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The determination was made by the Master Executive Council (MEC) in consultation with the Negotiating Committee (NC) to present an opening proposal based on the items raised by you in the survey.

IMPORTANT: All items listed indicate changes to the December Tentative Agreement (TA). We are proposing retaining all the provisions of the December TA *unless that provision is listed for proposed change in the new Opener*. While it is not a given that management will agree to retain all the improvements from the December TA, doing so would signal that they are as committed as we are to concluding these negotiations as quickly as possible.

Why are we taking this approach in our opening proposal?

The items are limited because according to the survey results the majority of the TA has already been settled satisfactorily. Note the published proposal does not contain actual figures for the “hard” economics such as pay rates, 401(k) match, retro pay and/or signing bonus because these provisions are very much in flux based on the overall package. However, be assured AFA proposed a significant increase to the economics for all flight attendants.

Our goal is to negotiate as quickly as possible the best possible agreement. Limiting negotiations to the items you indicated in the survey is key for the following reasons:

SURVEY RESULTS: After the first TA failed so dramatically, it was evident your voices needed to be heard in order to define our path forward. The survey results were very clear about the changes that must be made to TA-1. Your NC has heard you and these results provide a roadmap to TA-2. The opening proposal we presented to management reflects the highest priorities of the flight attendant group.

NATIONAL MEDIATION BOARD (NMB): Our negotiations are being mediated by the NMB and that adds another layer of complexity (and hopefully assistance) to our situation. The NC must assess the NMB’s reaction to our opening proposal. If the NMB determines (in *its* opinion) that our proposal is overreaching or we have included so many items that talks will be unnecessarily long, the NMB could decide to recess our talks or “put us on the shelf.” Do we think this is right or fair? No. But it is the power that the law (i.e. the Railway Labor Act) gives to the NMB. The reality is there are three parties at the bargaining table, and we must negotiate strategically in this environment.

TIME: It is a basic fact of negotiations... the greater number issues to discuss, the longer it takes. Sometimes subject experts must become involved; costing models must be agreed to; all scenarios must be discussed and vetted. All this takes time and research, which can cause delays reaching an agreement.

Management Flying (Section 3)

- Revert to current practice

Junior Assignment (Section 9)

- Cannot be JA'd following a JA
- Limited immunity for trips traded off FA's original line
- Any JA sequence assigned must have been posted for a minimum of X hours in OT with a minimum 2.5x premium

Reserve (Section 11)

- Revert to current practice on number and conversion of ER days. Retain 1TFP (above guarantee) if converted and not used. All remaining ER conversion premiums in TA 1 withdrawn
- Retain Reserve Premium

Open Time (Section 12)

- Eliminate Quartile System and revert to OT opens for everyone at same time
- If management eliminates LOA OT system, then OT system reverts to current Alaska practice

Sick Leave (Section 16)

- Only one sick leave bank (1:10 accrual all in one bank)
- Accrual not tied to 480 TFP threshold

480 TFP Provisions (Sections 13,14,23)

- Vacation and sick leave count toward the 480 for all applications

Attendance Policy (Section 32)

- Single Continuous Occurrence -change from 10 days to 14 from the beginning of the occurrence
- Black-out dates for quarterly points reduction on holidays remain, but may be mitigated by an actual doctor's note excusing absence
- Eliminate minimum quarterly/ annual flying requirements for quarterly points reduction
- Eliminate minimum flying requirements for bank points
- Eliminate FA's inability to use quarterly point reduction if no available sick leave in bank
- Eliminate requirement to complete one leg prior to calling in sick-on-line

Compensation (Section 21)

- Pay rates increase based upon survey results
- Signing Bonus / Retro pa
- \$1 longevity premium at year 15. \$2 at year 20; \$4 at year 25. Increases by \$2 every 5 YOS thereafter on all paid TFP, excluding vacation and sick leave

Insurance Premium (Section 23)

- 15% cap on year-over-year premium increase as additional protection

Profit Sharing and Retirement (Section 29)

- 401(k) - Increase to Company match