

SUMMARY OF THE **AS** TRANSITION AGREEMENT

v.2018.03.04.1500

Definitions

DOR (Date of Ratification): The date of the ballot count of the AFA Alaska Airlines-Virgin America Merger Agreement (“Merger Agreement”) affirming that the Merger Agreement and related Agreements have been ratified.

JCBA (Joint Collective Bargaining Agreement): JCBA effective DOR through December 17, 2021

Compensation

4.5% Pay Rates Increase - *Retro to 1.1.2018*

1.5% Pay Rates Increase 12.17.18

1.5% Pay Rates Increase 12.17.19

2.5% Pay Rates Increase 12.17.20

Occupational and “Competitive Bidding” Seniority Synch-up: For revised competitive bidding seniority and occupational longevity dates. Occupational Seniority revised to include credit for time spent in initial training as provided for in the Integrated Seniority List, certified by the Seniority Merger Integration Committee (SMIC). Revised Occupational Seniority applicable to pay rate anniversary, Longevity Premium, and Vacation accrual. [NOTE: Credit for initial training will not result in one AS FA going ahead of another AS FA (or one VX FA going ahead of another VX FA) on the Seniority List.]

Quarterly Productivity Premium (QPP) → Productivity Premium Program (PPP)

For Q1 and Q2 2018 Quarterly Productivity Premium (QPP) remains the same

Effective July 2018 Productivity Premium Program (PPP) Replaces QPP

- Vacation (paid and unpaid) and Longevity PTO count toward Worked TFP for purposes of PPP
- To qualify for PPP, FA must be credited 5 TFP above bid award value (*paid/unpaid vacation & Longevity PTO inclusive*)
- July 2018 – PBS bid award equivalent + 5 TFP = \$350
- August 2018 - PBS bid award equivalent + 5 TFP = \$350
- September, October and November 2018 (as a block) - Combined monthly PBS bid award equivalent + 15 TFP = \$450;
- December 2018 - PBS bid award equivalent + 5 TFP = \$350

Productivity Premium Program (PPP) 2019 and beyond: *Reference Summary of CBA Changes*

SUMMARY OF THE **AS** TRANSITION AGREEMENT

v.2018.03.04.1500

Attendance Policy

Two (2) Attendance Points Bank/Credit: 2 additional bank points/credits for each Alaska FA – Effective DOR. FAs may bank up to 10 bank points in conjunction with the 2 additional points and other one-time credits previously received.