

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2025-2028 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed the Instructor Handbook ("Handbook"); and

WHEREAS, the parties wish to incorporate the Handbook and corresponding revision process into the CBA;

NOW THEREFORE, the parties agree to the terms set forth below:

1. The following sections of the Instructor Handbook may only be revised through mutual agreement of the parties:
 - a. Record of Revision
 - b. Scheduling
 - c. Travel and Hotel
 - d. Compensation
2. The Handbook will be posted on the Instructor Hub (or successor website).
3. The parties agree to discuss changes to the Handbook on a regular basis as follows:
 - a. The parties will meet to discuss proposed changes for the next revision.
 - b. All proposed changes will be shared at least seven (7) working days for review prior to each revision.
 - c. The parties will endeavor to reach agreement on edits to any sections not listed in 1., above.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Flight Attendant Instructor Handbook Letter of Agreement effective this 28th day of February 2025.



**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

FLIGHT ATTENDANT INSTRUCTOR SCOPE

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2025-2028 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed Flight Attendant Instructors; and

WHEREAS, the parties recognize that Flight Attendant Instructors are an integral part of the Training Department and desire job security.

NOW THEREFORE, the parties agree to following provisions only for the duration of the 2025-2028 AFA Collective Bargaining Agreement:

Recurrent Training, Requalification Training, Security Training, Initial Training, and any other regulatory training, will be taught by instructor-qualified Alaska Airlines Flight Attendants ("Instructors") on the Inflight Seniority List. This will not preclude instruction of non-regulatory modules within regulatory trainings.

Instructor-qualified management personnel may teach Train-the-Trainer events (regulatory and non-regulatory modulus) at any time. Additionally, they may also teach training in the event of irregular operations (e.g., short-staffing, sick calls, stranding, etc.).

Management personnel may teach non-regulatory modules of any training.

The Company may utilize Subject Matter Experts (SMEs), including but not limited to specialized vendors to instruct topics outside the Flight Attendant's immediate realm of expertise, e.g., AS qualified pilots (including management pilots) for CRM, Ergonomics specialists for injury prevention program, AS Safety Department for Safety Management System program, etc.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Flight Attendant Instructor Scope Letter of Agreement effective this 28th day of February 2025.

**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

FLIGHT ATTENDANT JUMPSEAT OCCUPANCY

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2025-2028 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed occupancy of Flight Attendant Jumpseats ("Jumpseats") onboard the aircraft; and

WHEREAS, the Association wishes to protect Jumpseats from occupancy by other workgroups;

NOW THEREFORE, the parties agree to clarify occupancy of Jumpseats for the duration of the 2025-2028 AFA CBA as set forth below:

1. Jumpseats may be occupied by:
 - a. Qualified AS Flight Attendants
 - b. Authorized AS management personnel per [Section 3.D. \[Scope...\]](#) who are qualified Flight Attendants
 - c. OE students and Flight Attendants in requalification status accompanied by a Check Flight Attendant
 - d. Qualified QX Flight Attendants traveling for pleasure
 - e. Authorized QX Inflight supervisory employees who are qualified Flight Attendants traveling for pleasure
 - f. Qualified Other Airline (OAL) Flight Attendants, in the event the Company and the FAA authorize a reciprocal jumpseat agreement
2. Jumpseats may not be occupied by:
 - a. Deadheading QX Flight Attendants
 - b. Flight Attendants in requalification and/or dequalified status
 - c. Flight Attendants on a leave that restricts jumpseat use, including sick leave
 - d. Flight Attendants withheld from service
 - e. Any other employee not explicitly named in section 1, above
3. "Qualified Flight Attendants" have been issued an FAA Flight Attendant certificate and are current by having successfully completed Recurrent/Requalification Training, as appropriate.
4. When traveling on positive-space Company business, QX Flight Attendants, or QX Inflight personnel may elect to occupy the jumpseat only if no other qualified AS or QX jumpseater traveling space-available pleasure wishes to occupy the jumpseat.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Flight Attendant Jumpseat Occupancy Letter of Agreement effective this 28th day of February 2025.



**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

FLIGHT ATTENDANT ONBOARD BREAKS

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, consistent with their obligations to ensure and maintain the safety of passengers and the Company's operations, Flight Attendants have been, and are currently, afforded opportunities to take breaks while on board the Company's aircraft; and

WHEREAS, during these onboard breaks, and during other phases of flight not prohibited in the Flight Attendant Manual (FAM), Flight Attendants have been, and are currently, afforded opportunities to consume food and/or beverages; and

WHEREAS, the parties acknowledge that this longstanding past and current practice has become an implied term to their collective bargaining agreement;

WHEREAS, there is a desire by both parties to memorialize in writing that longstanding past and current practice with regard to the ability of Flight Attendants to take breaks while onboard aircraft;

NOW, THEREFORE, the parties recognize and set forth that practice as follows:

1. Flight Attendants may take breaks while onboard aircraft on all Company flights, provided that the breaks do not interfere with prescribed safety or service duties.
2. Such breaks may not be taken during boarding, sterile Flight Deck, prescribed service, or deplaning.
3. Breaks may be taken on thru-flights after deplaning is complete, if more than the minimum number (fifty percent (50%) of minimum crew, rounded down to the next whole number) of required Flight Attendants are onboard the aircraft.
4. If an emergency exists or as safety-related duties and Federal regulations require, a Flight Attendant on break must resume the responsibilities associated with their assigned position.
5. Flight Attendants are not permitted to sleep or give the appearance of sleeping during breaks.
6. Coordination and Duration
 - a. The breaks taken by different Flight Attendants during a flight must be equal in duration, coordinated among the Flight Attendant crew, and offered in seniority order. Flight Attendants will practice good CRM by communicating with each other when going into and out of a break.
 - b. Two (2) Flight Attendants must remain off break at any given time, and the forward and aft cabins must be monitored at all times.
 - c. The B Flight Attendant will take over the A Flight Attendant's duties* when the A Flight Attendant is on break, including entering the Flight Deck when a Pilot needs to exit the Flight Deck.

- d. The following are general guidelines on break duration, so long as (1) above is satisfied and the flight is operating normally:
 - i. Flight Attendants may take a break of a minimum of ten minutes (:10) each on any flight with a block time of at least two hours and thirty minutes (2:30).
 - ii. Flight Attendants may take a break of a minimum of thirty minutes (:30) each on any flight with a block time of at least four hours (4:00), in addition to the break in 6.d.i., above.

7. Seating for Flight Attendant Breaks

- a. Flight Attendants will take their breaks in jumpseats or galleys; or Flight Attendants may sit in any row (i.e., ABC or DEF) that is not occupied by a revenue passenger in the aft of the cabin (i.e., behind the exit rows).
 - b. Flight Attendants will not move guests to other seat locations in order to make a row unoccupied for the purposes of utilizing this provision.
 - c. The Company will provide laminated cards in each Flight Attendant stationery kit whenever practicable that will indicate that a Flight Attendant is on an onboard break. The cards will be utilized to indicate that the Flight Attendant is on an onboard break if the Flight Attendant is taking their break in a guest seat pursuant to 7.a. above. Exact verbiage for the cards will be developed by AFA and the Company.
8. Flight Attendants may consume food and/or beverages while on a break or during other phases of flight unless otherwise prohibited by the FAM.

This LOA will be effective upon execution and will be implemented on April 2, 2023, at 2359 PDT. The cards referenced in 7.c above will be implemented as soon as possible thereafter.

All other provisions of the AFA Collective Bargaining Agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 27th day of March 2023.



LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

FLIGHT ATTENDANT RECURRENT TRAINING HOURS LOA

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2025-2028 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed Flight Attendant Training Hours; and

WHEREAS, the parties wish to provide flexibility for Flight Attendants attending Recurrent Training, and for the Company in scheduling Recurrent Training.

NOW THEREFORE, the parties agree to the following provisions for the duration of the 2025-2028 AFA Collective Bargaining Agreement:

Following ratification of the CBA, these provisions will become effective no earlier than November bidding for January training in the following year.

Recurrent Training and Level I Requalification Training may be scheduled in each domicile between the hours of 7:00 AM and 7:00 PM local time, with the following conditions:

1. Each day of a training event must have the same start time.
2. At minimum, 50% of the total classes in each domicile must be scheduled from 8:00 AM to 5:00 PM local time, calculated per bid month.
3. If training is scheduled outside the hours of 7:00 AM to 5:00 PM and is eight (8) hours or fewer in duration, it will be compensated pursuant to the [Section 30.C. \[Training Pay\]](#). However, if training exceeds eight (8) hours in duration, [Section 30.A.2.a. \[General Training...\]](#) will apply.
4. All other contractual provisions apply.

Either party may suspend this agreement at any time by providing at least two (2) bid months of notice to the other party.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Flight Attendant Recurrent Training Hours Letter of Agreement effective this 28th day of February 2025.



LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

COMMITMENT TO NEGOTIATE HOTEL GAIN-SHARE PROGRAM

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2025-2028 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed implementation of a Hotel Gain-Share Program for Flight Attendants in which a Flight Attendant may relinquish their hotel room and be compensated an amount equal to part of the actual cost of the hotel room; and

WHEREAS, the parties recognize that such a program would be beneficial to the Flight Attendants and the Company; and

WHEREAS, the CBA negotiations' aggressive bargaining timeline did not allow for in-depth discussions on the complexities of a Hotel Gain-Share Program during bargaining;

NOW THEREFORE, the parties commit to discuss the feasibility of a Hotel Gain-Share Program for Flight Attendants as set forth below:

1. Within four (4) months of the ratification of the 2025-2028 CBA, the parties will schedule and engage in negotiations sessions to discuss a Hotel Gain-Share Program. Such negotiations will have the goal of implementing the program, if feasible, within six (6) months of the CBA ratification.
2. The parties may mutually agree to extend these time limits.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Commitment to Negotiate Hotel Gain-Share Program Letter of Agreement effective this 28th day of February 2025.

LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

JOB PROTECTION

THIS JOB PROTECTION LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between ALASKA AIR GROUP, INC. ("AAG"), ALASKA AIRLINES, INC. ("Alaska") and the FLIGHT ATTENDANTS in the service of ALASKA AIRLINES, INC., as represented by the ASSOCIATIONS OF FLIGHT ATTENDANTS-CWA ("AFA").

WHEREAS, it is the desire of AAG, Alaska and AFA to enter into a Letter of Agreement protecting the work for Flight Attendants in the event AAG completes an Acquisition as defined in paragraph D of Alaska Air Group Letter of Agreement ([AAG Letter of Agreement](#)) between AAG, the Company, and AFA (the "AAG Letter of Agreement").

NOW, THEREFORE, it is mutually agreed and understood by and between the parties that Alaska will not furlough Flight Attendants during a Work Protection Period due to the transfer of flying as a result of an Acquisition. In the event of a furlough during a Work Protection Period, and in the event of a disagreement over the cause of the furlough, it shall be Alaska and AAG's burden of proof to establish that the furlough was not due to the transfer of flying to the Acquired Air Carrier, as defined in paragraph D of the [AAG Letter of Agreement](#).

- A. A Work Protection Period commences on the date that AAG announces an intent to engage in an Acquisition and it continues for a period measured as the total length of the duration of the then current Collective Bargaining Agreement between AFA and the Company ("Agreement") plus one year (2/28/2025 – 2/28/2029).
- B. Except as otherwise provided in this Job Protection Letter of Agreement, a furlough shall be subject to all terms and conditions of the Agreement.
- C. Terms used in this Job Protection Letter of Agreement, unless otherwise defined in this Job Protection Letter of Agreement, have the meaning given them in [Section 4 \[Status of Agreement\]](#) and [Section 5 \[Definitions\]](#) of the Agreement, and in the AAG Letter of Agreement.
- D. A dispute between AFA and either AAG or Alaska, or both, concerning interpretation or application of this Job Protection Letter of Agreement may be heard and determined by the Alaska Flight Attendant's System Board of Adjustment in accordance with the procedures of [Section 4.D. \[Status of Agreement Remedies\]](#) of the Agreement, and AAG consents to the jurisdiction of such System Board for such purpose.
- E. This Job Protection Letter of Agreement becomes effective on the effective date of the Agreement and will remain in effect:
 - 1. Concurrent with the Agreement and any status quo period applicable to the Agreement under the RLA; plus
 - 2. Any additional period of time included within a Work Protection Period if one is activated during the time described in paragraph E.1 above.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Job Protection Letter of Agreement effective this 28th day of February 2025.



LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

LEGACY RETIREE PASS PRIVILEGES

This LETTER OF AGREEMENT (LOA) is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2025-2028 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the parties") discussed codification of current Retiree Pass Privileges; and

WHEREAS, the parties wish to maintain the Flight Attendant Retiree Pass Privileges for the duration of the 2025-2028 CBA.

NOW THEREFORE, the parties agree to the following:

1. Covered Flight Attendants
 - a. The provisions of this Letter of Agreement will apply to all currently employed Alaska Airlines Flight Attendants.
 - b. Such provisions will remain in effect for the entirety of the 2025-2028 CBA, including any amendable period.
2. Covered Flight Attendants' Retiree Travel Pass Program currently outlined in the retirement summary for Flight Attendants will not change for the life of this LOA, without discussion with AFA.
3. Any future enhancements to the Flight Attendant retiree travel pass program will be discussed in advance with AFA.
4. Vesting
 - a. For the purposes of this Letter of Agreement, a vesting year is a calendar year in which a Flight Attendant is paid for at least one thousand (1000) hours. Flight Attendants are credited with ninety-five (95) hours if not on a leave of absence for a trip between the 1st and the 15th of the month and ninety-five (95) hours if not on a leave of absence for a trip between the 16th and the end of the month. Some non-flight hours such as vacation and sick leave also give a Flight Attendant ninety-five (95) hours for the period in which it occurs.
 - b. Company service is calculated from the Flight Attendant's date of hire but excludes any time on leave of absence.
 - c. To qualify for the age and vesting service requirement for retiree pass privileges, a Flight Attendant must be at least forty-five (45) years old and have a minimum of ten (10) years of vesting service.
 - d. A Flight Attendant not meeting the vesting requirement may still be eligible with twenty (20) years of Alaska Air Group service.
 - e. If a Flight Attendant was previously part of another work group, that service would count as well. Any Horizon or Virgin America time also counts for vesting purposes but is calculated differently. Vesting Service at Virgin America was accrued up to the Transaction Date (Close Date) of 12/14/2016.



- f. If a Flight Attendant was hired prior to 4/1/2008 and does not have ten (10) vesting years, the Flight Attendant is eligible to retire with fifteen (15) years of Company Service rather than twenty (20) years.
- 5. These provisions apply to all Flight Attendants hired prior to, and who retire prior to, the date of ratification of the subsequent CBA.
- 6. Pass Policy Benefits
 - a. Retirees will be afforded any enhancements to the pass privilege program offered by the Company to all other retired employees.
 - b. Retirees will be afforded no less favorable pass benefits than those provided to pilot retirees.
- 7. This LOA will expire upon mutual agreement of the parties and in all cases upon the date of ratification of the subsequent CBA.

The parties have attested to their agreement to all of the foregoing terms by entering into this Legacy Retiree Pass Privileges Letter of Agreement effective this 28th day of February 2025.



**LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

MANAGEMENT IMMERSION PROGRAM

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2025-2028 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the Parties") discussed implementation of a Management Immersion Program ("Management Immersion") onboard the aircraft; and

WHEREAS, the Parties recognize most other labor groups in the Company participate in Management Immersion; and

WHEREAS, the Association recognizes the need to balance Flight Attendant protections with the Company's desire to expand Management Immersion onboard the aircraft;

NOW THEREFORE, the Parties agree to implement Management Immersion as set forth below:

1. Company management employees outside of Inflight holding positions of managing director and above are permitted to perform limited onboard, Flight Attendant duties not related to safety on a peer-to-peer basis to facilitate exposure to front-line work and the challenges faced by Flight Attendants (e.g., service duties only such as picking up trash and sorting/recycling, assisting on the beverage cart, elite recognition, restocking lavatory supplies, etc.).
2. Company management employees outside of Inflight who do not hold an FAA Flight Attendant certificate cannot occupy the jumpseat and must abide by all passenger CFRs (e.g., in their seat when the seatbelt sign is illuminated).
3. Company management employees participating in Management Immersion must coordinate their duties with the working Flight Attendants and remain under the direction of the "A" Flight Attendant. The "A" Flight Attendant will not be considered a supervisor under the Railway Labor Act or other law.
4. Company management employees participating in Management Immersion must notify Crew Scheduling no less than twenty-four (24) hours prior to the flight(s) on which management intends to conduct their Management Immersion. Crew Scheduling will annotate each sequence that contains the flight(s) by including the name of the manager, their title, the flight number(s), and the city pair(s). If the manager no longer intends to participate in Management Immersion on that flight, they need to make every best effort to contact Crew Scheduling no less than three (3) hours prior to departure time, or as soon as their absence is known. Crew Scheduling will update the annotation accordingly.
5. Company management employees participating in Management Immersion may do so no more than two (2) flights, including through flights per experience, every other year during the life of this Agreement and its amendable period. No more than one (1) Company management personnel may participate in Management Immersion on the same flight.
6. The Company will consider the Association's Inflight Service Committee (ISC) recommendations regarding which flights are made available for Management Immersion to ensure the flights are representative of the general Flight Attendant experience.

7. Company management employees holding a position of vice president or above, regardless of their division (i.e., including Inflight), may conduct the service duties outlined in Paragraph 1, above, and are not subject to the requirements in Paragraphs 4, 5, and 6, above. However, they are subject to all other provisions in this Letter of Agreement.
8. No single-source discipline may result from a Company management employee's presence on a flight related to the provisions of this Letter of Agreement. Safety issues will be eligible for submission under the Aviation Safety Action Program (ASAP). If either party does not participate in the ASAP program, the Company and the Association will meet and agree to an equivalent alternative process.
9. Should the Parties have a dispute over single-source discipline resulting from a Company management employee's presence on a flight related to the provisions of this Letter of Agreement, the Association reserves the right to terminate this Letter of Agreement with written notice to the Company.
10. Under no circumstances will management be permitted to exercise the provisions of this Letter of Agreement during any work action that may be taken by the Association.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Management Immersion Program Letter of Agreement effective this 28th day of February 2025.

LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

MARKET RATE ADJUSTMENT

This LETTER OF AGREEMENT (LOA) is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS in September 2022, the Parties entered into negotiations for a successor Collective Bargaining Agreement (CBA); and

WHEREAS on February 28, 2025, the Parties reached agreement on contract terms for the successor CBA that included competitive pay rates and annual percentage increases to the pay scale for the duration of the CBA; and

WHEREAS it is possible that other carriers could negotiate or implement Flight Attendant pay rates that exceed those at the Company during the term of the 2025-2028 CBA.

NOW THEREFORE the Parties agree as follows:

- A. On March 2, 2026 and March 2, 2027, Flight Attendants will receive the higher of the following:
1. the pay increases outlined in [Section 21.A.1](#) of the CBA; or
 2. the pay rate achieved by averaging the top-of-scale pay rates for Flight Attendants of the following carriers: United, American, Delta, Southwest, and JetBlue. The same percentage increase applied to the Alaska top-of-scale pay rate will be applied to the rest of the Alaska pay scale (for example, if the contractual downline pay rate increase is three percent (3%), but the average of the top-of-scale pay rates across the other carriers is greater than three percent (3%), the greater percentage increase value will be applied to each step of the Alaska pay scale).
 - a. The United, American, Delta, and JetBlue pay rates will be divided by the conversion ratio of "hard" TFP (scheduled TFP excluding MPRs and deadhead) to scheduled block hours before being included in the averaging. That conversion ratio is calculated using a twelve (12) month trailing average at the time of the Market Rate Adjustment (MRA) calculation and will be capped at an increase or decrease of no more than one hundredth (0.01) from the prior year's conversion ratio. The baseline conversion ratio for 2025 is 1.11.
 - b. The JetBlue pay scale utilized for comparison purposes will be the "straight pay scale" or its future equivalent.
 - c. For carriers with boarding pay provisions that are not integrated into the pay scale, no adjustment will be made to account for these pay provisions.
 - d. For carriers without boarding pay provisions, the top-of-scale pay rates will be reduced by nine and six-tenths percent (9.6%) before being included in the averaging. (For example, if the top-of-scale pay rate at another carrier is \$50 (after the block hours to TFP conversion in a. above, if applicable), the adjusted rate to be used for comparison purposes would be $\$50 \div 1.096 = \46.30 .)

- e. United will only be included in the average if a new agreement on pay rates is in place.
- f. Should any carrier in the comparator set implement an entirely new pay system, more complex than the addition of boarding (e.g., deplaning, hourly, etc.) pay, the Association and the Company agree to meet and come to a resolution on how to account for this new pay system in the MRA calculation language. If the parties are unable to agree to a resolution on how to account for this new pay system by the respective implementation date for the applicable downline increase noted in A. above, (March 2, 2026 or March 2, 2027), the carrier with the new pay system will be dropped from the MRA calculation set forth in A.2 above until such time as the parties agree on an appropriate comparison and the carrier will be re-included in the next MRA calculation.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Market Rate Adjustment Letter of Agreement effective this 28th day of February 2025.



LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Section 21.R Productivity Premium Program (PPP) Implementation

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association (collectively "the parties") wish to implement a new Productivity Premium Program in [Section 21.R \[Productivity Premium Program\]](#) of the 2025-2028 Collective Bargaining Agreement; and

WHEREAS, the parties recognize there are mid-year transition issues when changing from the terms of the previous PPP in the 2018-2021 JCBA to the new PPP provisions of the 2025-2028 Collective Bargaining Agreement;

NOW THEREFORE, the parties agree to the following:

- For 2025 only, PPP Block 1 in [Section 21.R](#) of the 2025-2028 CBA will not be used.
- For 2025 only, the eight (8) month PPP block (Jan, Feb, Mar, Apr, May, Sep, Oct, Nov) from the 2018-2021 JCBA will be used with the same payout of one-thousand one-hundred dollars (\$1,100) detailed in the 2018-2021 JCBA. To qualify for this "block of eight," the Flight Attendant's qualifying activity must meet or exceed the TFP equivalent of the Flight Attendant's combined monthly PBS bid awards for this block of months by an additional five (5.0) TFP for each full bid month in which the State Sick Leave bank is not implemented, or an additional ten (10.0) for each full bid month in which the State Sick Leave bank is implemented. The Flight Attendant's qualifying activity in this block will include Worked TFP plus any State Sick Leave TFP usage (in any month where the State Sick Leave bank is implemented only) plus any paid vacation credit and unpaid vacation credit of four (4.0) TFP per day.

For example, if the State Sick Leave bank is implemented for the full bid month of March 2025 going forward, to qualify for the 2025 "block of eight" PPP, a Flight Attendant must meet or exceed the TFP equivalent of the Flight Attendant's combined monthly PBS bid awards contained in that block by seventy (70.0) TFP. The seventy (70.0) TFP is derived from an additional five (5.0) TFP each in January and February (before the State Sick Leave bank is implemented) and an additional ten (10.0) TFP each in March, April, May, September, October, and November (after the State Sick Leave bank is implemented).

- For 2025 only, in addition to the eight (8) month PPP block from the 2018-2021 JCBA, PPP Block 2 of the 2025-2028 CBA will be used which is a block of the following months: June, July, August and December with a payout amount of two-thousand dollars (\$2,000) for those who qualify. These will be the only two PPP eligible blocks of time used in 2025, and there will be no individual qualifying months as outlined in the 2018-2021 JCBA.
- For each full bid month in which the State Sick Leave bank is not implemented, to qualify for PPP Block 2, the Flight Attendant must only meet or exceed the TFP equivalent of the Flight Attendant's combined PBS bid awards in this block by five (5.0) TFP rather than ten (10.0) TFP as outlined in [Section 21.R.1&2](#) of the 2025-2028 CBA.

For example, if the State Sick Leave bank is implemented for the bid month of August 2025, to qualify for PPP Block 2, a Flight Attendant must meet or exceed the TFP equivalent of the Flight Attendant's PBS bid awards in that block by five (5.0) TFP for June and for July and by ten (10.0) TFP for August and for December.



- Block 1 and Block 2 of the 2025-2028 CBA will both be used beginning in 2026 and at that point, no remaining PPP language from the 2018-2021 JCBA will be used going forward unless otherwise carried over into the 2025-2028 CBA.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Productivity Premium Program (PPP) Implementation Letter of Agreement effective this 28th day of February 2025.

LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

RETIREE HEALTH INSURANCE

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, and pursuant to Agreements reached by and between ALASKA AIRLINES, INC. (the "Company") and the Flight Attendants in the service of ALASKA AIRLINES, INC., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (the "Association").

Alaska Airlines (Company) and the Flight Attendants in the service of the Company as represented by the Association of Flight Attendants-CWA (Association) agree, in order to accommodate the transition from exchange of accrued sick leave for health care to a cash out program for accrued sick, on a one-time basis without expectation of renewal or extension, that the following shall apply to Flight Attendants and run concurrent with and be in force for the duration of the Flight Attendant 2025-2028 Collective Bargaining Agreement (Agreement) and any amendable period.

1. During the period that this Sideletter of Agreement is in force, Flight Attendants may elect the following option upon separation from the Company-provided that they meet the below qualifications.
2. Qualifications: Upon separating from the Company, a Flight Attendant who is at least sixty-two (62) years with a minimum of ten (10) years of employment who does not already qualify for Medicare (e.g. through permanent disability), will qualify for this provision.
3. Pursuant to the Agreement, unused sick leave may accumulate up to a maximum of two thousand four hundred (2,400) TFP. A qualified Flight Attendant may utilize accrued sick leave for continued medical coverage effective at the time of separation (e.g. Employee only, employee+ spouse/domestic partner, employee + family). For each month of coverage, twenty (20) TFP will be deducted until the sick leave bank accrual(s) are exhausted or until the Flight Attendant reaches age sixty-five (65), whichever occurs first.
4. A Flight Attendant choosing this option is not eligible to have her/his sick leave paid out in accordance with [Section 16.E.4. \[Sick Leave Cash-Out Conversion...\]](#) of the Agreement.
5. This provision shall expire with the effective date of the subsequent Agreement.

All other provisions of the collective-bargaining agreement remain in full force and effect. The parties understand and agree that the provisions of this Sideletter of Agreement will terminate on the dates stated herein, and will not be applied to any future agreements.

The parties have attested to their agreement to all of the foregoing terms by entering into this Retiree Health Insurance Letter of Agreement effective this 28th day of February 2025.



LETTER OF AGREEMENT
between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS–CWA, AFL-CIO

SCRIVENER'S ERROR CORRECTIONS

This LETTER OF AGREEMENT (LOA) is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS in September 2022, the parties entered into negotiations for a successor collective bargaining agreement; and

WHEREAS that process resulted in an agreement on January 9, 2025, which was put before the Alaska Airlines Flight Attendants for consideration and ratification;

NOW THEREFORE the parties agree as follows:

- A. Any and all provisions of the Basic Agreement, Sideletters and any attendant Settlements not specifically altered or integrated into the agreement in the negotiations remain in full force and effect, except those provisions with a specified ending date/period.
- B. The parties have put forth their best efforts to identify all the sections of the agreement that required modification due to the changes agreed upon. Likewise, best efforts have also been made to ensure the provisions agreed upon are free of typographical or other errors.
- C. Should any changes agreed upon be found to be in conflict with other provisions of the Agreement or should typographical or other errors be found during or after the ratification of the new Agreement, the parties agree that they will meet to resolve such conflicts and/or correct such errors.
- D. If the efforts under paragraph C. above are unsuccessful in resolving the issue(s) that have arisen, then, and only then, will the parties seek other remedies as may be available to correct the conflict(s). Any contractual or statutory time limits which may be applicable will be considered to be held in abeyance during the time period when such efforts of resolution under Paragraph C. are undertaken and have been exhausted.

The parties have attested to their agreement to all of the foregoing terms by entering into this Scrivener's Error Corrections Letter of Agreement effective this 28th day of February 2025.

LETTER OF AGREEMENT
by and between
ASSOCIATION OF FLIGHT ATTENDANTS - CWA, AFL CIO
and
ALASKA AIRLINES, INC.

SICK FAMILY/SICK CHILD

This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, during Section 6 negotiations culminating in the 2025-2028 Flight Attendant Collective Bargaining Agreement (CBA) the Company and the Association (collectively "the Parties") discussed existing Letters of Agreement (LOAs); and

WHEREAS, the Parties want to maintain current applications of "sick child" and "family member";

NOW THEREFORE, the Parties agree to the definitions and applications set forth below:

1. Whenever the collective-bargaining agreement refers to a sick child, it is understood that this is a placeholder for "family member".
2. The Company will apply the most liberal of the laws of the states in which Flight Attendants are domiciled in determining the appropriate definition of "family member".
3. When this definition is determined, including any subsequent amendments pursuant to changes in the law or in the interpretation of the law, the Company will publish the definition and distribute it to the Flight Attendants.

The Parties have attested to their agreement to all of the foregoing terms by entering into this Sick Family/Sick Child Letter of Agreement effective this 28th day of February 2025.

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[\[3.D. Revenue Generating Flights\]](#)
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24/7 Rest
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[\[10.O. Bid Positions and Associated...\]](#)
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[\[21.K. Publicity, Promotional and Other ...\]](#)
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[\[29.D. Vesting Schedule For 401\(k\) ...\]](#)
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48/7 Rest
[\[8.L. Forty-eight in Seven \("48/7"\) Rest\]](#)
[\[10.M. PBS Bid Line Options / Preferences\]](#)

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[10.L. Bid Awards, Bid Protest and Bid ...]
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[25.G. Cabin Environment and Working ...]
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[LOA 6 "Fatigue Risk Management Plan ...]

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Contact / Contactable / Contactability

[8.Q. Contactability and Means of ...]
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[8.S. Natural Disasters, Acts Of War ...]
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[9.D. Company's Right to Assign JA]
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(See Union)

Coordination of Sick Leave or Vacation with Leave of Absence

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Crew Scheduling

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[3.E. Non-revenue Generating (14 CFR ...]
[7.F. "Job Familiarization" Flights ...]
[8.D. Check-In and Debrief]
[8.E. Duty Period]
[8.H. Compensatory (Double-Out) Rest]
[8.K. RON Rest Restored]
[8.L. Forty-Eight in Seven ("48/7") Rest]
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[8.Q. Contactability and Means of ...]

[8.R. Notification Of Delay Or Cancellation]
[8.S. Natural Disasters, Acts Of War, ...]
[9.A. Junior Assignment (JA) Definition]
[9.C. Means Of Contact For JA]
[9.D. Company's Right to Assign JA]
[9.E. Premium Open Time]
[10.R. Same-Day Scheduling Changes ...]
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[10.V. Responsibility Of Crew Scheduling]
[10.X. Deadhead (DH)]
[10.Z. Personal Drop(s)]
[10.BB. Pre-boarding]
[10.CC. No Show Sequence Recovery for ...]
[10.DD. Long Stage Length Duty Period ...]
[11.B. Reserve General]
[11.C. Classification of Reserves]
[11.D. Reserve: Scheduling / Notice Time ...]
[11.E. Reserve: Order of Assignment]
[11.F. Airport Standby (APSB)]
[11.H. Reserve Exchange of Days ...]
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[21.V. "Scheduled" or "Actual" For ...]
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[34.A. Lodging]

Deadhead

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[8.A. Applicability of Section 8]
[8.F. Over-Duty Pay]
[8.K. RON Rest Restored]

[8.L. Forty-Eight in Seven (48/7) Rest]
[8.M. Domicile Rest]
[8.O. Deadhead Duty Applications ...]
[8.Q. Contactability and Means of ...]
[8.R. Notification of Delay or Cancellation]
[8.S. Natural Disasters, Acts of War ...]
[9.D. Company's Right to Assign JA]
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[16.M. Sick Leave On-Line Return to ...]
[21.A. Base TFP Step Rates of Pay ...]
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[22.B. Transportation]
[24.G. Contractual Non-Revenue Pass ...]
[27.P. Company Business Flight Pay Loss ...]
[28.A. Rules Governing Multiple Domiciles]
[30.A. General Training]
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[32.C. Attendance Policy Definitions]
[33.C. Charter Compensation]
[35.A. Flight Attendant Jumpseat]
[LOA 6 "Fatigue Risk Management Plan ...]
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[15.G. Leaves Related to Serious Aircraft ...]
[25.E. Accidents, Serious Incidents or ...]

Debrief
(See 15 Minute Debrief)

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[15.G. Leaves Related to Serious Aircraft ...]
[25.E. Accidents, Serious Incidents or ...]

Default Bid / Standing Bid
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[8.R. Notification of Delay or Cancellation]
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[32.F. Administration Of Discipline]
[33.B. Charter Hours of Service]
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Delays Over 4 Hours
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[3.D. Scope]
[7.B. Discharge, Discipline, or Furlough]
[10.W. Scheduling Errors]
[10.CC. No Show Sequence Recovery ...]
[12.C. Trading Procedures]
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[8.G. Fourteen Hour (14:00) Duty Provisions]
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[8.S. Natural Disasters, Acts Of War ...]
[10.BB. Pre-Boarding]
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[11.B. Reserve: General]
[12.C. Trading Procedures]
[21.N. Stranded Pay]
[21.P. Over-Duty Compensation]
[30.A. General Training]
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[21.W. Drug and Alcohol Testing]
[21. Addendum 9]
[25.H. Employee Assistance Program (EAP)]

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[6.A. Seniority Applications]
[8.D. Check-in and Debrief]
[8.E. Duty Period]
[8.G. Fourteen Hour (14:00) Duty ...]
[8.H. Compensatory (Double-Out) Rest]
[8.I. Night Rule]
[8.J. Remain Over Night (RON) Rest]
[8.K. RON Rest Restored]
[8.L. Forty-Eight in Seven ("48/7") Rest]
[8.M. Domicile Rest]
[8.Q. Contactability and Means of ...]
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[9.D. Company's Right to JA]

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[21. Addendum 10]
[30.A. General Training]
[33.A. Charter Bids, Re-bids, and Vacancies]

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O

On the Job Injury (OJI)

(See [Workers' Compensation](#))

Open Time

- [5. Definitions]
- [7.F. "Job Familiarization" Flights ...]
- [9.E. Premium Open Time]
- [10.R. Same-Day Scheduling Changes ...]
- [10.S. Pre-Cancellations]

- [10.V. Responsibility of Crew Scheduling]
- [10.Y. Sequence Construction]
- [10.DD. Long Stage Length Duty Period ...]
- [11.B. Reserve: General]
- [11.D. Scheduling / Notice Time to Report]
- [11.E. Order of Assignment]
- [11.F. Airport Standby]
- [11.H. Reserve Exchange of Days ...]

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[11.J. Reserve Repositioning]
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[12.A. Unlimited Trading]
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[12.E. Open Time]
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[14.J. Voluntary Flying into Vacation]
[15.I. Return to Work Following a Leave ...]
[21.V. "Scheduled" or "Actual" For ...]
[27.P. Company Business Flight Pay Loss ...]
[30.B. Recurrent Training]
[36.D. Commuter Policy Recovery Options]

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[9.E. Premium Open Time]
[10.E. Line Construction and Operational ...]
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[11.D. Scheduling / Notice Time to Report]
[28.G. Security and Lighting for Parking ...]

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[10.S. Pre-Cancellations]
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[8.G. Fourteen Hour (14:00) Duty Provision]
[8.K. RON Rest Restored]
[8.R. Notification of Delay or Cancellation]
[8.S. Natural Disasters, Acts of War ...]
[9.D. Company's Right to Assign JA]
[9.E. Premium Open Time]
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[10.R. Same-Day Scheduling Changes ...]
[10.S. Pre-Cancellations]
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[10.W. Scheduling Errors]
[10.Z. Personal Drop(s)]
[11.B. Reserve: General]
[11.D. Scheduling / Notice Time to Report]
[11.G. Reserve Compensation]
[12.I. Reserve Pick-Ups and Required Rest]
[12.J. Crew Scheduling Trading Errors]
[16.D. Sick Leave Pay Application]
[17.C. Exam Outcomes and Pay Protections]
[19.A. Dismissal or Disciplinary Procedure]
[21.A. Base TFP Step Rates of Pay ...]
[21.D. Minimum Pay Rules (MPRs)]
[21.H. Holiday Pay]
[21.M. Pay Protection due to Weather ...]
[21.N. Stranded Pay]
[21.T. Sit Pay]
[21. Addendum]
[24.A. Jury Duty]
[25.E. Accidents, Serious Incidents or ...]

[12.C. Trading Procedures]
[12.H. Out of Domicile Trades, Pick-Ups ...]
[28.A. Rules Governing Multiple Domiciles]
[30.A. General Training]
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Over-Duty

[8.F. Over-Duty Pay]
[8.O. Deadhead Duty Applications ...]
[10.E. Line Construction and Operational ...]
[10.F. Planned Absences / Carry-In]
[10.G. Prorated Lines During Month with ...]
[10.BB. Pre-Boarding]
[10.DD. Long Stage Length Duty Period ...]
[11.B. Reserve: General]
[12.C. Trading Procedures]
[21.P. Over-Duty Compensation]
[33.A. Charter Bids, Re-Bids, and Vacancies]

[27.P. Company Business Flight Pay Loss ...]
[30.A. General Training]
[30.B. Recurrent Training]
[33.A. Charter Bids, Re-Bids, and Vacancies]
[36.A. Air Commuting Policy]

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[21.A. Base TFP Step Rates of Pay ...]
[21.B. Anniversary Step Increases (if ...)]

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[21.O. Pay Shortage]

PBP (Performance Based Pay)

[5. Definitions]
[21.R. Productivity Premium Program (PPP)]
[23.D. Long Term Disability (LTD) ...]
[29.A. Performance Based Pay (PBP)]

PBS (Preferential Bidding System)

[10.A. Preferential Bidding System]
[10.B. Line of Time / Line Averages]
[10.C. Contractual Limits Apply in PBS]
[10.D. Method of Awarding Lines]
[10.E. Line Construction and Operational ...]
[10.F. Planned Absences / Carry-In]
[10.G. Prorated Lines During Month with ...]
[10.H. Flight Attendants on No-Bid Status]
[10.I. Bidding While Withheld from ...]
[10.J. Bid Packets and Bidding Timelines]
[10.K. Standing (Default) Bid]
[10.L. Bid Awards, Bid Protest and Bid ...]
[10.M. PBS Bid Line Options / Preferences]
[10.N. Additional Bid Preferences]
[10.P. Buddy Bidding]
[10.Q. Low-Bid Option]
[10.DD. Long Stage Length Duty Period ...]
[11.B. Reserve: General]
[21.R. Productivity Premium Program (PPP)]
[27.P. Company Business Flight Pay Loss ...]

PBS (Preferential Bidding System) continued

[33.A. Charter Bids, Re-Bids, and Vacancies]
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Per Diem

[8.T. Base Turns]
[10.R. Same-Day Scheduling Changes ...]
[11.D. Scheduling / Notice Time to Report]
[11.F. Airport Standby]
[12.C. Trading Procedures]
[16.I. Workers Compensation]
[18.B. Mitigation of Involuntary Furlough]
[22.A. Per Diem]
[23.D. Long Term Disability (LTD) ...]
[25.G. Cabin Environment and Working ...]
[27.P. Company Business Flight Pay Loss ...]
[30.A. General Training]
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Personal Drop

[5. Definitions]
[10.W. Scheduling Errors]
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[12.E. Open Time]
[12.H. Out of Domicile Trades ...]

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[19.D. Disciplinary Eighteen (18) ...]
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[15.G. Leaves Related to Serious Aircraft ...]
[16.B. Sick Leave Usage - General]
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[18.C. Involuntary Furlough]
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Picking Up Out of Domicile/Base

[9.E. Premium Open Time]
[10.S. Pre-Cancellations]
[11.H. Reserve Exchange of Days ...]
[12.C. Trading Procedures]
[12.F. Open Time Procedures]
[12.H. Out of Domicile Trades ...]
[28.A. Rules Governing Multiple Domiciles]
[30.A. General Training]
[36.B. Ground Commuting Policy]

Picking Up Reserve Days

[11.G. Reserve Compensation]
[11.H. Reserve Exchange of Days ...]
[36.D. Commuter Policy Recovery Options]

Planned Absence / Carry In

[10.E. Line Construction and Operational ...]
[10.F. Planned Absences / Carry-In]
[10.Q. Low-Bid Option]
[11.B. Reserve: General]
[21.R. Productivity Premium Program (PPP)]

[28.B. Relocation Expenses]

[30.A. General Training]

[LOA 6 "Fatigue Risk Management Plan ...]

Point Reduction

[32.C. Attendance Policy Definitions]
[32.D. Time Limit for Trimester Point ...]
[32.E. Control Procedure]
[32.G. Record Improvement]
[32.L. Workers' Compensation]
[LOA 6 "Fatigue Risk Management Plan ...]

Points

(See Attendance Policy)

Positive Contact

[8.Q. Contactability and Means of ...]
[9.E. Premium Open Time]
[10.R. Same-Day Scheduling Changes ...]
[10.S. Pre-Cancellations]
[11.B. Reserve: General]
[11.D. Scheduling / Notice Time to Report]
[32.C. Attendance Policy Definitions]

PPP (Productivity Premium Program)

[5. Definitions]
[21.R. Productivity Premium Program (PPP)]
[LOA 17 "Productivity Premium Program ...]

Pre-boarding

[3.D. Scope]
[5. Definitions]
[8.D. Check-In and Debrief]
[10.R. Same-Day Scheduling Changes ...]
[10.BB. Pre-Boarding]
[11.F. Airport Standby]
[11.G. Reserve Compensation]
[21.S. Pre-Boarding Compensation]
[32.C. Attendance Policy Definitions]

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[8.S. Natural Disasters, Acts of War ...]
[9.E. Premium Open Time]
[10.R. Same-Day Scheduling Changes ...]
[10.S. Pre-Cancellations]
[21.N. Stranded Pay]
[21. Addendum 6]
[22.D. Passport Renewals]

Premium Open Time

[5. Definitions]
[9.E. Premium Open Time]
[9. Addendum]
[10.S. Pre-Cancellations]
[10.DD. Long Stage Length Duty Period ...]
[11.D. Scheduling / Notice Time to Report]
[11.E. Order of Assignment]
[11. Addendum 2]
[14.J. Voluntary Flying into Vacation]

Premium Pay

[9.E. Premium Open Time]
[10.Q. Low-Bid Option]
[10.W. Scheduling Errors]
[10.CC. No Show Sequence Recovery for ...]

Premium Pay continued

[11.D. Scheduling / Notice Time to Report]
[11.G. Reserve Compensation]
[12.C. Trading Procedures]
[16.I. Workers Compensation]
[21.A. Base TFP Step Rates of Pay ...]
[21.D. Minimum Pay Rules (MPRs)]
[21.T. Sit Pay]
[21.U. Premium Pay]

R

Reassignment

[8.K. RON Rest Restored]
[8.M. Domicile Rest]
[8.Q. Contactability and Means of ...]
[9.D. Company's Right to Assign JA]
[9.E. Premium Open Time]
[9. Addendum]
[10.R. Same-Day Scheduling Changes ...]
[10.V. Responsibility of Crew Scheduling]
[10.BB. Pre-Boarding]
[10.CC. No Show Sequence Recovery for ...]
[10.DD. Long Stage Length Duty Period ...]
[11.F. Airport Standby]
[12.E. Open Time]
[12.J. Crew Scheduling Trading Errors]
[21.N. Stranded Pay]
[21.Q. Compensation for Flying Greater ...]
[21. Addendum 2]
[27.Z. Monthly Company Reporting ...]
[28.F. Co-Terminals]

Record Improvement

[16.N. Sick Leave Make-up]
[21.A. Base TFP Step Rates of Pay ...]
[32.E. Control Procedure]
[32.G. Record Improvement]
[32.K. Special Circumstances]
[32.M. Errors in Attendance Record]
[LOA 2 "Changes to Paid Sick Leave Laws"]
[LOA 6 "Fatigue Risk Management Plan ..."]

Recurrent Training

[10.E. Line Construction and Operational ...]
[10.F. Planned Absences / Carry-In]
[10.Q. Low-Bid Option]
[12.B. Types of Trades]
[12.F. Open Time Procedures]
[12.H. Out of Domicile Trades, Pick-Ups ...]
[14.I. Vacation Conflict and Recurrent ...]
[15.A. Leaves of Absence – General]
[15.J. Travel While on Leave of Absence]
[16.D. Sick Leave Pay Application]
[21.R. Productivity Premium Program (PPP)]
[27.W. AFA / CWA / AFL-CIO Leave of ...]
[30.A. General Training]
[30.B. Recurrent Training]
[30.C. Training Pay]

Probation

[7.A.-J. Probationary Period]

Professional Standards

[25.H. Employee Assistance Program (EAP)]

Promotional / Publicity Assignments

[21.K. Publicity, Promotional, and other ...]

Prorated Line

[10.G. Prorated Lines During Month with ...]

[LOA 8 "Flight Attendant Instructor Scope"]

[LOA 9 "Flight Attendant Jumpseat ..."]

[LOA 11 "Flight Attendant Recurrent ..."]

Relocation Expenses

(See Moving Expenses)

Reporting for Duty

[8.D. Check-In and Debrief]
[8.J. Remain Over Night (RON) Rest]
[8.K. RON Rest Restored]
[8.L. Forty-Eight in Seven (48/7) Rest]
[8.M. Domicile Rest]
[8.Q. Contactability and Means of ...]
[9.D. Company's Right to Assign JA]
[9.E. Premium Open Time]
[9. Addendum]
[10.R. Same-Day Scheduling Changes ...]
[10.S. Pre-Cancellations]
[11.B. Reserve: General]
[11.D. Scheduling / Notice Time to Report]
[11.F. Airport Standby]
[11.G. Reserve Compensation]
[11.H. Reserve Exchange of Days ...]
[12.E. Open Time]
[16.J. Alternate Duty]
[21.H. Holiday Pay]
[28.B. Relocation Expenses]
[30.A. General Training]
[30.C. Training Pay]
[32.A. Reporting Procedure]
[32.B. Timeliness of Reporting]
[32.C. Attendance Policy Definitions]
[32.E. Control Procedure]
[32.F. Administration of Discipline]
[32.G. Record Improvement]
[33.A. Charter Bids, Re-Bids, and Vacancies]
[33.C. Charter Compensation]
[34.A. Lodging]
[34.B. Transportation]
[36.B. Ground Commuting Policy]
[36.C. Ground Commuting During ...]
[36.D. Commuter Policy Recovery Options]
[LOA 2 "Changes to Paid Sick Leave Laws"]

Reserve

[3.E. Non-Revenue Generating (14 CFR ...)]
[6.A. Seniority Applications]

Reserve continued

[7.E. Probationary Check-ride ...]
[7.F. "Job Familiarization" Flights ...]
[7.G. Probationary Reserve Requirement]
[7.I. Probationary Review]
[8.L. Forty-Eight in Seven (48/7) Rest]
[8.Q. Contactability and Means of ...]
[8.S. Natural Disasters, Acts of War ...]
[9.D. Company's Right to Assign JA]
[9.E. Premium Open Time]
[10.D. Method of Awarding Lines]
[10.E. Line Construction and Operational ...]
[10.CC. No Show Sequence Recovery for ...]
[10.I. Bidding While Withheld from ...]
[10.K. Standing (Default) Bid]
[10.M. PBS Bid Line Options / Preferences]
[10.O. Bid Positions and Associated ...]
[10.Q. Low-Bid Option]
[10.R. Same-Day Scheduling Changes ...]
[10.S. Pre-Cancellations]
[10.T. Use of Non-Revenue Flight ...]
[10.X. Deadhead]
[10.Y. Sequence Construction]
[10.Z. Personal Drop(s)]
[10.AA. Through Flight Provisions at ...]
[10.CC. No Show Sequence Recovery for ...]
[10.DD. Long Stage Length Duty Period ...]
[10. Addendum]
[11.A.-K. Reserve]
[11. Addendum]
[12.B. Types of Trades]
[12.C. Trading Procedures]
[12.E. Open Time]
[12.G. Sequence Interruption Point (SIP) ...]
[12.I. Reserve Pick-Ups and Required Rest]
[14.J. Voluntary Flying into Vacation]
[14.M. Reserve Vacation]
[15.G. Leaves Related to Serious Aircraft ...]
[15.I. Return to Work Following a Leave ...]
[16.C. Lineholder and Reserve Sick Leave ...]
[16.L. Calling in Well]
[16.N. Sick Leave Make-up]
[19.A. Dismissal or Disciplinary Procedure]
[21.A. Base TFP Step Rates of Pay ...]
[21.D. Minimum Pay Rules (MPRs)]
[21.H. Holiday Pay]
[21.K. Publicity, Promotional, and other ...]
[21.R. Productivity Premium Program (PPP)]
[24.A. Jury Duty]
[28.A. Rules Governing Multiple Domiciles]
[28.D. Standing Bid Awards when No ...]
[28.E. Schedule Adjustments Involving ...]
[30.A. General Training]
[32.B. Timeliness of Reporting]
[32.C. Attendance Policy Definitions]
[32.F. Administration of Discipline]
[33.A. Charter Bids, Re-Bids, and Vacancies]

[33.B. Charter Hours of Service]
[33.C. Charter Compensation]
[36.A. Air Commuting Policy]
[36.C. Ground Commuting During ...]
[36.D. Commuter Policy Recovery Options]
[LOA 2 "Changes to Paid Sick Leave Laws"]
[LOA 5 "Contactability Sec. 8Q - Points ...]
[LOA 6 "Fatigue Risk Management Plan ...]

Reserve Assignment List (RAL)

[5. Definitions]
[10.I. Bidding While Withheld from ...]
[10.DD. Long Stage Length Duty Period ...]
[11.C. Classification of Reserves]
[11.D. Scheduling / Notice Time to Report]
[11.E. Order of Assignment]
[11.F. Airport Standby]
[11.H. Reserve Exchange of Days ...]
[11. Addendum 2]
[32.C. Attendance Policy Definitions]
[33.A. Charter Bids, Re-Bids, and Vacancies]
[LOA 6 "Fatigue Risk Management Plan ...]

Rest

[3.D. Scope]
[8.H. Compensatory (Double-Out) Rest]you
[8.J. Remain Over Night (RON) Rest]
[8.K. RON Rest Restored]
[8.L. Forty-Eight in Seven (48/7) Rest]
[8.M. Domicile Rest]
[8.N. Waiver of Contractual Rest]
[8.O. Deadhead Duty Applications ...]
[8.S. Natural Disasters, Acts of War ...]
[9.D. Company's Right to Assign JA]
[10.D. Method of Awarding Lines]
[10.M. PBS Bid Line Options / Preferences]
[10.R. Same-Day Scheduling Changes ...]
[10.BB. Pre-Boarding]
[10.DD. Long Stage Length Duty Period ...]
[11.B. Reserve: General]
[11.D. Scheduling / Notice Time to Report]
[11.E. Order of Assignment]
[11.F. Airport Standby]
[11.H. Reserve Exchange of Days ...]
[12.C. Trading Procedures]
[12.I. Reserve Pick-Ups and Required Rest]
[16.L. Calling in Well]
[19.A. Dismissal or Disciplinary Procedure]
[21.N. Stranded Pay]
[21.P. Over-Duty Compensation]
[24.A. Jury Duty]
[30.A. General Training]
[30.E. Probationary Observation Flights ...]
[33.B. Charter Hours of Service]
[LOA 4 "Contactability 8.Q. and FAA "One ...]
[LOA 6 "Fatigue Risk Management Plan ...]

Restoration of Days Off

[10.E. Line Construction and Operational ...]

Retirement

[16.E. Sick Leave Conversions]
[18.B. Mitigation of Involuntary Furlough]
[23.D. Long Term Disability (LTD) ...]
[29.B. 401(k) Company Match]
[29.C. True Up]
[29.D. Vesting Schedule for 401(k) ...]
[29.E. Accelerated Vesting]
[29.F. Sick Leave Buy-Back]
[LOA 14 "Legacy Retiree Pass Privileges"]

Revenue Generating Flights

[3.D. Scope]
[10.E. Line Construction and Operational ...]
[33.A. Charter Bids, Re-Bids, and Vacancies]

Riots

[8.S. Natural Disasters, Acts of War, Riots ...]
[34.A. Lodging]

RON (Remain Overnight)

[8.J. Remain Over Night (RON) Rest]

S

Safety Position

[3.D. Scope]
[9.E. Premium Open Time]
[10.O. Bid Positions and Associated ...]
[33.A. Charter Bids, Re-Bids, and Vacancies]

Scan In

(See Check In)

Scheduling Committee

[10.U. Scheduling Committee]
[27.P. Company Business Flight Pay Loss ...]

Scope

[3.D. Scope]
[3.I. Scope of the Agreement]
[LOA 1 "Alaska Air Group"]
[LOA 2 "Changes to Paid Sick Leave Laws"]
[LOA 8 "Flight Attendant Instructor Scope"]
[LOA 9 "Flight Attendant Jumpseat ..."]

Self-assignment

[11.E. Order of Assignment]
[11.F. Airport Standby]
[11.H. Reserve Exchange of Days ...]

Seniority

[3.D. Scope]
[3.G. Foreign Domiciles]
[4.C. Labor Protective Provisions]
[5. Definitions]
[6.A.-E. Seniority]
[9.D. Company's Right to Assign JA]
[10.D. Method of Awarding Lines]
[10.K. Standing (Default) Bid]
[10.P. Buddy Bidding]
[10.R. Same-Day Scheduling Changes ...]
[10.T. Use of Non-Revenue Flight ...]
[10.X. Deadhead]
[10.Z. Personal Drop(s)]

[8.K. RON Rest Restored]

[8.Q. Contactability and Means of ...]

[9.D. Company's Right to Assign JA]

[9. Addendum 1]

[10.M. PBS Bid Line Options / Preferences]

[10.R. Same-Day Scheduling Changes ...]

[10.S. Pre-Cancellations]

[12.C. Trading Procedures]

[16.D. Sick Leave Pay Application]

[21.H. Holiday Pay]

[21.M. Pay Protection due to Weather ...]

[21.N. Stranded Pay]

[21.V. "Scheduled" or "Actual" For ...]

[21. Addendum 8]

[30.E. Probationary Observation Flights ...]

[34.A. Lodging]

[LOA 6 "Fatigue Risk Management Plan ...]

[10.DD. Long Stage Length Duty Period ...]

[11.B. Reserve: General]

[11.C. Classification of Reserves]

[11.D. Scheduling / Notice Time to Report]

[11.E. Order of Assignment]

[11.H. Reserve Exchange of Days ...]

[12.D. Crew Scheduling Access to Flight ...]

[12.E. Open Time]

[12.J. Crew Scheduling Trading Errors]

[14.B. Vacation Bidding and Trading]

[14.I. Vacation Conflict and Recurrent ...]

[15.B. Staffing Adjustment and ...]

[15.C. Medical Leave of Absence]

[15.D. Maternity Leave of Absence]

[15.I. Return to Work Following a Leave ...]

[15.M. Leaves With Coordination of Sick ...]

[16.E. Sick Leave Conversions]

[18.B. Mitigation of Involuntary Furlough]

[18.C. Involuntary Furlough]

[18.D. Procedures Applicable to Voluntary ...]

[21.B. Anniversary Step Increases (if ...)]

[21.C. Longevity Premium]

[21. Addendum 13]

[23.B. Eligibility for Insurance]

[23.D. Long Term Disability (LTD) ...]

[27.K. Electronic Seniority List]

[27.W. AFA / CWA / AFL-CIO Leave of ...]

[28.A. Rules Governing Multiple Domiciles]

[28.B. Relocation Expenses]

[28.C. Base Transfers: Vacancy Bids]

[30.A. General Training]

[30.B. Recurrent Training]

[30.D. Check-rides]

[30.E. Probationary Observation Flights ...]

[33.A. Charter Bids, Re-Bids, and Vacancies]

Seniority continued

[35.A. Flight Attendant Jumpseat]
[LOA 8 "Flight Attendant Instructor Scope"]
[LOA 10 "Flight Attendant Onboard Breaks"]

Sequence Construction

[10.Y. Sequence Construction]
[10.DD. Long Stage Length Duty Period ...]
[21.D. Minimum Pay Rules (MPRs)]

Sequence Recovery for a No Show

[10.X. Deadhead]
[10.CC. No Show Sequence Recovery for ...]
[32.C. Attendance Policy Definitions]
[36.C. Ground Commuting During ...]
[36.D. Commuter Policy Recovery Options]

Service Position

[3.D. Scope]
[10.O. Bid Positions and Associated ...]

Severance Pay

[18.B. Mitigation of Involuntary Furlough]
[18.C. Involuntary Furlough]

Severe Turbulence

[15.G. Leaves Related to Serious Aircraft ...]
[25.E. Accidents, Serious Incidents or ...]

Shoes / Footwear

[13.H. Footwear]

Short Notice Sick Call

[32.C. Attendance Policy Definitions]

Short Sick Call

[32.C. Attendance Policy Definitions]
[32.E. Control Procedure]
[LOA 6 "Fatigue Risk Management Plan ..."]

Short Term Disability (STD)

[15.K. Short Term Disability (STD)]
[15.M. Leaves With Coordination of Sick ...]
[16.I. Workers Compensation]
[23.C. Short Term Disability (STD) ...]

Show No Go

[11.G. Reserve Compensation]

Sick Child / Sick Family

[16.B. Sick Leave Usage - General]
[32.A. Reporting Procedure]
[32.C. Attendance Policy Definitions]
[32.E. Control Procedure]
[LOA 6 "Fatigue Risk Management Plan ..."]
[LOA 20 "Sick Family/Sick Child"]

Sick Leave

[6.E. Transferring to / from Supervisory ...]
[9.E. Premium Open Time]
[10.Q. Low-Bid Option]
[11.B. Reserve: General]
[11.G. Reserve Compensation]
[11.H. Reserve Exchange of Days ...]
[12.F. Open Time Procedures]
[12.H. Out of Domicile Trades, Pick-Ups ...]
[13.D. Uniform Allotment and Cost]
[14.J. Voluntary Flying into Vacation]

[14.M. Reserve Vacation]
[15.C. Medical Leave of Absence]
[15.D. Maternity Leave of Absence]
[15.G. Leaves Related to Serious Aircraft ...]
[15.H. Bereavement Leave of Absence]
[15.I. Return to Work Following a Leave ...]
[15.J. Travel While on Leave of Absence]
[15.K. Short Term Disability (STD)]
[15.L. Military Leave of Absence]
[15.M. Leaves With Coordination of Sick ...]
[15.N. Unpaid Leaves (without coordination)]
[16.A.-N. Sick Leave / On the Job Injury]
[18.D. Procedures Applicable to Voluntary ...]
[19.A. Dismissal or Disciplinary Procedure]
[21.A. Base TFP Step Rates of Pay ...]
[21.C. Longevity Premium]
[21.D. Minimum Pay Rules (MPRs)]
[21.M. Pay Protection due to Weather ...]
[21.R. Productivity Premium Program (PPP)]
[21.T. Sit Pay]
[21. Addendum 11]
[23.B. Eligibility for Insurance]
[23.C. Short Term Disability (STD) ...]
[23.D. Long Term Disability (LTD) ...]
[27.P. Company Business Flight Pay Loss ...]
[27.AA. Union Business and / or ...]
[29.F. Sick Leave Buy-Back]
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