



Quarterly Reserve Meeting Minutes

Thursday, June 16, 2016

10 AM – 2 PM Main Cabin Room 263, Alaska Airlines Flight Operations Building, Seattle

Present: Jarod M (MEC), Brandon B. (LAX), Harold S. (ANC), Carole B. (SEA), Bethany G. (PDX), Kristen Y. (SAN), Jeffrey P. (MEC President), Brian P. (MEC VP), Rachael Mattioli (Alaska).

AFA Meeting (10 AM – 11:30 AM)

- I. Call To Order
- II. Announcements
- III. Approval of Minutes – *Carole moves to approve, Harold seconds & all approved*
- IV. MEC Chairperson Report
 - *Classes – 5 this year, up to 8 next year, possibly stacked as AM/PM. UPDATE: Looks like 7 classes, staggered through year (no AM/PM). Jeff also indicated that the class level could increase in 2018. He indicated that 3 or 4 classes would more than likely be needed to cover contract integration alone.*
 - *Issues – Anytime you have an issue in base, please “cc” your LEC Pres. or the LEC Officer your committee reports to as well as MEC Chair. (Jarod) on all communications so they can be tracked. If you deal with it on the phone, please type up a quick email to both so they are in the loop.*
 - *Monthly Items Being Posted – Is each base doing this? Not totally, bases will make better effort to do this moving forward. Also will work on a document for implantation and other reserve issues to be distributed to reserves.*
 - *Does your Committee have enough people for the hiring boom? Seattle is currently looking for new committee members, PDX and ANC both have an additional person and LAX just added 2 people and (UPDATE6/19) one additional person being added soon.*
 - *New ticketing program – More information will come on this at the September meeting.*
- V. Local Chairperson Reports
 - A. *ANC – No concerns, few changes in the committee happening. There is a FA in ANC that has their own page (an ANC resource page) and unfortunately a large amount of information that is being posted is not correct. AFA is researching to see what they can do.*
 - B. *SEA - Busy like always. Tons of questions from class 1 and already class 2. Some hotel issues (FA in SFO was given “motel” style accommodations, already*



agreed upon that it was not acceptable and in contact with API. Jodi Snow is working on this from the hotel side.

- C. PDX – *Not much going on in PDX.*
- D. LAX – *Everything is going well in LAX, they are getting their FB page active again and people are really helping people out.*
- E. SAN – *Ken took his position as supervisor and stepped down within a few weeks, management seems pretty upset. Other than that, nothing really going on. Few out of order assignments and pay issues that were handled already.*

VI. AFA Business

- Reserve Self Assignment to follow contract language. *Testing for RS self is currently happening. There have been a lot of bugs getting this to work with eMaestro. Testing will continue and if the bugs can be worked out, then it will go live prior to the roll out of the new scheduling system. UPDATE: This was a carryover item, as of 6/16/2016 it does not appear that this will roll out prior to the October 1 contractual date, more information will come.*
- Reserve Reposition Calendar- *is scheduled to roll out with the JCT system on October 1, 2016.*
- Reserve Tidbits Ideas – send to Jarod.
- Jeff discussed Domicile rest per Sec 11.A & Sec.11.B.. However, there is nothing in the contract in regards to legalities, so the trip officially can't be removed. You can be reduced, but cant break FAR's. There are some conversations on what happens, and more information will come out on this at a later date. This is being added to ADR. *UPDATE 6/16/2016, this issue is currently at ADR. More information to come.*
- Payroll and when to fill out a form. Normally if you see it in eMaestro, then you don't need to fill out an activity form (sits, etc.). Stranded pay still needs to be turned in. If in doubt, fill it out.
- Discuss Callout order – *Discussed how callout works in regards to number of days, reserve classification and all other flying preferences. In regards to preferences, Reserve Committee still believes that everyone should opt out of 4K flying, therefore always receiving premium pay when they receive.*
- Conversions without notifications - *it has come to the attention of the committee that a lot of people are getting converted to ER (either legally or not) and then not notified. If you are converted and not notified we would like to know so we keep a tally on exactly how often this is happening.*
- Lineholders and breaking of blocks – *Scheduling management does not believe that a lineholder that picks up a block of reserve days should be able to split it the*



same as if a reserve picks up. AFA does not agree with this and is moving this on to the ADR agenda.

- *4K Turns and tagging – there is an issue on this later in the agenda, but committee discussed and we are all in agreement that the definition of a 4k turn is a single sequence with 2 legs and that it would not be legal to tag a reserve for additional flying.*
- *Hotels in domicile – would like to find out how many people have been turned down a hotel for a sit over 4 hours in any outstation. AFA believes that an outstation would be ANY city other than their own base.*
- *Probationary Supervisor (ANC) – it appears that the new supervisor in ANC Robyn will possibly be overseeing all probationary FA's system wide. More information will come on this.*

Joint Meeting (12:00 PM – 12:45 PM)

VII. Management Report

- Stats (see bottom of minutes)

VIII. New Business

- *Classes this year. Any idea where the staffing will go. – Staffing will continue as it has more than likely in regards to where they will go.*
- *Update on software – Are we still on track for October 1 launch? Currently on track.*
- *Update on Reserve Self-Assignment – Will we be launching on October 1 or earlier?*
- *Is staffing is where we want it in each base?*

IX. Old Business

X. Good & Welfare

- Next Meeting: September 9, 2016

XI. Adjournment



AFA Business Agenda Items

A.15.003 – Issues with orientation in ANC

Origin: Jarod McNeill/Karrie Wessely (MEC/ANC), 03/05/2015

There have been ongoing issues with how orientations go in the ANC base. This is different then how orientations are conducted in other bases. Other bases really work with AFA to make sure that they have enough time to conduct their business, as well as do everything that needs to be done on the company's behalf (tours, computer training, etc.). In ANC, the slotted amt of time has dwindled over time to less then the other bases receive. Also in other bases, the times are never interrupted by management or other groups. In ANC, visitors interrupt and take away even more time from AFA.

03/05/2015: Jarod will have a conversation with management on trying to bring the format inline at all bases. More information will come. 12/5/2015 – Maybe with the change in management this will be a great time for the RS Committee/Lisa to work with the new manager and foster a good relationship in regards to future orientations. 3/10/2016 New management is ANC, conversations have started, however it appears the company will no longer hold orientations in the bases, so more information will come.

5/25/16: orientations are being held in Seattle moving forward, will keep this on the list temporarily for summer classes that might have orientation in base.

Owner: Jarod McNeill, **Target Date:** 10/31/2016.

A.16.001 – Class 16-2 and Hotels being provided

Origin: Jarod McNeill (MEC), 5/25/2016

Issues with the schedule of the current class and the amount of time between training and starting reserve. Concerns with FA's being given enough time to find housing, transportation and get things ready for their moves to their new domiciles.

All remaining classes have 10-14 days between graduation and starting reserve so this should not be an issue in the future. Ron Calvin has agreed to 7 days of hotel for anyone needing it from class 16-2 because of the tight turn around. If additional time is needed they can work with management within their base. Also, if they are in LA and at the hotel, and are called out for a co terminal, shuttles will be provided.

Owner: Jarod McNeill, **CLOSED:** 6/3/2016.



A.16.002 – Orientations being held in Seattle for all bases

Origin: Jarod McNeill (MEC), 06/01/2016

The company has decided to move orientation for all bases to Seattle moving forward. This will eliminate the need to have orientation at domicile, but will also be problematic in having the ability to give tours of the base etc.

There are mixed feelings on this, the negative is not being able to show the reserves their own base and airport information etc. The positive is that by having the orientation directly after graduation, it gives 2 weeks for those that need time to return home prior to starting, however those that already live in their base are able to pick up some trips to make some money (since they receive their crew badges at orientation).

Owner: Jarod McNeill, **CLOSED:** 6/16/2016.

A.16.003 – Order of contact for issues/chain of command

Origin: Jarod McNeill (MEC), 06/01/2016

As we move forward and our company is growing, it is important to remember the order of management contact when you have issues. Please make sure you are reaching out to the correct people.

As a reminder, base managers should not be the go to person for reserve issues. You need to contact scheduling management. Whether we agree or disagree with the outcome or whether there are personality conflicts this is the chain of command. If you are not in agreement with what is decided, bring to Jarod's attention to take a deeper look into.

Owner: Jarod McNeill, **CLOSED:** 6/16/2016.

A.16.004 – Reserve and 118.2

Origin: Jarod McNeill (MEC), 06/01/2016

118.2 Flying for Reserves – AFA would like all flying (picked up or called out for) to be included on this, currently at ADR/Grievance level and will possibly move on to arbitration.

Owner: Jen Wise-Macoll, **Target Date:** 7/31/2016.



Joint Meeting Agenda Items

16.004 – API and Shuttles

Origin: Nancy Munoz & David Lehman (LAX), 3/17/2016

FA's are getting picked up early hours of morning from shuttles to go to SAN. All they are being told by driver is "Alaska".... It should be possible to give lic place number/van number or driver name from API ahead of time. If UBER can do it, API can. It's a huge safety concern for FA's when happening early in the morning.

3/17/2016 this issues has been added to the ADR list. We consider it a safety issue.

6/16/2016 this issue is still on ADR. We were told that Rachael had new procedures in place to accommodate the crew member automatically whenever surface deadheading that would provide drivers name, company, van color, plate # ETC ETC, however it was stated in the meeting that there is no procedure in place that it is the same as before, they will try to provide with company name, writing on the van etc. Being re-discussed at the next ADR.

Owner: Jennifer Wise-Maccoll , **Target Date:** 6/31/2016

16.005 – Less then 9 Hour call out and the Night Rule

Origin: Melissa Stanek & Bethany Gilbo (PDX), 6/1/2016

██████████ Arctic was given less then a 9 hour call out for a trip with a 7:40pm report to fly to LAX and then to ANC. Flight landed in ANC at 4:13am with a release of 4:28 ANC time, however the trip started in PDX so release was 5:28 where the trip originated and should be due 1.5x pay. Denied by payroll stating that they use local time where the plane landed to determine this. It was stated that payroll always uses local time where the plane lands, not where the flight originates, but the contract states otherwise. UPDATE: This was discussed with Payroll (Debbie B) and they were not aware of this change to the contract so they have not being doing this. Premium pay will be paid on this ASAP and they are going to pull all denied pay request claims to see if any others are due pay. Update to come.

Owner: Jarod McNeill, **CLOSED:** 6/15/2016

16.006 – Trip Taken away and put into Premium

Origin: Brandon Bussey (LAX), 6/13/2016

██████████ was given a PDX turn on 6/4/2016, assignment #██████████. It was later taken away and then placed into open time for premium. Need to find out why, and if there was absolutely nobody else that could cover it.

This was in fact illegal and was an out of order assignment. Scheduling has been following the wording "self assignment" when it comes to this issue however per the contract this was to



include an assignment given directly by scheduling. FA will be paid 1.5x for the assignment that was given to her and she should submit an activity claim form.

Owner: Jarod McNeill, CLOSED: 6/16/2016

16.007 – Shuttles for LAX FA's from class 16-2

Origin: Jarod McNeill (MEC), 6/1/2016

Just want to put on the agenda to ensure that schedulers have been notified that if members of class 16-2 request a schedule at the time of call out to a co-terminal that it will be assigned at that time as agreed upon by Ron Calvin, Denia Pisia and Kieran.

Racahel has stated that nothing is in place to do this and that she has not been notified by Ron C. to do so. Jarod will follow up with Ron Calvin on this issue. It is AFA's position that the shuttle should be offered at the time of assignment there fore not shortening call out time. If the FA is given a 2 hour call out to the co terminal, and scheduling does not have a shuttle to pick them up immediately, the FA will not be responsible for being late to the plane etc., this will be scheduling's responsibility. More information to come.

UPDATE 6/17/16 Rachael has confirmed that shuttles will be offered at the time of callout.

These will not count towards the FA's duty day (just as if they were driving themselves) nor will they be listed as a LIMO. Jarod has requested additional information. His worry is that if they receive a 2-hour call out, request a shuttle and have to wait 1 hour for that shuttle. He wants to make sure that the FA will not be penalized if they get to the co terminal late.

Owner: Jarod McNeill, Target Date: 6/29/2016

16.008 – Hotel not available

Origin: Harold Sunkel (ANC), 6/1/2016

Hotel was not assigned yet when crew returned to Portland the hotels were still not assigned even though scheduling had ample time to make sure they were. Crew automatically went to the Shilo thinking that is where they would be, however Shilo was oversold. Finally after a wait the Shilo was able to shift things around on their own and find rooms but it was already 11pm. Issues with scheduling being proactive on getting hotels and API are still happening. At what point will the scheduler just use the credit card to book.

Rachael is looking into this matter. As of now not sure if it was on the API side or AS side, however AFA's position is that it doesn't matter, either way the hotel should have been available upon landing, there was PLENTY of time to get it assigned and CS dropped the ball.



Requesting that committee gets word out to FA's to let us know for every delay in hotel assignments moving forward.

Owner: Target Date: 6/31/2016

16.009 – Day Room not Provided

Origin: Carole Babcock (SEA), 6/15/2016

██████████. Was scheduled to Sit 4 hrs. 4 min in ANC. When she got there, @ 1904 she called CS for a Day Room. They denied it, saying she was at a base. She talked to Tom, SEA Supr and he agreed, she did not get a room. We talked and reviewed the contract, knowing she should have been provided a Day Room. At 2122, 55 min prior to her Report, CS called and offered her a room at the Comfort Inn downtown. They told her she would have to call for transportation. Her and I talked, evaluating if there was value in trying to go to the hotel. She called the hotel and they said it would be 15 min to get to the airport, 15 min back, 15 min to airport = 45 min. Really, an unrealistic offer when they knew her report was in 55 from the time they called her. Why are our Reserves being treated so disrespectfully? We understand (don't agree) that the company has recently changed their interpretation of when day rooms should be provided, but to wait until 55 minutes prior to report and then offer one is a complete slap in the face to the flight attendant, knowing it would take 15 minutes for the shuttle to get to the airport, 15 minutes back to the hotel, then 15 minutes back to the airport, that's 45 minutes of the 55 minutes!!!!

UPDATE: This has been resolved, moving forward hotels will be provided in any station OTHER than your own domicile. Also AFA is requesting that the FA's be compensated the equivalent of what the hotel would have cost.

Owner: Jenn Wise-Macoll CLOSED: 6/16/2016

16.010 – Out of Order Assignment

Origin: Carole Babcock (SEA), 6/15/2016

6/6. ██████████. FLY. Given trip as an AM Reserve evening before so is pulled off of LTFA. Sometime during the night they took it from her and gave to another AM FA, ██████████

██████████. This is an Out of Order Assignment. This happens often to many AM FAs.

This is being researched by scheduling, will pass on when information is found out. Might take a few days.

Owner: Jarod McNeill Target Date: 6/20/2016



16.011 – 4K PAY

Origin: Carole Babcock (SEA), 6/15/2016

██████████. Was originally involuntarily assigned a 4K turn and then given additional flying upon return. When she submitted the ACF, they only paid her 1.5 X The value of the turn. However, per Section 10.DD.10.d the Entire Sequence should have been paid. *This issue is being researched more information to come. AFA believes that since the definition of a 4k turn states that it should not consist of more than 2 duty legs that this was not a legal assignment to begin with. Added to ADR.*

UPDATE 6/17/2016 Management is in agreement with AFA that this was not legal. FA has put in an Activity Claim Form for premium pay.

Owner: Jarod McNeill, **CLOSED:** 6/17/2016

16.012 – Email Notification going to Junk

Origin: Carole Babcock (SEA), 6/15/2016

██████████. Landed, no email, no ACARS went home. Woke up to see she had a NS and an assignment. CS said they emailed her. It went into clutter. Given 3 pts., does not feel that this is fair. ██████████ has had the same experience. If the company provides these devices they need to maintain the email service and make sure that email is going to the correct spot without programming by the FA. NO Shows should be removed.

Rachael stated that they tell the new class to check their junk folders. AFA does not agree that a FA should be required to check folders other than their inbox. This device is provided by Alaska Airlines and should support email. If they do not want to provide a tool that gives the needed service then they should be utilizing ACARS 100% of the time. Rachael did state that reserves should be checking for clutter and that responsibility of contacting scheduling relies on the reserve, even if the pilots do not pass on the ACARS information. AFA disputes this and will submit this for ADR. The company needs to work on removing the clutter box/folder so all email goes into the inbox prior to providing these to FA. Rachael has said that FA's are encouraged to call scheduling at the end of their sequence if they are unsure, but calling is not required per the contract.

Owner: Jarod McNeill, **Target Date:** 6/31/2016



Quarterly Stats:

Sick Calls by Base

March: %LH/R
 ANC: 10.4/3.3
 SEA: 12.2/5.6
 PDX: 10.7/7.8
 LAX: 11.3/6.9
 SAN: 9.6/2.4
 TOTAL: 10.8/5.2

April: %LH/R
 ANC: 8.4/4.0
 SEA: 12.4/6.5
 PDX: 12.8/5.5
 LAX: 12.0/6.9
 SAN: 10.9/3.0
 TOTAL: 11.3/5.2

May: %LH/R
 ANC: 8.7/2.0
 SEA: 11.7/6.2
 PDX: 13.1/6.7
 LAX: 10.4/7.9
 SAN: 10.5/3.8
 TOTAL: 10.9/5.4

Personal Drops by Base LH/R:

March:
 ANC: 5/1
 SEA: 6/45
 PDX: 3/3
 LAX: 1/4
 SAN: 0/1
 TOTAL: 15/54

April:
 ANC: 2/0
 SEA: 2/0
 PDX: 0/0
 LAX: 0/0
 SAN: 0/0
 TOTAL: 4/0

May:
 ANC: 2/0
 SEA: 6/19
 PDX: 0/1
 LAX: 4/1
 SAN: 2/0
 TOTAL: 14/21



Tags by Base:

March:

ANC: 7
SEA: 184
PDX: 14
LAX: 6
SAN: 0
TOTAL: 211

April:

ANC: 1
SEA: 229
PDX: 8
LAX: 7
SAN: 4
TOTAL: 249

May:

ANC: 2
SEA: 218
PDX: 4
LAX: 4
SAN: 1
TOTAL: 229

Average TFP Flown (RESERVE):

March:

ANC: 66.1
SEA: 72.7
PDX: 70.4
LAX: 62.5
SAN: 52.5
SYSTEM: 69.1

April:

ANC: 63.7
SEA: 75.8
PDX: 72.4
LAX: 64.3
SAN: 62.6
SYSTEM: 71.9

May:

ANC: 50.8
SEA: 75
PDX: 69.9
LAX: 58.8
SAN: 61.7
SYSTEM: 68.3

Average TFP Flown (Line Holder):

March: 59.1
April: 58.9
May: NA