



1 LETTER OF AGREEMENT
2 between
3 ALASKA AIRLINES, INC.
4 and
5 THE FLIGHT ATTENDANTS
6 in service of
7 ALASKA AIRLINES, INC
8 as represented by
9 THE ASSOCIATION OF FLIGHT ATTENDANTS CWA, AFL-CIO

10
11 CONTRACT IMPLEMENTATION SCHEDULE
12

13 This Memorandum of Understanding is made and entered into in accordance with the
14 provisions of Title II of the Railway Labor Act, as amended by and between Alaska
15 Airlines, Inc. (hereinafter referred to as the "Company") and the Association of Flight
16 Attendants - CWA, AFL-CIO (hereinafter referred to as the "Association").
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18 The Agreement in Concept adopted between the parties on October 8, 2014, and later
19 adopted in the parties Tentative Agreement, contained a condition that is not otherwise
20 reflected in ratified contract language in the Collective Bargaining Agreement, Letters of
21 Agreement, or other Memoranda of Understanding. This condition is contained herein
22 to reflect, when taken with all other contract terms, the totality of the Agreement
23 between the parties:
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25 Due to availability of the Information Technology (IT) team and other automation
26 support, which includes acquiring necessary software, and the time required to
27 implement specific terms and conditions of the contract, the parties agree to the
28 following implementation schedule:
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31 **1. Effective Date of Signing (DOS)**
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- 33 • Wage scales
- 34 • Per Diem
- 35 • Co-terminal pay
- 36 • 21.D.5. Sit Pay - When scheduled or actual ground time exceeds two
37 hours between flights, 1.0 TFP is due (pay claim required until automated)
- 38 • 9.D.2.d. - Ability to trade or giveaway junior assignments (JA) with
39 another FA.
- 40 • 10.X.7.b. - Unscheduled deadhead assigned to work limitations
- 41 • 11.F.14. - APSB limitations (A reserve may be assigned, excluding self-
42 assignment, APSB no more than four times in a bid month unless s/he is



- 43 the only reserve in the domicile who is legal and available to accept the
44 assignment).
- 45 • 12.B. - FAs will be able to trade designated non-fly events on schedule
 - 46 with like non-fly events in open time or another FA.
 - 47 • 8.T. - Base turns
 - 48 • 8.S. - Natural Disasters and Acts of War
 - 49 • 3.D. - Management flying to prevent cancellations

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51 **2. Signing Bonus- December 22, 2014**

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- 53 • \$500 per probationary Flight Attendant
- 54 • \$2,000 per Flight Attendant who has completed probation and up to 17
- 55 YOS
- 56 • \$3,000 per Flight Attendant 17 YOS or above

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58 **3. January 1, 2015**

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- 60 • Longevity Premium
- 61 • Recurrent training bidding will be implemented no later than two monthly
- 62 bid periods after the first day of the month following contract '15 Flight
- 63 Attendant ratification. Bid January 2015 for March 2015 RCT
- 64 • Section 32 [bank point application March 31, 2015]
- 65 • Quarterly Productivity Premium
- 66 • 480 application: A Flight Attendant's total vacation TFP accrual, based on
- 67 YOS, (even if vacation TFP in not credited) will count towards 480
- 68 Threshold for Health Care in 2015 for 2016.
- 69 • All other 480 TFP applications go into effect except Bank Point application.

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71 **4. February Bid Month (January 31, 2015)**

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- 73 • New Junior Assignment provisions
- 74 • Management flying all other provisions with the February bid month

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76 **4. March 2, 2015 (3rd bid month in 2015)**

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- 78 • 11.C.3.a - No pre-plotted ER days.
- 79 • 11.C.3.b. - Conversion to ER pay premiums.
- 80 • LTFA changes will be implemented no later than two monthly bid periods
- 81 after the first day of the month following DOS.

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83 **5. March 31, 2015 (2nd bid quarter 2015)**

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- Section 32 Bank point application begins

6. One hundred and twenty days after DOS –but no later than May 1, 2015

- Minimum Pay Rules:
 - 10.Y.1., 21.D.1.- Duty Period Minimum (DPM), also known as 4 trip minimum
 - 21.D.2. - Average Duty Period Guarantee (ADPG) – minimum of 5.0 TFP multiplied by the number of duty periods in the sequence;
 - 21.D.2. - Average Duty Period Guarantee (ADPG) – minimum of 5.0 TFP multiplied by the number of duty periods in the sequence;
 - 10.Y.4., 21.D.3. - Multi-day Sequence Minimum (MSM) -- trips that span 3 or more calendar days and are scheduled or actually flown for fewer duty periods than the number of calendar days touched will be paid minimum of 4 TFP x number of calendar days touched in sequence;
 - 10.Y.5., 21.D.6. - Extended Overnight Rule (EOR) -- If the trip does not have duty between 1 am and 11 pm local time, the trip credit is increased by 4.0 TFP. This is a change from current rule of trip without duty from midnight to midnight receives an additional 4.0 TFP;
 - 12.E.2.-3., 21.D.4. - Minimum pay rules other than the Duty Period Minimum, average duty period guarantee and multi-day sequence min will apply to sipped trips. Trips put into open time by the Company may receive all the minimum pay rules.
- 8.I.1. - Night Rule -- FA on duty (duty includes the whole time between report and release including deadhead, ground time, limo/ground transportation, flight time, and all duty non-fly codes) at 0429 or earlier is not required to remain on duty beyond 0830 on any given day.
- 8.K. - Insufficient rest at RON has changed from less than 9:00 to less than 9:30 from release to report at RON.
- 9.E. - FA's will be allowed to pick up trips posted in open time (OT) at premium rate. FA's are not able to trade a trip into OT to pick up a trip designated as premium in OT.
- 10.M. - PBS preferences
- 4K pairings not implemented prior to Minimum Pay Rules.
- 15min debrief not implemented prior to Minimum Pay Rules.



127 **7. Two hundred and forty (240) days from DOS (no earlier than August 1,**
128 **2015)**

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- 130 • 12.C.3., 12.D.5. - Sequence trades between flight attendants or with open
- 131 time must be submitted at least three hours prior to the first flight. This is
- 132 a change to current programming. Cut off in eMaestro is currently 4
- 133 hours prior to the first flight.
- 134 • 12.D.4. - Trading Trips with Open Time: Open vs Limited Days
- 135 • 12.D.6. - FA's may not trade or drop more than 40 TFP with Open Time.
- 136 (20 TFP is low bid FA)
- 137 • 12.D.7.a. - FAs will not be restricted from trading with Open Time from
- 138 the bulletin board or multiple trades by the number of legs or the number
- 139 of days the pairing touches. FAs will be restricted from trading with Open
- 140 Time from the bulletin board or multiple trades when the number of trips
- 141 in Open time that count towards the TSN is greater than the minimum
- 142 TSN. FAs will be restricted from trading with Open Time if they have
- 143 dropped or traded more TFP into open time than allowed based upon their
- 144 lineholder status.
- 145 • 12.D.8. - FAs can drop trips to Open Time without picking up or trading
- 146 for another assignment in Open Time dependent on
- 147 • 12.F. - FAs may begin to pick up out of base trips on the 16th of the
- 148 month prior to bid month at 9 am Pacific Time.
- 149 • Reserves on days off cannot pick up until 9:01 hours after scheduled
- 150 release of last day of reserve block.
- 151 • 12.C.2. – FA to FA trading will begin on same day (15th) as open time
- 152 trading. These will still be staggered by base.
- 153

154 **8. Implementation of New Crew Management System and Crew Access**
155 **(estimated to be implemented by end of second quarter 2016).**

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- 157 • 11.H.3.b. - Lineholders trading reserve days (Similar to reserve split block
- 158 rules)
- 159 • 11.E.1. - Reserve self-assignment
- 160 • 11.E.1.c. – Reserve Repositioning Calendar
- 161 • 11.H.7. – Automated reserve trades and repositioning
- 162 • 11.H.8. – Reserve day repositioning or trading cannot occur after 1400
- 163 day prior to non-fly begin date
- 164 • 11.H.8. - Reserve guarantee tracking
- 165 • 11.F.15. – APSB posting in OT

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167 9. The Company agrees to make a good faith effort to meet the above
168 implementation time frames. The time frames may be adjusted for
169 circumstances beyond the Company's control. If the Company determines that a
170 time frame requires adjustment, the Company and the Association will meet to
171 discuss circumstances, the necessary adjustments to time frames, and agree on
172 new implementation dates.

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174 Between the date of ratification and implementation of the above provisions Flight
175 Attendants will be governed by 2010 Collective Bargaining Agreement. All provisions not
176 requiring significant new programming go into full force and effect on DOS unless
177 otherwise noted above.

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For AFA

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Jeffrey Peterson
Master Executive Council president

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For Alaska

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Andy Schneider
Vice President of Inflight Services

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