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**LETTER OF AGREEMENT
by and between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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**CHANGES TO THE 2014-2019 AFA ALASKA AIRLINES FLIGHT
ATTENDANT COLLECTIVE BARGAINING AGREEMENT**

12
13 This Letter of Agreement is made and entered into in accordance with the provisions of
14 Title II of the Railway Labor Act, as amended, and pursuant to Agreements reached by
15 and between Alaska Airlines, Inc. ("Company") and the Flight Attendants in the service
16 of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-CWA,
17 AFL-CIO ("Association").

18
19 WHEREAS, the Company is in the process of executing a merger with Virgin America
20 Airlines which requires a negotiated transition and merger agreement with the
21 Association; and

22
23 WHEREAS, the Company and the Association have negotiated changes to the 2014-2019
24 Alaska Airlines Flight Attendant Collective Bargaining Agreement (CBA) during the Virgin
25 America and Alaska Airlines merger negotiations;

26
27 NOW, THEREFORE, the parties agree that upon ratification of the AFA Alaska Airlines-
28 Virgin America Merger Agreement, the following changes will be incorporated into the
29 2014-2019 CBA, and the amended document will become the 2018-2021 AFA Alaska
30 Airlines Joint Collective Bargaining Agreement (JCBA):

31
32 **PREAMBLE**

33
34 The Association of Flight Attendants has been certified by the National Mediation Board
35 in Case No. ~~R-3477~~ R-7478, to represent the Airline Flight Attendants in the service of
36 the Company and on their behalf, negotiate and conclude an Agreement with the
37 Company as to the rates of pay, rules and working conditions covering the Flight
38 Attendants in the employ of the Company in accordance with the provisions of the
39 Railway Labor Act, as amended.

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41 **SECTION 3: RECOGNITION**

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43 A. RECOGNITION

44
45 In accordance with certification ~~R-3477~~ R-7478 made by the National Mediation
46 Board (NMB), the Company hereby recognizes the Association as the exclusive

47 authorized representative of the Flight Attendants in the service of the Company for
48 purposes of the Railway Labor Act, as amended.

49

50 SECTION 5: DEFINITIONS

51

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

57

58 **Longevity Premium:** A premium paid to a Flight Attendant who has ~~completed~~
59 achieved sixteen (16) years of service (YOS) Occupational Seniority that is increased at
60 the completion of when s/he achieves twenty (20) YOS years of Occupational Seniority
61 and every five (5) years thereafter. This will be paid on all Worked TFP.

62

63 ~~**Quarterly Productivity Premium (QPP):** A premium paid to a Flight Attendant if~~
64 ~~Worked TFP during a calendar quarter exceeds the TFP equivalent of the Flight~~
65 ~~Attendant's combined monthly PBS bid award in that calendar quarter.~~

66

67 **Productivity Premium Program (PPP):** A premium paid to a Flight Attendant if
68 Worked TFP and paid and unpaid vacation credit meets or exceeds the qualifying TFP
69 targets outlined in Section 21.R [Structured Productivity Premium].

70

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

76

77 SECTION 6: SENIORITY

78

79 A. OCCUPATIONAL SENIORITY APPLICATIONS

80

81 1. Company Seniority

82

83 a. Hired prior to Date of Ratification: Seniority that accrues from the date an
84 employee is placed on the Company payroll, which will be retroactive to
85 include credit for time spent in Initial Training as provided for in the
86 Integration Seniority List (ISL) certified by the Seniority Merger Integration
87 Committee (SMIC) unless the employee's Company date of hire is prior to
88 Initial Training due to an internal transfer.

89 b. Hired after Date of Ratification: Seniority that accrues from the date an
90 employee is placed on the Company payroll, which will be retroactive to the
91 first day of Initial Training unless the employee's Company date of hire is
92 prior to Initial Training due to an internal transfer.

93 c. Company Seniority will continue to accrue during the term of employment.

94 d. Company Seniority will determine vacation accrual and all Company benefits.

95
96 2. Occupational Seniority/System Seniority

- 97
98 a. Hired as a Flight Attendant prior to Date of Ratification: Seniority that
99 accrues from the date an employee is placed on the Company payroll as a
100 Flight Attendant, which will be retroactive to include credit for time spent in
101 Initial Training as provided for in the Integration Seniority List (ISL) certified
102 by the Seniority Merger Integration Committee (SMIC).
103 b. Hired as a Flight Attendant after Date of Ratification: Seniority that accrues
104 from the date an employee is placed on the Company payroll as a Flight
105 Attendant, which will be retroactive to the first day of Initial Training.
106 c. Occupational Seniority/System Seniority will be used for all vacation
107 selection, eligibility for Longevity Paid Time Off, leaves of absence other than
108 medical leaves, emergency leaves and additional personal leaves as defined
109 in Section 15 [Leaves of Absence], reduction in force, return to active status
110 after release due to reduction in force and bidding rights for line of time,
111 reserve, extra sections, charter, Long Stage Length Duty Period ("4k") and
112 other flying applications as provided for elsewhere in this Agreement.

113
114 B. CALCULATION FOR DETERMINING SENIORITY

- 115
116 1. Hired as a Flight Attendant prior to Date of Ratification: If more than one (1)
117 Flight Attendant has the same Occupational Seniority date, then seniority will be
118 determined by the order provided for in the Integration Seniority List (ISL)
119 certified by the Seniority Merger Integration Committee (SMIC). Under no
120 circumstances will relative seniority be changed by the SMIC in the ISL pursuant
121 to the AFA-CWA Constitution & Bylaws in effect.
122
123 2. Hired as a Flight Attendant on or after Date of Ratification: If more than one (1)
124 Flight Attendant has the same Occupational Seniority date, then seniority will be
125 determined by adding the last four (4) digits of the individual's PeopleSoft
126 number to the last four (4) digits of the individual's Social Security number; the
127 last three (3) digits of the sum will be compared, with the lower number being
128 more senior date of birth, with the older being more senior. If the last three (3)
129 digits are the same, then the last four (4) digits of the sum will be used as a tie-
130 breaker using the same convention. This provision will be implemented with the
131 first Initial Training class following Date of Ratification.

132
133 C. SENIORITY LIST

134
135 The Company will provide a copy of the permanent Flight Attendant System
136 Seniority List, revised no more than once each month, in a place mutually acceptable
137 to the Company and the Association. The Company will also provide a list of Flight
138 Attendants who have transferred to supervisory or other non-flying duties directly
139 related to the Flight Attendant duties, revised whenever a Flight Attendant on such
140 list transfers back to the Flight Attendant duties and on every January 1; such list
141 will record each individual's Occupational Seniority date and the date the individual

142 transferred to supervisory or other non-flying duties directly related to the Flight
143 Attendant duties.

144

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

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

148

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

151

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

160

161 **SECTION 10: SCHEDULING**

162

163 A. PREFERENTIAL BIDDING SYSTEM (PBS)

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

169

170 1. Flight Attendants will use the PBS agreed to by the parties unless an alternative
171 method has been approved by the Company and the Association. A method of
172 alternative bidding will be made available to Flight Attendants in the event of a
173 system failure.

174

175 2. A Standing Joint PBS Committee will be composed of three (3) members from
176 the Company and three (3) members from the Association, in addition to the
177 Association Scheduling Chair. The Association members will have continuing PBS
178 involvement in conjunction with the Scheduling Committee.

179

180

181 **SECTION 12: EXCHANGE OF SEQUENCES**
182 **&**
183 **SECTION 12: EXCHANGE OF SEQUENCES: BACK TO BOOK**
184

185 C. TRADING PROCEDURES
186

187 3. Access to trading will begin at the following times within each domiciles:

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

188
189 4. If a new domicile is opened while this agreement is in effect, that domicile will
190 open for trading beginning at ~~9:00~~ 10:00 AM PT, and each additional new domicile
191 will open on the next hour (e.g. ~~10:00 AM PT~~, 11:00 AM PT, 12:00 PM PT, etc.).
192

193 **SECTION 14: VACATIONS**
194

195 A. VACATION / LONGEVITY PAID TIME OFF (PTO) ENTITLEMENT
196

197 Flight Attendants will be entitled to and will receive vacation/Longevity PTO as
198 follows:
199

200 1. A Flight Attendant who, as of December 31st of any year, has had less than one
201 (1) calendar year of employment with the Company will be entitled to a vacation
202 in the subsequent calendar year on the basis of one and one-sixth (1-1/6) days
203 for each month of employment, rounded to the nearest full day. ~~A Flight~~
204 ~~Attendant who does not have any paid time during that month will have her/his~~
205 ~~vacation entitlement reduced by one twelfth (1/12) the annual entitlement for~~
206 ~~each such month.~~
207

208 2. As of December 31st of each year, a Flight Attendant who has one calendar year
209 or more of employment with the Company will be entitled a maximum accrual of
210 fourteen (14) days vacation in the subsequent calendar year. Employees
211 employed five (5) years or longer will be entitled to a maximum accrual of
212 twenty-one (21) days vacation in the subsequent calendar year. Employees
213 employed ten (10) years or longer will be entitled to a maximum accrual of
214 twenty-eight (28) days vacation in the subsequent calendar year. Employees
215 employed eighteen (18) years or longer will be entitled to a maximum accrual of
216 thirty-five (35) days vacation in the subsequent calendar year. ~~A Flight Attendant~~
217 ~~who does not have any paid time during that month will have her/his vacation~~

218 entitlement reduced by one twelfth (1/12) the annual entitlement for each such
219 month. As displayed below:

Years of Service Company Maximum Days of Vacation

Seniority

< 1 year	1.167 days per month employed
1-4	14 days
5-9	21 days
10-17	28 days
18+	35 days

220

221

SECTION 14: VACATIONS – ADDENDUM

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223

5. #5. Will my entitlement to vacation be reduced due to a leave of absence?

224

225

No, unless you do not achieve the 480 TFP annual requirement subject to the provisions in 14.A.4. [Vacation/Longevity Paid Time Off...], as modified by 15.M. [Leaves with Coordination...], 15.N. [Unpaid Leaves...]. Unless a Flight Attendant has some // Worked TFP, vacation pay or sick leave in a bid month during a leave of absence, the Flight Attendant will have her/his annual vacation entitlement reduced by one twelfth (1/12). Sections 14.A.1. and 14.A.2. [Vacation/Longevity Paid Time...]

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Section 15: Leaves of Absence

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C. MEDICAL LEAVE OF ABSENCE

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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 ~~one (1)~~ four (4) years unless extended by consent of the Company. ~~in which case it may not exceed a total continuous period of four (4) years.~~ (Workers' Compensation Leaves are not subject to the limitations contained in this paragraph).

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M. LEAVES WITH COORDINATION OF SICK LEAVE OR VACATION / LONGEVITY PTO

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245

2. Coordination with Vacation/Longevity PTO:

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- c. 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/Longevity Paid Time Off...], s/he may utilize her/his maximum possible vacation entitlement and Longevity PTO on the same basis as 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.

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Examples:

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1. A Flight Attendant has five (5) years of Company Seniority and could potentially have twenty-one (21) days vacation credit, but s/he did not meet the four-hundred eighty (480.0) TFP threshold the year prior and

257

258

259 therefore has no paid vacation. Regardless, twenty-one (21) days of
260 vacation will be credited towards her/his "vacation coordination bank" for
261 the purpose of maintaining medical insurance.
262

263 2. A Flight Attendant has thirty-five years of Company Seniority and twenty-
264 five (25) years of Occupational Seniority and could potentially have thirty-
265 five (35) days of vacation and seven (7) days of Longevity Paid Time Off
266 credit, but s/he did not meet the four-hundred eighty (480.0) TFP
267 threshold the year prior and therefore has no paid vacation. Regardless,
268 forty-two (42) days of combined vacation/Longevity PTO will be credited
269 towards her/his "vacation coordination bank" for the purpose of
270 maintaining medical insurance.
271

272 3. The unpaid days from the "vacation coordination bank" in the above
273 examples will be applied per 2.a. above for insurance qualification. This
274 'soft credit' will not apply for qualification for any other application.
275

276 SECTION 15: LEAVES OF ABSENCE – ADDENDUM

277 278 5. Do I accrue seniority while on a leave of absence?

279
280 Yes, you continue to accrue seniority during an approved leave of absence. Personal
281 Leave, up to one hundred twenty (120) days for a Parental Leave, and up to one
282 year for a Medical, Maternity or Workers' Compensation Leave. If your Medical,
283 Maternity or Workers' Compensation Leave is extended by consent of the Company,
284 you will continue to accrue seniority for the entire period. Section 15.C.2. [Medical
285 Leave...]
286
287

288 **SECTION 18: REDUCTION IN FORCE**

289

290 **M. ONLINE PASS PRIVILEGES DURING INVOLUNTARY FURLOUGH**

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 one year of service - 3 months
Occupational
Seniority

1 year of service - 6 months
Occupational
Seniority

2 years of service - 9 months
Occupational
Seniority

3 years of service - 12 months
Occupational
Seniority

4 years of service - 18 months
Occupational
Seniority

5 years of service - 24 months
Occupational
Seniority and
thereafter

291

292 **SECTION 20: BOARD OF ADJUSTMENT**

293

294 **N. SYSTEM BOARD PANEL SELECTION**

295

296 **2. Scheduling Dates**

297 a. ~~Ten (10)~~ Thirteen (13) mutually agreed-to hearing dates will be established
298 throughout the calendar year, excluding the months of November and
299 December.

300

301

302 **SECTION 21: COMPENSATION**

303

304 A. STEP RATES OF PAY

305

306 Flight Attendants will be compensated on the basis of the appropriate step rate as follows:

	Pre-DOR Rate	+4.5% 1/1/2018	+1.5% 12/17/2018	+1.5% 12/17/2019	+2.5% 12/17/2020
Year 1 DOH	\$22.28	\$23.28	\$23.63	\$23.98	\$24.58
Year 2 Step 1	\$25.26	\$26.40	\$26.80	\$27.20	\$27.88
Year 3 Step 2	\$26.51	\$27.70	\$28.12	\$28.54	\$29.25
Year 4 Step 3	\$28.79	\$30.09	\$30.54	\$31.00	\$31.78
Year 5 Step 4	\$30.06	\$31.41	\$31.88	\$32.36	\$33.17
Year 6 Step 5	\$33.88	\$35.40	\$35.93	\$36.47	\$37.38
Year 7 Step 6	\$37.18	\$38.85	\$39.43	\$40.02	\$41.02
Year 8 Step 7	\$38.38	\$40.11	\$40.71	\$41.32	\$42.35
Year 9 Step 8	\$39.43	\$41.20	\$41.82	\$42.45	\$43.51
Year 10 Step 9	\$40.91	\$42.75	\$43.39	\$44.04	\$45.14
Year 11 Step 10	\$43.92	\$45.90	\$46.59	\$47.29	\$48.47
Year 12 Step 11	\$46.87	\$48.98	\$49.71	\$50.46	\$51.72
Year 13 Step 12	\$51.01	\$53.31	\$54.11	\$54.92	\$56.29
Year 14 Step 13	\$51.96	\$54.30	\$55.11	\$55.94	\$57.34
Year 15 Step 14	\$52.90	\$55.28	\$56.11	\$56.95	\$58.37
Year 16 Step 15	\$53.85	\$56.27	\$57.11	\$57.97	\$59.42

307 **DOH Step includes first twelve (12) months of employment*

308

309 B. ANNIVERSARY STEP INCREASES (IF APPLICABLE)

310

311 Flight Attendants will move to ~~Step 1~~ the "Year 2" step rate of pay at the completion
 312 of one (1) year from their Flight Attendant Occupational Seniority date of
 313 employment with the Company as a Flight Attendant and will thereafter move up
 314 one (1) step on her/his the anniversary of their Flight Attendant Occupational
 315 Seniority anniversary date. Flight Attendants on the payroll as of the date of
 316 execution of this contract Agreement will retain their step rate and move into the
 317 next step on their anniversary date, as appropriate, unless otherwise provided for in
 318 the [Virgin America Flight Attendant Transition Agreement].

319

320 C. LONGEVITY PREMIUM

321

322 1. After a Flight Attendant has ~~completed~~ achieved sixteen (16) years of ~~service as~~
 323 ~~an Alaska Airlines Flight Attendant Occupational Seniority~~, s/he will be
 324 compensated one dollar (\$1.00) Longevity Premium on Worked TFP (exclusive of
 325 vacation and sick leave).

326

327 2. After a Flight Attendant has ~~completed~~ achieved twenty (20) years of ~~service as~~
 328 ~~an Alaska Airlines Flight Attendant Occupational Seniority~~, s/he will be

329 compensated one dollar and fifty cents (\$1.50) Longevity Premium on Worked
330 TFP (exclusive of vacation and sick leave).

331
332 3. After a Flight Attendant has ~~completed~~ achieved twenty-five (25) years of ~~service~~
333 ~~as an Alaska Airlines Flight Attendant Occupational Seniority~~, s/he will be
334 compensated two dollars (\$2.00) Longevity Premium on Worked TFP (exclusive
335 of vacation and sick leave). A Flight Attendant will be compensated an additional
336 one dollar (\$1.00) Longevity Premium on Worked TFP (exclusive of vacation and
337 sick leave) for each subsequent five (5) years of ~~service completed as an Alaska~~
338 ~~Airlines Flight Attendant Occupational Seniority achieved~~ (e.g. 30 - \$3.00, 35 -
339 \$4.00, 40 - \$5.00, 45 - \$6.00, 50 - \$7.00, etc.)

340

341 H. HOLIDAY PREMIUM

342

343 1. A Flight Attendant will be paid two times (2.0x) her/his trip rate for flights flown
344 and/or Airport Standby, including surface deadhead, on Thanksgiving Day,
345 Christmas Eve, Christmas Day, New Year's Day and Independence Day. For
346 Reserves, one times (1.0x) goes toward the reserve guarantee and one times
347 (1.0x) is paid above the Reserve's guarantee on flights actually flown and/or
348 Airport Standby, including surface deadhead.

349

350 2. A Flight Attendant will be eligible for this holiday pay for any flight and/or Airport
351 Standby, including surface deadhead, which begins and/or ends on the actual
352 day of the holidays named in this provision. However, if the flight operates and is
353 scheduled to touch the holiday, but as a result of the operation does not touch
354 the actual holiday, the Flight Attendant will be eligible for the holiday premium.

355

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

363

364 R. QUARTERLY PRODUCTIVITY PREMIUM PROGRAM (~~QPP~~) (PPP)

365

366 1. ~~A Flight Attendant will receive a Quarterly Productivity Premium (QPP) if Worked~~
367 ~~TFP during a calendar quarter exceeds the TFP equivalent of the Flight~~
368 ~~Attendant's combined monthly PBS bid award in that calendar quarter. The~~
369 ~~Productivity Premium Program (PPP) for the bid months of June, July, August,~~
370 ~~and December will be considered individually.~~

371

372 a. To qualify for the PPP in any of these months, a Flight Attendant's
373 Worked TFP plus any paid vacation credit (inclusive of Longevity Paid
374 Time Off) and unpaid vacation credit of four (4.0) TFP per day in that
375 month must meet or exceed the TFP equivalent of the Flight Attendant's
376 PBS bid award by at least five (5.0) TFP. PPP in these months will be
compensated at three-hundred and fifty dollars (\$350) per month.

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b. Individual Block Months: TFP Requirement for each individual month*:

<u>June</u>	<u>June's bid award TFP equivalent plus 5.0 TFP</u>
<u>July</u>	<u>July's bid award TFP equivalent plus 5.0 TFP</u>
<u>August</u>	<u>August's bid award TFP equivalent plus 5.0 TFP</u>
<u>December</u>	<u>December's bid award TFP equivalent plus 5.0 TFP</u>

**\$350 premium paid for each qualifying month. Vacation credit (paid and unpaid) and Longevity PTO count toward meeting the premium TFP goal. See R.1., above.*

2. The Productivity Premium Program (PPP) for the bid months of January, February, March, April, May, September, October and November will be considered collectively as a block.

a. To qualify for the PPP in this block of months, a Flight Attendant's Worked TFP plus any paid vacation credit (inclusive of Longevity Paid Time Off) and unpaid vacation credit of four (4.0) TFP per day in that block must meet or exceed the TFP equivalent of the Flight Attendant's combined monthly PBS bid awards by at least forty (40.0) TFP. PPP for this block of months will be compensated at one-thousand one-hundred (\$1100).

b. Collective Block of Months: TFP Requirement for combined months*:

<u>January, February, March, April May, September, October and November</u>	<u>All 8 month's combined bid award TFP equivalent plus 40.0 TFP.</u>
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**\$1100 premium paid when qualifying for the entire block of 8 months. Vacation credit (paid and unpaid) and Longevity PTO count toward meeting the premium TFP goal. See R.2., above.*

~~5. QPP when achieved will be paid as follows:~~

Quarter 1	(Jan-Mar)	five hundred	(\$500.00)
		dollars	
Quarter 2	(Apr-Jun)	five hundred	(\$500.00)
		dollars	
Quarter 3	(Jul-Sep)	one-thousand	(\$1000.00)
		dollars	
Quarter 4	(Oct-Dec)	five hundred	(\$500.00)
		dollars	

~~6. 5. QPP PPP is eligible for 401(k) Company match (pursuant to Section 27.B. [401(k) Company Match]).~~

~~7. 6. Taxes on QPP 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.~~

~~8. 7. QPP PPP payouts are considered "incentive pay" under the Performance Based Pay (PBP) plan. The determination of whether QPP PPP payouts are PBP eligible earnings are governed by plan rules and therefore QPP PPP payouts are not PBP eligible earnings under the current plan.~~

408 **ADDENDUM TO SECTION 21**

409

410 **14. When do I advance to the next pay step?**

411

412 You will advance a pay step based on ~~your~~ the anniversary of your Occupational
413 Seniority date unless otherwise provided for in the [Virgin America Flight Attendant
414 Transition Agreement].

415

416 **SECTION 23: INSURANCE BENEFITS**

417

418 **A. FLIGHT ATTENDANT INSURANCE PLAN(S)**

419 The Flight Attendants' insurance plan will be separated from the Company-wide plan
420 and will provide benefits comparable to those offered under the Alaska Airlines pilots'
421 insurance program, subject to the following limitation:

422

423 1. Premiums: A Flight Attendant's contribution toward PPO medical/dental/vision
424 costs will be in accordance with the schedule below. However, in no event will
425 the annual increase in the Flight Attendant cost exceed fifteen percent (15%) per
426 year irrespective of the table below.

427

Year	Cost Sharing
2015	Rates determined by 2010 extension
2016	18%
2017	19%
2018	20%
2019	20% in effect during status quo period
2019 and beyond	Rates frozen at 2019 contribution rates <u>during life of Agreement, including</u> <u>status quo period</u>

428

429 2. The 2019 rates will remain in effect until re-negotiated in a successor collective
430 bargaining agreement to the 2018-2021 JCBA.

431

432 **B. ELIGIBILITY FOR INSURANCE**

433

434 1. Flight Attendants must fly or be credited four-hundred eighty (480.0) TFP in a
435 calendar year to be eligible for Company-paid medical, dental and vision
436 insurance inclusive of the following:

- 437 a. Worked TFP;
- 438 b. Sick leave TFP; and
- 439 c. Maximum vacation (based on Company Seniority)/Longevity PTO TFP (based
440 on years of service Occupational Seniority), no pay or flying requirement for
441 either).

442

Examples:

443

444 1. A Flight Attendant has five (5) years of ~~service (YOS)~~ Company Seniority
445 and could potentially have eighty-four (84.0) TFP vacation credit, but
446 s/he 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)

447 TFP will be credited towards her/his four-hundred eighty (480.0) TFP
448 threshold for insurance qualification. This "soft credit" will not apply for
449 qualification for any other threshold (e.g. uniform or vacation).
450 2. A Flight Attendant has sixteen (16) ~~YOS~~ years of Company Seniority and
451 could potentially have one-hundred and twelve (112.0) TFP vacation
452 credit, but s/he did not meet the four-hundred eighty (480.0) TFP
453 threshold the year prior and therefore has no vacation pay. Regardless,
454 one-hundred and twelve (112.0) TFP will be credited towards her/his
455 four-hundred eighty (480.0) TFP threshold for insurance qualification.
456 This "soft credit" will not apply for qualification for any other threshold
457 (e.g. uniform or vacation).
458

459 SECTION 24: GENERAL & MISCELLANEOUS

461 11. Provisions for Registered Air Commuters

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

- 465 a. S/he must call the court on a daily basis to learn whether s/he has jury duty
466 the following day, and s/he must begin her/his commute (including adequate
467 time to travel to the airport) prior to the time she would learn whether she
468 has jury duty; or
- 469 b. S/he is scheduled to fly a sequence that ends too late for her/him to commute
470 to her/his registered commuter city to perform jury duty the following day.
- 471 c. The scheduled arrival time of her/his commuter flight into the registered
472 commuter city is less than ten hours (10:00) prior to the start of jury duty.
- 473 d. The scheduled check in of the first commuter flight (of the "two flight
474 difference" under the air commuting provisions of the Commuter Policy) is less
475 than ten hours (10:00) following the release from jury duty.
476

477 SECTION 27: GENERAL ASSOCIATION

479 P. COMPANY BUSINESS FLIGHT PAY LOSS (CB)

- 481 1. It is expressly recognized that the MEC President, LEC President(s) and other
482 named positions with the Association are an integral part of the resolution of
483 disputes between the Company and Association. Furthermore, it is expressly
484 recognized that Flight Attendants are in a unique situation in that they work by
485 design at intermittent intervals. Flight Attendants are not regularly scheduled to
486 be on the Company premises during the regular work week. The parties
487 expressly recognize the need to have Association officers and other named
488 positions regularly available for weekly meetings and conferences related to the
489 administration of the Agreement. In consideration of the Association's agreement
490 to make the President(s) and other named Association positions available on a
491 regular basis during the regular work week and business hours of the Company,
492 the listed Association officers will be compensated as follows:
493

- 494 a. MEC President: one hundred thirty (130.0) ~~one hundred eighteen and two~~
495 ~~tenths (118.2)~~ TFP/month
- 496 b. LEC President(s): seventy-five (75) ~~sixty-five (65.0)~~ TFP/month
- 497
- 498 3. Guaranteed Drops for EAP Committee
- 499 The Company-paid flight pay loss will be provided to the EAP committee on a
- 500 monthly basis as follows:
- 501
- 502 a. MEC EAP Chair/designee: One-hundred fifty (150.0) ~~one hundred (100.0)~~
- 503 ~~TFP per month. However, no more than seventy-five (75.0) TFP may be paid~~
- 504 ~~to any one individual without MEC approval.~~ The MEC EAP Chair/designee
- 505 may, during extended LOA, sick leave or vacation, delegate to a designee the
- 506 responsibilities and pay assigned above. Any delegation will be for at least
- 507 one full week at a time. Monthly payments and accruals will be prorated if
- 508 necessary.
- 509

510 SECTION 28: DOMICILES

511 G. COMMUTER POLICY

512 The following sets forth the rules concerning a Flight Attendant who lives in another
513 city and commutes to her/his assigned domicile on AAG operated flights, as a
514 "registered commuter". For purposes of this Section s/he will be referred to as
515 "commuter".
516 "commuter".

- 517
- 518 1. ~~The rules set forth in this agreement apply only to Flight Attendants who register~~
- 519 ~~her/himself with the Inflight Department as a commuter.~~
- 520 a. ~~A Flight Attendant living in a metropolitan area served by the Alaska Airlines~~
- 521 ~~flight schedule or airports served through Capacity Purchased Agreements~~
- 522 ~~(CPA) by Alaska Airlines from Horizon (QX) or Sky West (OO) must designate~~
- 523 ~~an airport in that metropolitan area as the commuter city and such~~
- 524 ~~designation will extend to all airports in that metropolitan area (e.g. A Flight~~
- 525 ~~Attendant living in Los Angeles, California must designate Los Angeles as the~~
- 526 ~~commuter city and could commute from any one of the co-terminal cities.).~~
- 527 b. ~~A commuter residing outside of a metropolitan area as described in 1.a.,~~
- 528 ~~above, must designate the airport closest to her/his residence or another~~
- 529 ~~nearby airport with greater frequency to the Flight Attendant's domicile~~
- 530 ~~served by the Alaska Airlines flight schedule or airports served through CPAs~~
- 531 ~~by Alaska Airlines from Horizon (QX) or Sky West (OO) (e.g. A Flight~~
- 532 ~~Attendant living in Flagstaff would designate Phoenix, Arizona as the~~
- 533 ~~commuter city.).~~
- 534 2. ~~The commuter must make all reasonable efforts to arrive in their domicile or~~
- 535 ~~applicable co-terminal prior to their scheduled check-in time (i.e. one (1) hour~~
- 536 ~~prior to departure of the scheduled sequence). However, if two (2) consecutive~~
- 537 ~~scheduled flights from the commuter's designated city to the domicile or~~
- 538 ~~applicable co-terminal are cancelled due to weather in the designated city or in~~
- 539 ~~the domicile or applicable co-terminal, mechanical problems, Company~~
- 540 ~~conveniences or the flights are significantly delayed (the second flight is posted~~
- 541 ~~at least thirty minutes (:30) or more late), and such flights would have arrived in~~

- 542 the domicile or applicable co-terminal thirty minutes (:30) prior to scheduled
543 check-in time, the Flight Attendant will notify Crew Scheduling prior to scheduled
544 check-in and Crew Scheduling will have the option of assigning the Flight
545 Attendant to any one of the following:
- 546 a. ~~Allow the Flight Attendant to rejoin the Flight Attendant's scheduled~~
547 ~~sequence at the SIP or at a point mutually agreed upon between the Flight~~
548 ~~Attendant and Crew Scheduling.~~
 - 549 b. ~~Give the Flight Attendant another sequence from the Flight Attendant's~~
550 ~~commuter city or a later sequence in the Flight Attendant's domicile.~~
 - 551 c. ~~Assign the Flight Attendant as an APSB reserve in the designated commuter~~
552 ~~city.~~
 - 553 d. ~~If the Flight Attendant is assigned as an APSB reserve under 2.c., above, and~~
554 ~~not assigned a sequence within four (4) hours after being designated APSB~~
555 ~~reserve, the Flight Attendant will be assigned to a sequence the following day~~
556 ~~from the domicile city.~~
 - 557 e. ~~If the options above are not used by Crew Scheduling, the Flight Attendant~~
558 ~~will be granted a personal leave for the Flight Attendant's scheduled~~
559 ~~sequence of flying. If the Flight Attendant is granted a personal leave, s/he~~
560 ~~will be required to pick up "comparable Open Time" to replace the sequences~~
561 ~~lost within thirty (30) days after the date of the personal leave. If the Flight~~
562 ~~Attendant does not pick up Open Time within thirty (30) days, Crew~~
563 ~~Scheduling will assign the Flight Attendant to "comparable Open Time" and~~
564 ~~provide notification of the assignment.~~
 - 565 f. ~~If a Flight Attendant is not a registered commuter and receives a No Show~~
566 ~~for her/his flight, s/he will be released from any further scheduling obligation~~
567 ~~for that sequence and subject to Section 32 [Attendance Policy]. However,~~
568 ~~the Flight Attendant may be eligible for No Show Sequence Recovery per~~
569 ~~Section 10.CC. [No Show Sequence Recovery...].~~
- 570 3. ~~As used in 2.e., above, the term "comparable Open Time" will mean a four (4)~~
571 ~~day for a four (4) day; a three (3) day for a three (3) day; a two (2) day for a~~
572 ~~two (2) day; and a one (1) day for a one (1) day. In the event of a disagreement~~
573 ~~as to comparability, the Director of Crew Scheduling or her/his designee will~~
574 ~~make the final determination.~~
- 575 4. ~~The commuter will not be compensated for the TFP lost due to the personal~~
576 ~~leave. Flight Attendants will be compensated for the TFP actually flown if given~~
577 ~~another sequence. If the Flight Attendant is assigned as an APSB reserve and not~~
578 ~~used that day, the Flight Attendant will be credited one tenth (0.1) TFP for each~~
579 ~~six minutes (:06) of APSB up to a maximum of five (5) hours on APSB and~~
580 ~~credited with five (5.0) TFP per duty period of APSB.~~
- 581 5. ~~The Commuter Policy applies when a commuter is Junior Assigned.~~
- 582 6. ~~Registered Commuters will be given boarding priority over Company employees~~
583 ~~(and dependents) on pleasure travel and over all employees of other airlines on~~
584 ~~Alaska Airlines mainline flights.~~

585
586 The following sets forth the provisions concerning a Flight Attendant traveling to work.

587
588 1. Air Commuting Policy
589

590 The provisions set forth in this Agreement regarding air commuting apply only
591 to a Flight Attendant who lives in another city and commutes to her/his
592 domicile/co-terminal on AAG operated flights and who enrolls her-/himself with
593 the Inflight Department as a "registered air commuter".

594
595 a. Registered Commuter City

- 596
597 i. A Flight Attendant living in a metropolitan area served by the Alaska
598 Airlines flight schedule or airports served through Capacity Purchased
599 Agreements (CPA) by Alaska Airlines from Horizon (QX) or Sky West (OO)
600 must designate an airport in that metropolitan area as the "registered
601 commuter city" and such designation will extend to all airports in that
602 metropolitan area (e.g. A Flight Attendant living in Los Angeles, CA
603 metropolitan area must designate LAX as the registered commuter city
604 and could commute from any co-terminal.)
605 ii. A commuter residing outside of a metropolitan area as described in 1.a.i.,
606 above, must designate the airport closest to her/his residence or another
607 nearby airport with greater frequency to the Flight Attendant's domicile
608 served by the Alaska Airlines flight schedule or airports served through
609 CPAs by Alaska Airlines from Horizon (QX) or Sky West (OO) (e.g. A Flight
610 Attendant living in Flagstaff, AZ would designate PHX as the registered
611 commuter city).

612
613 b. Commuter Policy recovery options in G.3., below, will be available for
614 registered air commuters who have notified Crew Scheduling prior to the
615 start of her/his scheduling obligation (e.g. prior to check-in for scheduled
616 sequences, prior to the commencement of a reserve availability period, etc.)
617 if two (2) consecutive scheduled flights from the registered air commuter's
618 designated registered commuter city to the domicile/co-terminal are:

- 619
620 i. Cancelled due to weather (either in the registered commuter city or
621 domicile/co-terminal);
622 ii. Cancelled due to mechanical problem;
623 iii. Cancelled due to Company convenience; or
624 iv. Significantly delayed (the second flight is posted at least thirty minutes
625 (:30) or more late), and such flights would have arrived in the domicile or
626 applicable co-terminal thirty minutes (:30) prior to scheduled check-in
627 time).

628
629 2. Ground Commuting Policy

630
631 a. The provisions set forth in this Agreement regarding ground commuting
632 apply to all Flight Attendants (whether or not they are a "registered air
633 commuter"), including Flight Attendants who have picked up out of
634 domicile/co-terminal.

- 635
636 i. Ground commuting will encompass traveling to work by car (e.g. personal
637 vehicle, liveried transport, shared ride service excluding car pool options,

- 638 etc.), public transportation (e.g. ferry, light rail/train, bus, etc.) or other
639 ground transport method (e.g. bicycle, etc.).
- 640 ii. In the case of an unanticipated ground commuting failure, a Flight
641 Attendant may utilize the Commuter Policy recovery options in G.3.,
642 below, provided that s/he calls Crew Scheduling at least one hour (1:00)
643 prior to scheduled check-in time (e.g. one hour (1:00) prior to the
644 commencement of APSB or two hours (2:00) prior to departure for
645 scheduled sequences) and submits dated proof to management within
646 seven (7) days of the event.
- 647 iii. Dated proof may include, but is not limited to, evidence of vehicle
648 breakdown or accident, light rail/train service interruption, screenshot of
649 SIG Alert, 511.org snapshots showing unplanned road closures. If proof
650 is not provided within seven (7) days, then the appropriate Attendance
651 Policy points will apply.

652
653 Example: A Flight Attendant who is stuck in traffic on a freeway that is
654 shut down for three hours (3:00) due to a mudslide while on the way to
655 work.

656
657 Example: A Flight Attendant who is stopped on the light rail for one hour
658 (1:00) due to a power outage while on the way to work.

- 659
660 b. A "registered air commuter" traveling to work from her/his registered
661 commuter city to her/his domicile/co-terminal using air transportation then
662 ground transportation to her/his domicile/co-terminal, may utilize the Ground
663 Commuting Policy if s/he experiences an unanticipated ground commuting
664 failure following her/his commuter flight, s/he contacts Crew Scheduling and
665 submits dated proof timely.

666
667 Example: A Flight Attendant's report time is 3:00 PM out of BUR and s/he is
668 domiciled in LAX. The Flight Attendant chooses an AAG flight that departs
669 out of the New York metropolitan area (JFK, EWR, LGA) that lands at LAX at
670 12:00 PM. An unexpected shutdown of a roadway prevents her/him reaching
671 BUR prior to the check-in time.

- 672
673 c. A registered air commuter traveling to work from her/his registered
674 commuter city who experiences a delay getting to the departure airport,
675 causing her/him to miss the two (2) flight requirement 1.b., above, may
676 utilize the Ground Commuting Policy if s/he contacts Crew Scheduling timely.

677
678 Example: A PDX Flight Attendant has a planned SEA-PDX air commute to
679 her/his domicile that is scheduled to arrive prior to start of her/his scheduling
680 obligation. S/he encounters an unanticipated road closure that causes a
681 significant traffic delay resulting in the FA missing her/his flight(s).

- 682
683 d. Normal heavy traffic and a car running out of gas due to inadequate
684 planning are not legitimate uses for the Ground Commuting Policy.
- 685

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3. Commuter Policy Recovery Options
- a. 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:
- i. 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.
 - ii. 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.
 - iii. Assign the Lineholder to APSB in her/his registered commuter city, if applicable.
 - iv. If the Lineholder is assigned to APSB under 3.a.iii., 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.
 - v. 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, s/he 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.
 - vi. If a Lineholder is not a registered air commuter and receives a No Show for her/his flight, s/he 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...].
 - vii. As used in 3.a.v., 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 her/his designee will make the final determination.
- b. 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

- 734 elsewhere in this Section. However, in the event of a commuting failure,
735 Crew Scheduling will have the option of assigning the Reserve to any one of
736 the following:
737
- 738 i. Reassign the Reserve or allow the Reserve to return to the LTFA list once
739 the Reserve arrives in her/his domicile/co-terminal.
 - 740 ii. Assign the Reserve to APSB in her/his registered commuter city, if
741 applicable.
 - 742 iii. If the Reserve is assigned to APSB under 3.a.iii., above, and is not
743 assigned a sequence within four hours (4:00) after being assigned APSB,
744 the Reserve will be required to report for their next reserve assignment in
745 her/his domicile/co-terminal.
 - 746 iv. If the options above are not used by Crew Scheduling, the Reserve will
747 be granted a personal leave for the impacted day(s). If the Reserve is
748 granted a personal leave, s/he will be required to work with Crew
749 Scheduling to restore an equal number of reserve day(s) missed as a
750 result of the personal leave. Such restoration must occur within thirty
751 (30) days after the date of the personal leave. If the Reserve does not
752 contact Crew Scheduling to restore such day(s) within thirty (30) days,
753 Scheduling will assign reserve day(s) to the Reserve and provide
754 notification of the assignment.
- 755
- 756 4. Flight Attendants will not be compensated for the TFP lost due to the personal
757 leave granted as a result of commuting failure. Flight Attendants will be
758 compensated for the TFP actually flown if given another sequence or reserve
759 day(s), if applicable. If the Flight Attendant is assigned to APSB, the Flight
760 Attendant will be credited one-tenth (0.1) TFP for each six minutes (:06) of
761 APSB up to a maximum of five hours (5:00) on APSB and credited with five
762 (5.0) TFP per duty period of APSB.
 - 763
 - 764 5. Registered Air Commuters will be given boarding priority over Company
765 employees (and dependents) on pleasure travel and over all employees of other
766 airlines on Alaska Airlines mainline flights and on other airlines if applicable in
767 accordance with current Company policy at the time of the commute.

768 H. SECURITY AND LIGHTING FOR PARKING AREAS

- 769
- 770
 - 771 1. The Company will provide security and lighting in all parking areas designated as
772 Flight Attendant parking areas at no charge to the Flight Attendant. Where
773 permitted by Port Authority, a registered commuter whose commuter city is also
774 a Flight Attendant domicile may elect to have parking at the commuter city
775 instead of at her/his domicile. If the cost of the parking at the commuter city is
776 more than at the domicile, the Flight Attendant will pay the difference.
 - 777
 - 778 2. A Flight Attendant may decline Company-provided parking and instead receive a
779 flat rate allowance of seventy-five dollars (\$75) per month regardless of domicile
780 or whether s/he is a registered commuter or not. The allowance will be included
781 in her/his paycheck and will be paid as taxable income.

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ADDENDUM TO SECTION 28 DOMICILES

6. Can I change my registered commuter city?

Yes, in accordance with Section 28.G.1. [Commuter Policy]

7. Can registered "air" commuters and/or ground commuters use a Might Be Late?

Yes, registered "air" commuters and/or ground commuters may use the Might Be Late policy. Section 32.C.9. "Might Be Late" [Attendance Policy Definitions]

8. Are Horizon cities or flights covered in the commuter air commuting policy?

Yes, both Horizon (QX) and SkyWest (OO) as provided by the Agreement pursuant to Section 28.G.1. [Commuter Policy].

SECTION 29: PROFIT SHARING AND RETIREMENT

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 seven and one-half percent (7.5%).

C. ACCELERATED VESTING

A Member will be fully vested and have a non-forfeitable interest in the balance credited to her/his Matching Contributions Account if:

1. The employee becomes medically disabled; or
2. The employee retires at or after age sixty-five (65); or
3. The employee retires at or after age sixty (60) with a minimum twelve (12) years of ~~service with the Company~~ Seniority, or at or after age sixty-one and one-half (61 ½) and a minimum of ten (10) years of ~~service with the Company~~ Seniority.

SECTION 32: ATTENDANCE POLICY

C. DEFINITIONS

9. Might Be Late (MBL)

When a Flight Attendant calls prior to check-in (at scheduled initial check-in time of the sequence) and reports that s/he might be late:

- a. If the Flight Attendant scans in on time, or within five (5) additional minutes after her/his scheduled report time, after calling in MBL, no points will apply

826 E. CONTROL PROCEDURE

827 Absences as described above will be recorded in the following manner:

<u>Occurrences</u>	<u>Points Assigned</u>	<u>Reference</u>
No Show	3	<u>C.1.</u>
<u>Late Report</u>	1	<u>C.2.</u>
Reported Illness or Sick Leave On-Line Using Quarterly Point Reduction	0	C.3.
Reported Illness or Sick Leave On-Line after or without Using Quarterly Point Reduction.	½ point per day or partial day on the sick list, with a maximum of 2½ points per single continuous occurrence.	<u>C.4. and C.8.</u>
Short Sick Call	2½	<u>C.5.</u>
Sick Leave On-Line After Scheduled Check-In	Additional ½ point to Sick Leave On-Line	<u>C.6.</u>
Sick Leave On-Line	½ point per day or partial day on the sick list, with a maximum of 2 ½ points per single continuous occurrence (unless reduced by Quarterly Point Reduction)	C.7. and C.8.
Might Be Late (M.B.L.) – {When FA does not scan-in and reports to gate, or scan-in is <u>more than 5 mins</u> after scheduled report time}	½	<u>C.9.</u>
M.B.L. – {When scan-in is before scheduled report time or <u>within the 5 min grace period</u> }	0	C.9.
Failure to Report to Training Class	1	<u>C.10.</u>
JA with a doctor’s note	0	<u>C.12.</u>
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	<u>C.14.</u>
Unavailable for Contact	1 ½	<u>C.15.</u>
<u>Late Arrival to an Aircraft</u>	<u>0 (performance issue)</u>	<u>C.16.</u>

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ADDENDUM TO SECTION 32 ATTENDANCE POLICY

MIGHT BE LATE

18. What is the advantage of using a Might Be Late?

The Company is in better position to avoid a delay. If you think you might be late and don't use this option and subsequently are late for check-in, you will receive a Late Report (one (1) point). If you are late and Crew Scheduling subsequently replaces you with a Reserve, you will receive a No Show (three (3) points). Your call to Crew Scheduling regarding being late for your check-in will be considered a Might Be Late call. Alerting Crew Scheduling that you are on your way may help avoid a No Show. If the Flight Attendant scans in on time, or less than five (5) minutes after scheduled report time, after calling and has called in MBL, no points will apply per Section 32.C.9. "Might Be Late (MBL)" [Attendance Policy Definitions].

19. Once I call and say I might be late, what happens if I am late?

If the Flight Attendant ~~proceeds directly to the gate or does not~~ scans in ~~on time,~~ later than five (5) minutes after scheduled report time, points will apply pursuant to Section 32.C.2. "Late Report" or Section 32.C.1. "No Show" [Attendance Policy Definitions], as applicable.

If you scan in more than five (5) minutes after scheduled report time ~~late or arrive late to the gate~~ and Crew Scheduling has not replaced you with a Reserve, you will be assessed a Late Report (one (1) point). If you are not on board the aircraft before being replaced by another Flight Attendant, Reserve or Inflight manager assigned to the sequence (excluding pre-boarding) then you will be charged with a No Show and receive three (3) points. You must contact Crew Scheduling to let them know when you have arrived to avoid being replaced.

SECTION 35: DURATION

This Joint Collective Bargaining Agreement, except as otherwise specifically stated, will become effective upon ratification of the AFA Alaska Airlines-Virgin America Merger Agreement and will continue in full force and effect through December 17, 2021, and shall renew itself without change until each succeeding December 17 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 December 17, 2020, or any December 17th thereafter.

The parties agree to engage in Section 6 negotiations for a period of twelve (12) months; if no tentative agreement has been reached at the end of twelve (12) months, the parties will jointly request mediation under the auspices of the National Mediation Board.

875
876 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 9th
877 day of February 2018.
878

879 FOR:
880 ASSOCIATION OF FLIGHT
881 ATTENDANTS-CWA, AFL-CIO
882

FOR:
ALASKA AIRLINES, INC.

883
884 /s/ _____
885 Sara Nelson
886 International President
887

884 /s/ _____
885 Jeff Butler
886 Vice President, Inflight & Call Center Svcs
887

888
889 /s/ _____
890 Jeffrey Peterson
891 Master Executive Council President
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889 /s/ _____
890 Greg Mays
891 Vice President, Labor Relations
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893
894 /s/ _____
895 Jennifer Wise MacColl
896 Negotiating Committee Member
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894 /s/ _____
895 Elizabeth Ryan
896 Managing Director, Labor Relations
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898
899 /s/ _____
900 Jamie Cogen
901 Negotiating Committee Member
902

899 /s/ _____
900 Emily Kimmel
901 Manager, Labor Relations
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903
904 /s/ _____
905 Lindsey Steele
906 Negotiating Committee Member
907

908
909 /s/ _____
910 Paula Mastrangelo
911 Senior Staff Negotiator