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CONTRACT PROVISION	Current CBA	TA Provision
SECTION 3: SCOPE AND RECOGNITION		
Management FAs flying as minimum crew to prevent a cancellation	There are currently 32 allowed specific Inflight mgrs/supvs who are FAA FA-certified (1% of F/A population and AFA is given a list monthly). They cannot be assigned a vacant position on a minimum crew to prevent a cancellation without a waiver from AFA	No waiver required but only to prevent a cancellation
Management FAA FA-certified FAs (32) may fly as minimum crew with agreement of FA s/he replaces for pairing	Not possible	Manager FA may request in seniority order (and FAs may decline) to replace a FA on a pairing. If the FA agrees, s/he will be replaced w/ full pay and premiums (A-pay, holidays, etc.) and may pick up alternate trips. Manager must comply with CBA rules
Information Sharing	None required	Co must share business and operational data and allow AFA to review CPA agreements
BOEING Aircraft Order Letter of Agreement (LOA)	No protection for those aircraft	Guarantee that FAs on the Alaska Airlines FA seniority list will perform FA duties on those aircraft. Approximately 73 additional a/c to current fleet. Order projected to take AS through 2020
Alaska Air Group (AAG) LOA	No Scope protection linking AFA agreements w/ Alaska Airlines to AAG	This LOA binds AAG to the important SCOPE protections that we make with Alaska Airlines. Prevents parent company from taking actions to circumvent agreements made with a subsidiary

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Job Protections LOA	No protections in event of acquisition	In the event Alaska or AAG acquires another air carrier, they cannot transfer the flying to the acquired carrier and furlough Alaska FAs.
Term of Job Protections LOA	NA	Effective date starts in any contract during which the acquisition happens and extends through that current contract duration plus one year
		Protections in the event of a merger or acquisition are in the current CBA
SECTION 4: STATUS OF AGREEMENT		
Successorship/Merger Transaction Fund	None	\$1 million fund to cover AFA's expenses representing Alaska FAs resulting from outside consultants, attorneys, etc..
SECTION 5: DEFINITIONS		
Irregular Operations (new)	Flights that do not operate in accordance with the published schedule because of extraordinary circumstances such as weather, maintenance delays, cancellations, etc..	
Severe Irregular Operations (SIROP) (new)	If conditions warrant, SIROP may be declared by mutual agreement between the company and ALPA. Self-assigned reserve trips may be prohibited by CSKD. SIROPs were not declared in all of 2013, and in January and October of 2012	
Jet Bridge Trade (new)	Trade between FAs at the same domicile in which they trade or give away a sequence or portion of a sequence at any station near the departure time of the leg. Internationally, no earlier than 12 hours prior to departure (you can still trade/pick up an entire int'l trip 3 hours in advance via OT). SIPS are NOT jet Bridge Trades.	
Like Sequences (new)	A single sequence that operates no earlier than the original report time on the first day of the sequence and must return to domicile no later than 11:59 PM (local domicile time) on the last day of the original sequence. Additional premiums for arriving 4+ hours later than/4 legs above original sequence. In determining the like sequence, Scheduling will first consider a sequence with an equal number of days and then a sequence with fewer days. Like sequence does not apply to Section 10.S Pre-cancellation	
Operational Incident Drop (new)	<i>(without points)</i> : FAs may request, and may be granted, <i>Operational Incident Drops</i> due to special circumstances under	

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	15.G. No attendance points accrue and it does not impact record improvement. These drops will be unpaid, unless management decides otherwise or F/A uses sick leave.	
SECTION 6: SENIORITY		
Transferring to management and Transferring from management to the line	It is done today, but no provisions outline how	Requirement that AFA is notified and provided with job description. Also, provisions outlined for the conversion of sick and vacation leave (hourly/daily to TFP)
SECTION 7: PROBATION PERIOD		
Probationaries flying	No specific provisions	A probationary FA will be initially assigned 4 pairings in any non-A position (if possible)
Minimum flight requirements	No requirements except "4 landings"	FA must work 48 days of reserve during probationary period (6 mos). Every month that the FA is a Lineholder, it will reduce the requirement by 8 days
SECTION 8: HOURS OF SERVICE		
"Reassignment" provisions	'Move-up', 'reassignment', 'reschedule' – all with different and confusing parameters	All changed to "Reassignment" which must be a "Like Sequence:" A single pairing that operates no earlier than the original report time on the 1 st day of the impacted pairing and must return to domicile no later than 2359 on last day of original pairing.
Pre-cancellation	Section 10.T. of Contract	Remains mostly unchanged but now under 10.S
Move-up	Happens at check-in	'Like Sequence,' see above
Reassignment	During your sequence	'Like Sequence,' see above
Reschedule	During your sequence	'Like Sequence,' see above
Reschedule past footprint of original pairing	Possible under contract up to midnight of last day with 1.5x	Premium pay for flying above scheduled, arrival 4+ hours later

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	pay for flying over scheduled.	than original and/or 4+ legs above original. Minimum 1TFP paid at 1.5x
RON rest reduced	If reduced below 9:00, FA can be removed at the SIP (if there is one) with PP OR s/he can remain on flight and be paid 1.5x for duty period	If reduced below 9:30, FA can request to be removed at the SIP, but it may not be granted. If s/he stays on the pairing, gets 2.5x pay for remainder of pairing. Reserves receive 1.5x pay above gte
Compensatory Rest (Double out)	Cannot be waived	FA may waive rest and receive 1.5x pay for the sequence
Night Rule	On duty at 0400 cannot be scheduled past 0830 except turns	Expanded to 0429, overrides "irregular ops," clarified this is initial departure station time
At the end of a sequence that creates a 48/7 conflict with the next work period	Crew scheduling can modify the next sequence and the FA will not suffer loss in pay; or the FA can agree to waive the 48/7 and fly the trip for straight time.	Same provision, except if the FA elects to waive the 48/7 and fly the trip, then s/he will be paid at 1.5x pay
SECTION 9: JUNIOR ASSIGNMENT		
JA premium	1.5x pay	2.5 x pay
JA premium of assigned out of order	2x pay flown/ 1.5x pay to FA who was not assigned	3x pay flown/ 2.5 x pay to FA who was not assigned
Verify JA assigned in inverse order	Not easy today, must be researched by AFA	JA list will be published on dedicated web page for FAs
JA list posted	No requirement	Must be posted for verification
VJA	Requested and paid at 1.5x pay. No guarantee on which trip you will receive	Premium OT posted at min 1.5x pay and premium may not be reduced
Ability to trade JA pairing	FA can manually trade JA pairing if they find someone and the 1.5x premium does follow. However, very difficult to find another FA who can take trip	FA can immediately post pairing on company electronic bulletin board. 2.5x premium follows and FA can also jetbridge trade pairing
Who is eligible to be JA'd	All FAs except those on vacation or who traded away trips off original line	FAs on duty only – If FA is released from duty, on a day off, non-revving, commuting, etc. . s/he is not assignable for JA, even if at the airport.
JA list compiled and called in inverse order	From all FAs at a domicile, but in practice 95% of those JAd	From all FAs on duty that day. Assigned in inverse order. List

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	are on duty. No list published	published.
48/7, min days violation caused by a JA	Cannot be JA'd	Crew scheduler must declare and ask FA for a waiver, FA may decline.
JA call list	All bidding FAs in base on duty and off duty except on vacation or who traded away trips off original line	Only FAs on duty in base who are legal and available
How Contacted	At primary contact number, home number, ACARS or in person	Primary contact number, ACARS or in person
Trading trips to be immune from JA	Possible today	Trading a trip will not make a FA immune from JA over those days
SECTION 10: SCHEDULING		
Reserve Rest in domicile	9 hours	11:30 hours, same as Lineholders Reserves may be contacted only once during rest. If contacted and doesn't receive 9 hours, paid at 2.0x for everything until receiving rest.(Interruption of Domicile Rest 11.B.9.a, pg. 11-2)
Non Rev FA	If asked to work, may agree and paid 1.5x pay	If asked to work, may agree and be paid 1.5x pay
Converting deadheading reserve	Any time, no premium pay, may be assigned to work in addition to min crew	Only to meet minimum crew requirements, 1.5 x premium pay
PBS bidding – if Lineholder forgets to bid	FA awarded reserve line	FA awarded a line at their seniority
Waiving 48/7 for bidding	Not possible	Can waive. Only counts for bidding and NOT for rest of month, not for JA or reassignment
2 duty periods awarded on 1 calendar day	Can happen today in PBS	Cannot happen unless preferred by FA in PBS during bidding
PBS (“known”) Charters	Awarded if not bid sometimes	Not awarded unless bid
Passport Renewal for name change	Not reimbursed/paid	Company will reimburse
Minimum Bid option in PBS	Possible, but often did not function as originally anticipated	Eliminated because it sets false expectation and those Jr to those bidding Min Bid may get lower line values.
Reassignments	If new assignment is more than 3 legs more (including surface dh) then FA paid 1.5x for all	If new assignment is more than 3 legs (including surface DH) then FA paid 1.5x for all segments over

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	segments over 3; or FA can opt to have a day off in lieu of the premium. If FA reassigned to a sequence operating the same days and not more than 3 legs, FA gets 1.5x for anything flown above schedule.	three (min 1 TFP). Also, FA will be paid an additional 4 TFP if flown into minimum days off. No additional day off
International and domestic toll-free numbers to crew scheduling	Not provided	Will be provided for FA use
SECTION 11: RESERVES		
Reserve periods	Scheduled ER, AM, and PM	Scheduled AM and PM only
ER Days	3 ERs on bid lines with 1 additional conversions during the month. No additional pay	Not awarded during line construction. 2 ER conversions allowed, if FA not used, paid 1 TFP above guarantee. 1 additional conversion allowed, but FA paid 2x pay if assigned or 1.5x if voluntary, and 1 TFP above guarantee if not used.
Additional ER Days past three	Co can convert to ER an additional time for a total of 4 ERs in a month	FA may VOLUNTEER for and preference for specific, additional ER days. 1.5x pay if assigned including APSB, 1TFP above guarantee if not used. Max 3 ERs per month unless volunteering for more
APSB cap	No cap	Capped at 4 times/mo. Additional APSB voluntary
APBS pay	4 TFP for 4 hours, if assigned flight must depart no more than 2 hours from release of APSB. (11.F.5. pg 30) If no assignment may leave, but put back on the LTFA list 2 hours after released from APSB (11.F.7. pg 60)	5 TFP for 5 hours, if assigned, report time must be no later than 15 minutes after release from APSB. (11.F.5. pg 11-15) If no assignment, they are released into domicile rest (11.F.7.pg 11-15)
Holiday Premium on APSB	Not paid on APSB	Will be paid on APSB
Compensatory rest and APSB	Not counted toward "double out" rest	Will be counted toward "double out" rest
Trading reserve assignments	Not allowed	Reserves may trade reserve assignments and APBS assignments within days of availability and call type

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		restrictions
Reserves "self-assigning"	Not allowed	Reserves may self-assign a pairing from OT during 4 hour window day prior for the same number of days as their availability (eg 4-day pairing for 4 days of availability)
Trips assigned to and then removed from reserve's line	No protection, at crew scheduler's discretion	Pairings (assigned or self-assigned) may not be removed from a reserve's line unless cancellation of pairing or no reserves
Reserves Flown into day off	4 TFP and have to sit PM reserve. One day of availability removed	4 TFP and no requirement to sit PM reserve. No day removed
Reserve rest in Domicile	9 hours	11:30 hours, same as Lineholders. Reserves may be contacted only once during rest. If contacted and doesn't receive 9 hours, paid at 2.0x for everything until receiving rest.
48/7 for reserves line building	No provision for waiving 48/7 in the bidding process for reserves	Reserves may waive during bidding
"Go Round" credit	1 TFP	Full pairing value – paid like Lineholder
Reserves Repositioning and Trades	Done through crew scheduling and can't touch a closed day or it is denied	Done through automation, not at CS discretion
SECTION 12: EXCHANGE OF SEQUENCES		
"Trade Jail"	If a FA picks up/trades for a trip in OT and no shows, then s/he is precluded from trading with OT for a month	Eliminated
OT opens with closed days	OT opens with "checker-boarded" days closed which make trading very difficult	OT initially opens with all days open
OT closing days	Crew Scheduling can close any day at any time. Only 12 days have to be open for initial 24 hours. Once closed, days do not re-open	OT days can only be closed if the pairing threshold numbers are met. If a FA picks up a trip, the day opens back up
OT closing threshold	Crew scheduling closes days based on historical sick leave	Only TR or CP codes count toward thresholds. Only 'Day of

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	numbers, etc., but largely seems to be at will	Sequence Departure” counts toward closing threshold number. Concrete formula: 1 sequence departure for each day/ 200 FAs - Minimum 3/ domicile. Sick calls do not count
OT prefunding	OT is prefunded with unassigned (unwanted) trips left over from bid awards	There is no minimum prefunding of OT
OT opens	On the 18 th of the month	On the 15 th of the month
Dropping a trip into OT	Not allowed	Allowed if the day of the trip’s departure is an OT open day. The subsequent days of the trip do NOT have to be open. Just the day of departure. Subject to the limit below:
40 TFP net dropping/ down-trading limit	No limit today, but no “dropping” a trip into OT	FA may drop trips and down-trade trips into OT up to a net 40 TFP limit. S/he may pick-up, down-trade and drop into OT as long as the “running total” of TFP going into OT does not exceed 40
Trading a trip w/ OT	Allowed if trip traded for has more days or is within a 3-leg difference or involves the same number of days	Allowed regardless of the number of days or legs as long as the day of departure is the same for both trips. Example: There is a turn in OT departing on April 2 and FA has a 4-day trip departing on April 2 (April 3-5 are CLOSED in OT) – The FA may make the trade
<p>Found in the “Open Time Implementation LOA”</p> <ul style="list-style-type: none"> • Monitoring and implementation process monitored jointly by AFA and Company. • Full-time AFA Scheduling Chair will coordinate with crew planners and crew scheduling • Based on analysis of the metrics, the AFA and the Company may mutually agree to test different Minimum Daily Sequence Departure numbers (MDSDN) and/or the formula for the Threshold Sequence Number • If analysis of the metrics indicates that an increase in MDSDN and/or Threshold Sequence Number formula is sustainable, the parties will test an increase • If trip drop liability under this methodology is too great, and increasing/decreasing the above threshold numbers does not sufficiently reduce the liability, then an alternate counting methodology, where each day of the sequence counts toward the closing of OT will be tested. • If that happens, AFA and the Company will immediately begin negotiations on revising this OT section. • However, there must be a minimum trial period of 12 months prior to reverting to the language in S12 and re-negotiating unless both parties agree. 		
Pick-up time limit to departure	4 hours prior to departure	3 hours prior to departure

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Out of domicile pickups	Start on 1 st day of bid month	19 th day of month prior to bid month
QUARTILE SYSTEM		
OT opens for trading	All FAs start trading at same time	The most senior 25% of FAs in the base have access to OT on the 15 th of the month. The top 50% have access on the 16 th of the month, the top 75% have access on the 17 th of the month. All FAs have access on the 18 th of the month. Reserves can trade reserve days on the 18 th
FA – FA trading	All FAs can trade with each other at the same time	FA – FA trading is a staggered opening paralleling the Quartile system days
<ul style="list-style-type: none"> • AFA and mgmt. can mutually agree to change the quartile system if it is not functioning satisfactorily. • The AFA Alaska MEC may decide to end the quartile system 6 months after implementation • CONFIRMATION BALLOT: If the Quartile System is still in place 12 months after implementation, there will be a confirmation ballot of all AFA Alaska FAs on whether or not to continue the system. 		
SECTION 14: VACATIONS		
Number of Bid Periods per month	3	4
Vacation awards posted	No	Yes, to ensure transparency
Longevity Personal Time Off (PTO)	No	FAs w/ 25 or more years of AS occupational service who fly 960 worked TFP will receive one week of “PTO” -which is an extra week of paid vacation.
480 look-back on vacation	Includes vacation and sick leave TFP and months in which FA is on medical leave and L&I	Does not include vacation and sick leave TFP and does not include months in which FA is on a medical or L&I leave. Look-back will extend into the year prior to capture months in which the FA was working full time.
480 Thresholds effect on Vacation accruals	<p>≥ 480 TFP, full vacation days accrual and pay</p> <p>< 480 TFP, Full vacation days off, but no pay</p>	<p>≥ 480 TFP, full vacation days accrual and pay</p> <p>240 – 479.9 TFP, half of vacation days off and no pay</p> <p>< 240 TFP, no vacation days off, no pay</p>

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SECTION 15: LEAVES OF ABSENCE		
Immediate Family Definition	Does not include domestic partner relatives	Includes domestic partner relatives
Short Term Disability (STD)	May not supplement with vacation	May supplement with vacation
Military Leave Language	Not addressed	Made compliant w/ ERRISA
Remaining current while on a leave	Not addressed	Requirement if at all possible. Absolute exclusions for medical, military, extended travel leaves.
Provision for FA involved in airline accidents and serious incidents to be removed with pay by a supervisor	No provision exists	Supervisors will now know they have the ability to remove a FA w/ pay
Return to work procedures	If returning from a medical leave, release turned in by the 5 th of the month prior to the month the FA will return to active status and s/he may bid.	If returning from a medical leave, release turned in by the 1 st of the month prior to the month the FA will return to active status and s/he may bid. If the FA is returning from a non-medical leave, FA will be able to bid for the month in which she is scheduled to return to active status.
SECTION 16: SICK LEAVE		
Sick Leave Bank(s)	One bank	2 banks: Primary Sick Leave Bank (PSLB) Secondary Sick Leave Bank (SSLB)
Accrual	1:10 TFP accrual of worked TFP and Vacation TFP	1:10 TFP Accrual (worked TFP and Vacation TFP) split 2/3 and 1/3 between the two banks
480 Threshold TFP credit	No 480 threshold for sick leave accrual	Sick Leave TFP does not go toward the 480, but all other TFP does
TFP Thresholds and how it impacts accruals	No threshold limit	≥480 TFP for full accrual and pay (1:10) - 2/3 in PSLB and 1/3 in SSLB (.7 in PSLB, .3 in SSLB) 240-479.9 TFP : half accrual (.5:10) = 2/3 in PSLB and 1/3 in SSLB (.3 in PSLB, .2 in SSLB)

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		<240 TFP: No sick leave accrual
Months in which on medical leave or L&I and coordinating sick leave	Those months are included in the 480 total, even though the amount coordinated is all that counted toward 480. (i.e. FA coordinates 11.3TFP/month SL with STD while on leave, only the 11.3 per month is credited towards the 480 requirement – which makes it difficult or impossible for those FAs to make 480).	Those months are EXCLUDED from the 480 total, and prior months in which the FA was working full time would be substituted, increasing the amount of TFP going toward the 480
Bank Cap	1,443 TFP	1,000 TFP in PSLB, 700 TFP in SSLB. Total of 1,700 TFP
Absence shorter than 14 days	Deducted from SL bank	Deducted from PSLB
Absences 14 days or longer or coordinating with short term disability or long term disability or workers compensation.	Deducted from SL bank	Deducted from SSLB (if originally deducted from PSLB, that bank will be replenished and the SL deducted from the SSLB)
FA on intermittent FMLA	SL bank charged	PSLB charged, unless depleted, then SSLB charged
FAs who retire at age 62 with 10 years of service may use accrued SL to pay for retiree healthcare.	FA may use 20 TFP of SL to 'pay' for health insurance from age 62-65	During the 5 year term of the TA + the amendable period afterward, this option will be available to FAs.
Sick leave 'cash out' upon retirement	Not available	25% of combined SL banks (paid out at FAs current rate of pay) when FA retires at 55 / + years of age and minimum 10 years of service.
Coordinating SL with Short Term Disability (STD)	FA must coordinate with minimum 11.3 TFP monthly	FA must coordinate with minimum 9.3 (in 31 day mo) / 9 TFP (in 30 day mo)
Bridging to Long Term Disability (LTD) to maintain 'active FA rate' health insurance	FA must use 11.3 TFP per month for the 6 months to 'bridge' to LTD. If the FA does not have adequate SL, s/he will not preserve health insurance benefit for LTD	Co will 'stretch' the amount of SL a FA has (in both banks) to 'bridge' to LTD so the FA can have 2 years of 'active FA rate' insurance
TFP limit using SL to coordinate w/ LTD	No coordination of SL w/ LTD	Max of 100% of pre-disability earnings using coordination of SL
Alternate Duty Pay while on workers compensation leave	1 TFP for every 2 hours worked	6 TFP for every 8 hours worked, with a minimum of 4 TFP per day

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SECTION 17: MEDICAL EXAMINATION		
Reason for company-initiated medical exam	None stated in contract	Co must determine and document reasonable grounds that FA is medically, mentally or physically impaired to perform the job of FA and must notify FA in writing
FA pay status while being held out of service pending exam results	Not addressed	FA will be paid greater of time lost or for time withheld based on the average of the last 12 full bid months actually worked. On days of exam or travel to/from, FA guaranteed 4 TFP
Transportation to/from exam	Not addressed	Co will arrange and pay, provided positive space if have to travel, hotel room if have to remain overnight
Medical files, test results	Have to be provided to the <i>Company</i> . No provision for the FA receiving info	FA must be provided copies of all medical evaluations, reports, test results, etc., and have them sent to her/his doctor
SECTION 18: REDUCTION IN FORCE		
Prior to Furloughing		Co will explore options including low bid options, extended leaves, lower line averages, etc.. These are only options, not requirements
Offering fixed-term leaves prior to furloughing		Co must offer voluntary fixed-term leaves in system seniority order
Co can cancel leave	Not specifically addressed in this section	NO, may request that a FA return, but FA may remain on leave
Recall-Bypass provision	Only if an enrolled student in an accredited college course	If a more junior FA is on furlough, a furloughed FA may "bypass" furlough and remain inactive
SECTION 19: GRIEVANCE		
FA attending an investigatory meeting	Under the CBA, FA can be made to meet on a day off and	FA's option if s/he wants to meet on a day off and if s/he does,

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	it is unpaid. However, the practice is that FA does get paid and does not have to come in on a day off	paid 4 TFP, including reserves
AFA representation guaranteed	Implied and a legal right, but not in contract	Written into the TA language
Discipline/dismissal investigations: 12 day limit	Practice today that 12 day limit extended when FA unavailable due to vacation, LOA, sick, etc..	Practice cemented in writing
SECTION 20: BOARD OF ADJUSTMENT		
Arbitrator selection for panel, administration of date selection and arbitrator panel	Practice is from a historic LOA but not in contract	Defined process by incorporating LOA. Will make administration of arbitrations easier
SECITON 21: COMPENSATION		
Longevity Bonus	Does not exist	\$1/TFP @20 YOS \$2/TFP @ 25 YOS \$3/TFP @ 30 YOS Etc. - \$1/TFP added for each 5 YOS Not paid on VAC or Sick
COLA (p. 108 of CBA, 21.P.)	% of COLA based on profitability of co, paid to those who are topped out on pay scale (currently Step 17)	Eliminated and replaced with longevity pay which pays much more money (20 YOS and above)
Minimum Pay Rules	Do not exist except 4 TFP min and "midnight to midnight rule"	Minimum pay provisions which provide additional pay for unproductive pairings and increase pay for individual pairings
New Year's Day	Not a holiday	New holiday, paid at 2x pay
SECITON 22: PER DIEM		
Per Diem	\$2.25 / hour	\$2.50 per hour Eliminate crew snacks
Buy-on-board food	FA can buy at full price	FA can purchase one item per duty period at 50% of retail price
Transportation to/ from hotel	If not provided w/in :30 of when needed (:50 of block-in, at the earliest), the use of a cab	If not provided w/in 35 min from block-in or 10 min from hotel departure, FA may take alternate

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	is authorized	transportation and be reimbursed.
SECTION 23: INSURANCE		
Cost Sharing for Insurance	Frozen during the CBA's amendable period as outlined in 23.A.1., not to exceed 18%.	2014 rates are frozen. For 2015, the FA's insurance premium contribution will be increased to 18% of premium (co will pay 82%).
Insurance cost-share for down-line years		2016 – 19% 2017 – 20% 2018 – 20% 2019 – 20% - in effect during status quo period
Annual cap increase	15%	No cap - Alaska's historical experience has been an increase between 8 – 11%. The same premium applies to all labor groups, other employee groups and management. This allowed us to agree to a lower annual percentage on the cost share.
During Contract's amendable period	Status quo – no raise in rates	Status quo – no raise in rates
480 qualification look-back	Includes any months in which coordinating SL with STD or workers comp	Excludes any months in which coordinating sick leave with STD or workers comp. This results in a higher TFP going toward the 480.
SECTION 24: GENERAL AND MISCELLANEOUS		
Spanish Language Program	Never implemented	Deleted because never implemented. Replaced with co-approved voluntary language program
Scanners outside of security	No requirement to provide	Co must provide one scanner inside and outside of security at every concourse in every FA domicile or co-terminal
FA deadheading: Uniform requirement	Must wear uniform while deadheading	FA not required to wear uniform when deadheading if not flying subsequent legs in that duty period

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SECTION 25: SAFETY HEALTH AND SECURITY		
Hep B and annual Flu Shots vaccination reimbursement	Not provided	Will be reimbursed
Sick at international destination	No provisions	Co will ensure health care access locally.
FA sick-on-line, accompanied to hospital	No provision in CBA; however, practice is to allow another FA to accompany	Co will attempt to arrange for another FA or manager to accompany FA to hospital if the FA wishes
Online transport of FA remains, or those of immediate family member	No provision	Provided at no charge
Crew Member Physical Assault	No provisions	Provisions providing for Co's support, including in-house legal assistance, travel expenses and paid absences.
SECTION 27: GENERAL – ASSOCIATION INFORMATION		
Pay to LEC Presidents	44 TFP / month	65 TFP / month. This does not mean that LEC presidents get a raise. It means that the Co will pay more of their TFP so the councils will have more union \$ to pay committee members, and other volunteers who do so much work for free
Desk/work station in crew rooms	No provision	Desk/ work station will be provided for crew sits/ meetings
Pay for "company business" meeting	6 TFP for each 8 hrs worked, minimum of 6 TFP, no compensation for travel time	Min 4 TFP and additional pay for travel or .75 TFP/ hour if greater
EAP LOA	Implied in CBA by virtue of signing	Written into language, providing trip drops for EAP work
Electronic Devices supplied to FAs	Not addressed	If supplied, will have FA manual and FA CBA pre-loaded. FAs will be able to access inflight
Lobbying in uniform	Not allowed	May lobby in uniform if approved by management
SECTION 28: DOMICILES		

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LAX co-terminal pay	\$10	\$25, cap of \$175/ mo. Applies to cancellation or reassignment w/in 2 hrs of check-in, APSB and show-no-go
Awarded vacation during base swap	Not addressed	FA retains awarded vacation in permanent domicile during base swap
Standing bid – permanent transfers for closed bases	Not possible	Twice per year, FAs may put in for “net 0” permanent transfers to closed bases. If a FA at (another) closed base wishes to transfer, a permanent base transfer will be processed in seniority order of all bids.
If new base closes w/in 6 mos of opening	No specific provisions	Co will pay for broken lease penalties, utility hook-ups, in addition to other CBA provisions
Commuter language expanded	Temporary implementation during 2011 Vacancy hardship provisions. Otherwise, only AS flights for the “two flights’ difference” provision	Codified into language - includes QX/00 purchased capacity flights for the “two flights’ difference” provision
Co-Required Moves		Improved moving expenses and reconnaissance visits provisions and reimbursements
SECTION 29: PROFIT SHARING & RETIREMENT		
\$ Cap on Company 401(k) contribution	\$7,000 annually	Eliminated annual cap
PBP/ OPR	PBP/ OPR programs in CBA	Remains exactly as it is today. Does not change
SECTION 30: TRAINING		
Training out of domicile	Not allowed	FA may preference training out of domicile
Deadhead travel to training	4 TFP Duty Period Minimum (DPM) not applied if not on a day of training	4 TFP DPM will be applied if deadhead is not on a day of training
Training cancels w/in 14 days of start	FA not pay protected	FA is pay protected
Home study pay	\$50	\$75
Non Recurrent CBT training	Not addressed	FA will be paid .75TFP/hour, with

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		a minimum of 1 TFP. Run times will be established by the co and AFA. Max of 4 CBT trainings per calendar year.
Semi-annual trainings under 1 hour	Not addressed	Allowed, minimum 1TFP pay. This training occurs on Company property prior to duty
SECTION 31: SAVINGS CLAUSE		
No change	No change	No change
SECION 32: ATTENDANCE POLICY		
Combining Attendance Policy with Performance issues	Combined for discipline and termination considerations if at 9.5-11.5, Final Warning	Not combined. Performance must be considered separately
Commuters calling in Might Be Late (MBL)	Not possible	Commuters can call in MBL
Call in MBL, but scan in on time	½ pt	No points
Single Continuous Occurrence (SCO) timeline	14 days from end of pairing FA called in sick	10 days from day of reported illness
Being “Unavailable for Contact” for a Reserve or while on scheduled/unscheduled ground time	Considered a “No Show” and assessed 2.5 points	Reduced to 1.5 pts if contact made within certain timeframe and re-named “Unavailable for Contact”
True “No Show”	2.5 pts	3.0 pts
Reported illness using quarterly point reduction	FA may use a quarterly point reduction form to reduce points once per quarter.	When a Single Continuous Occurrence (SCO) is actually on one of 4 FA paid holidays, FA cannot use quarterly point reduction form during any of that SCO
Bank points	4	6
Quarterly/ Annual Points Reduction	No TFP threshold to qualify for points reduction	120 TFP per calendar quarter (including VAC+PTO); for annual reduction, 80 TFP between Nov/Dec and no chargeable occurrences in Nov/Dec
Taking a Leave of Absence in a quarter	Precludes FA from record improvement	Does NOT automatically preclude FA from record improvement
“No Show”	No supervisor contact outside of steps of discipline in S32	FA subject to counseling to explore FMLA, possible leaves of absence, welfare check
Management Drop	Emergency Drop - At	Renamed: Management Drop: At

Current Contract vs. TA Comparison

	management's discretion in case of FA's personal emergency. 1/2pt per day, no max for a SCO	management's discretion in case of FA's personal emergency. 1/2pt per day, max of 2.5 pts per SCO. FA may appeal to division leader of Inflight Management to have the points removed
JA without a doctor's note	½ pt per day with a max of 2.5 pts per single continuous occurrence	½ pt per day with a max of 2.5 pts per single continuous occurrence
JA with a doctor's note	0 pt	0 pt
FMLA	Federal law stipulates that a FA will not be assessed points for an approved FMLA sick call. The company uses such absences against a FA for record improvement	Federal law stipulates that a FA will not be assessed points for an approved FMLA sick call. Under the TA, such absences will not automatically be used against a FA for record improvement
Workers Compensation	FA not assessed points for a workers compensation absence. If points are assessed for an absence and it is later determined that it was due to an on the job injury, points will be removed. Counts against record improvement	FA not assessed points for a workers compensation absence. If points are assessed for an absence and it is later determined that it was due to an on the job injury, points will be removed. Will not count against record improvement
Sick-on-line	Can call in "sick-on-line" after scanning in. ½ pt	Can call in "sick-on-line" no earlier than 'wheels-up' on first leg. ½ pt
Calling in Sick with no available sick leave accrued	Can use quarterly point reduction form	Cannot use quarterly point reduction form
Calling in FMLA and record improvement	If you call in FMLA (intermittent or full), the co would not allow you record improvement in that quarter	Calling in FMLA (intermittent or full) does NOT automatically count against record improvement. You can still get record improvement
Calling in FMLA with SL	No points (Federal law)	No points (Federal law)
Calling in FMLA without SL	No points (Federal law)	No points (Federal law)
Calling in Sick Child/Family w/ SL	No points	No points
Calling in Sick Child/Family w/o SL	½ point on work days not covered by SL	½ point on work days not covered by SL
Calling in sick and it turns into a medical leave (14 or more days)	No points	No points
Calling in sick and it turns into a workers compensation leave	No points	No points
Impact of any leave of absence (LOA) on Record Improvement	You can NOT get Record Improvement if you are on a	The fact that FA is on a LOA will NOT necessarily impact Record

Current Contract vs. TA Comparison

	LOA in any quarter	Improvement
SECTION 33: CHARTERS (NEW)		Took all charter provisions in CBA and put them in one section
Out of domicile charters	Unlimited	Capped at 2 per month
Reserve ability to fly over-duty charter	Not allowed	Reserve may voluntarily fly over-duty charter and be paid 2x pay
SECTION 34: HOTELS (NEW)		Took all hotel provisions in CBA and put them in one section
Minimum Hotel Standards	Not clearly outlined in CBA	Cemented old “purple card” provisions and improved upon some points.
Minimum Hotel Category Guarantee	Hotel & Travel Index, Tier 4 minimum	Hotel & Travel Index, Tier 5 minimum if available (i.e. certain locations such as rural Alaska may not have Tier 5)
Hotel site visits		AFA committee member will accompany co personnel on site visits
Hotel search + AFA input	No requirement	Co must include AFA Hotel Committee in search for hotels and final decision.
International Locations (exclude Canada and US territories)	FA may overnight alone	No FA will overnight alone
SECTION 35: DURATION		
		5 YEARS