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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.

40
41 **SECTION 3: RECOGNITION**

42
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 the last three (3) numbers of the individuals' PeopleSoft number
126 date-of-birth, with the older lower number being more senior. If the last three
127 (3) digits are the same, then the last four (4) digits will be used as a tie-breaker
128 using the same convention. This provision will be implemented with the first
129 Initial Training class following Date of Ratification.
130

131 C. SENIORITY LIST

132
133 The Company will provide a copy of the permanent Flight Attendant System
134 Seniority List, revised no more than once each month, in a place mutually acceptable
135 to the Company and the Association. The Company will also provide a list of Flight
136 Attendants who have transferred to supervisory or other non-flying duties directly
137 related to the Flight Attendant duties, revised whenever a Flight Attendant on such
138 list transfers back to the Flight Attendant duties and on every January 1; such list
139 will record each individual's Occupational Seniority date and the date the individual
140 transferred to supervisory or other non-flying duties directly related to the Flight
141 Attendant duties.
142

143 E. TRANSFERRING TO / FROM SUPERVISORY OR OTHER NON-FLYING DUTIES
144 If a Flight Attendant transfers to supervisory or other non-flying duties the following
145 provisions will apply:

146
147 1. Transferring to a Supervisory or Other Non-flying Duties Related to the Flight
148 Attendant Duties

149
150 A Flight Attendant transferred to a supervisory or other non-flying duties directly
151 related to the Flight Attendant duties will continue to retain and accrue Company
152 Seniority and Occupational Seniority for a period equal to the supervisor's years of
153 accrued seniority as a Flight Attendant. Thereafter, ~~such supervisor s/he~~ will retain
154 but not accrue Occupational Seniority. Any subsequent transfer to such duties does
155 not 'reset' a Flight Attendant's maximum accrual of Occupational Seniority pursuant
156 to this provision. For the period of time that the Flight Attendant is transferred,
157 s/he will be removed from the published domicile position lists.

158
159 **SECTION 10: SCHEDULING**

160
161 A. PREFERENTIAL BIDDING SYSTEM (PBS)
162 The Company will utilize and maintain a Preferential Bidding System (PBS), meeting
163 the requirements in this Section and any other terms, which have been mutually
164 agreed upon by the Company and Association, for the construction and awarding of
165 flight schedules and Reserve Lines of Time. The Company will provide monthly bid
166 packages and awards.

167
168 1. Flight Attendants will use the PBS agreed to by the parties unless an alternative
169 method has been approved by the Company and the Association. A method of
170 alternative bidding will be made available to Flight Attendants in the event of a
171 system failure.

172
173 2. A Standing Joint PBS Committee will be composed of three (3) members from
174 the Company and three (3) members from the Association, in addition to the
175 Association Scheduling Chair. The Association members will have continuing PBS
176 involvement in conjunction with the Scheduling Committee.

177
178

179 **SECTION 12: EXCHANGE OF SEQUENCES**
180 **&**
181 **SECTION 12: EXCHANGE OF SEQUENCES: BACK TO BOOK**
182

183 C. TRADING PROCEDURES
184

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

SAN	9:00 AM	PT
SFO	<u>9:00 AM</u>	<u>PT</u>
PDX	10:00 AM	PT
ANC	11:00 AM	PT
LAX	12:00 PM	PT
SEA	2:00 PM	PT

186
187 4. If a new domicile is opened while this agreement in in effect, that domicile will
188 open for trading beginning at ~~9:00~~ 10:00 AM PT, and each additional new domicile
189 will open on the next hour (e.g. ~~10:00 AM PT~~, 11:00 AM PT, 12:00 PM PT, etc.).
190

191 **SECTION 14: VACATIONS**
192

193 A. VACATION / LONGEVITY PAID TIME OFF (PTO) ENTITLEMENT
194

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

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

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

216 entitlement reduced by one twelfth (1/12) the annual entitlement for each such
217 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

218

219 **SECTION 14: VACATIONS – ADDENDUM**

220

221 **5. #5. Will my entitlement to vacation be reduced due to a leave of absence?**

222

223 No, unless you do not achieve the 480 TFP annual requirement subject to the
224 provisions in 14.A.4. [Vacation/Longevity Paid Time Off...], as modified by 15.M.
225 [Leaves with Coordination...], 15.N. [Unpaid Leaves...]. Unless a Flight Attendant has
226 some // Worked TFP, vacation pay or sick leave in a bid month during a leave of
227 absence, the Flight Attendant will have her/his annual vacation entitlement reduced
228 by one twelfth (1/12). Sections 14.A.1. and 14.A.2. [Vacation/Longevity Paid Time...]
229

230

230 **Section 15: Leaves of Absence**

231

232 C. MEDICAL LEAVE OF ABSENCE

233

234 2. A Flight Attendant granted a medical leave of absence (including a probationary
235 Flight Attendant) will retain and continue to accrue seniority, except that in no
236 case will a medical leave of absence exceed a total continuous period of ~~one (1)~~
237 four (4) years unless extended by consent of the Company. ~~in which case it may~~
238 ~~not exceed a total continuous period of four (4) years.~~ (Workers' Compensation
239 Leaves are not subject to the limitations contained in this paragraph).
240

241

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

242

243 2. Coordination with Vacation/Longevity PTO:

244

245 c. If a Flight Attendant has no paid vacation for a calendar year due to not
246 meeting the 480 requirement in Section 14.A.4. [Vacation/Longevity Paid
247 Time Off...], s/he may utilize her/his maximum possible vacation entitlement
248 and Longevity PTO on the same basis as 23.B.1.c. [Eligibility for Insurance]
249 (based on years of service, no pay or flying requirement) to coordinate in
250 order to maintain medical insurance.
251

251

252 Examples:

253

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

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

260
261 2. A Flight Attendant has thirty-five years of Company Seniority and twenty-
262 five (25) years of Occupational Seniority and could potentially have thirty-
263 five (35) days of vacation and seven (7) days of Longevity Paid Time Off
264 credit, but s/he did not meet the four-hundred eighty (480.0) TFP
265 threshold the year prior and therefore has no paid vacation. Regardless,
266 forty-two (42) days of combined vacation/Longevity PTO will be credited
267 towards her/his "vacation coordination bank" for the purpose of
268 maintaining medical insurance.

269
270 3. The unpaid days from the "vacation coordination bank" in the above
271 examples will be applied per 2.a. above for insurance qualification. This
272 'soft credit' will not apply for qualification for any other application.
273

274 **SECTION 15: LEAVES OF ABSENCE – ADDENDUM**

275 276 **5. Do I accrue seniority while on a leave of absence?**

277
278 Yes, you continue to accrue seniority during an approved leave of absence. Personal
279 Leave, up to one hundred twenty (120) days for a Parental Leave, and up to one
280 year for a Medical, Maternity or Workers' Compensation Leave. If your Medical,
281 Maternity or Workers' Compensation Leave is extended by consent of the Company,
282 you will continue to accrue seniority for the entire period. Section 15.C.2. [Medical
283 Leave...]
284
285

286 **SECTION 18: REDUCTION IN FORCE**

287

288 **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

289

290 **SECTION 20: BOARD OF ADJUSTMENT**

291

292 **N. SYSTEM BOARD PANEL SELECTION**

293

294 **2. Scheduling Dates**

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

298

299

300 **SECTION 21: COMPENSATION**

301

302 A. STEP RATES OF PAY

303

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

		+4.5%	+1.5%	+1.5%	+2.5%
	Pre-DOR Rate	1/1/2018	12/17/2018	12/17/2019	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

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

306

307 B. ANNIVERSARY STEP INCREASES (IF APPLICABLE)

308

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

317

318 C. LONGEVITY PREMIUM

319

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

324

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

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

329

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

338

339 H. HOLIDAY PREMIUM

340

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

347

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

353

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

361

362 R. QUARTERLY PRODUCTIVITY PREMIUM PROGRAM (QPP) (PPP)

363

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

369

370 a. To qualify for the PPP in any of these months, a Flight Attendant's
371 Worked TFP plus any paid vacation credit (inclusive of Longevity Paid
372 Time Off) and unpaid vacation credit of four (4.0) TFP per day in that
373 month must meet or exceed the TFP equivalent of the Flight Attendant's
374 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.

- 375 b. Individual Block Months: TFP Requirement for each individual month*:
- June June’s bid award TFP equivalent plus 5.0 TFP
 July July’s bid award TFP equivalent plus 5.0 TFP
 August August’s bid award TFP equivalent plus 5.0 TFP
 December December’s bid award TFP equivalent plus 5.0 TFP
376 **\$350 premium paid for each qualifying month. Vacation credit (paid and unpaid) and*
377 *Longevity PTO count toward meeting the premium TFP goal. See R.1., above.*
378
- 379 2. The Productivity Premium Program (PPP) for the bid months of January,
380 February, March, April, May, September, October and November will be
381 considered collectively as a block.
- 382 a. To qualify for the PPP in this block of months, a Flight Attendant’s
383 Worked TFP plus any paid vacation credit (inclusive of Longevity Paid
384 Time Off) and unpaid vacation credit of four (4.0) TFP per day in that
385 block must meet or exceed the TFP equivalent of the Flight Attendant’s
386 combined monthly PBS bid awards by at least forty (40.0) TFP. PPP for
387 this block of months will be compensated at one-thousand one-hundred
388 (\$1100).
- 389 b. Collective Block of Months: TFP Requirement for combined months*:
- January, February, All 8 month’s combined bid award TFP
 March, April May, equivalent plus 40.0 TFP.
 September, October
 and November
- 390 **\$1100 premium paid when qualifying for the entire block of 8 months. Vacation credit (paid and unpaid)*
391 *and Longevity PTO count toward meeting the premium TFP goal. See R.2., above.*
392
- ~~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 | |
- 393 ~~6. 5. QPP PPP is eligible for 401(k) Company match (pursuant to Section 27.B.~~
394 ~~[401(k) Company Match]).~~
- 395
- 396 ~~7. 6. Taxes on QPP PPP will be withheld consistent with the applicable Internal~~
397 ~~Revenue Service Individual Tax Rate Schedule and the Flight Attendant’s~~
398 ~~current Form W-4 withholding allowances.~~
- 399
- 400 ~~8. 7. QPP PPP payouts are considered “incentive pay” under the Performance~~
401 ~~Based Pay (PBP) plan. The determination of whether QPP PPP payouts are~~
402 ~~PBP eligible earnings are governed by plan rules and~~
403 ~~therefore QPP PPP payouts are not PBP eligible earnings under the current~~
404 ~~plan.~~
405

406 **ADDENDUM TO SECTION 21**

407

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

409

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

413

414 **SECTION 23: INSURANCE BENEFITS**

415

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

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

420

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

425

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>

426

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

429

430 **B. ELIGIBILITY FOR INSURANCE**

431

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

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

440

Examples:

441

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

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

457 SECTION 24: GENERAL & MISCELLANEOUS

458 11. Provisions for Registered Air Commuters

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

- 462
- 463 a. S/he must call the court on a daily basis to learn whether s/he has jury duty
464 the following day, and s/he must begin her/his commute (including adequate
465 time to travel to the airport) prior to the time she would learn whether she
466 has jury duty; or
 - 467 b. S/he is scheduled to fly a sequence that ends too late for her/him to commute
468 to her/his registered commuter city to perform jury duty the following day.
 - 469 c. The scheduled arrival time of her/his commuter flight into the registered
470 commuter city is less than ten hours (10:00) prior to the start of jury duty.
 - 471 d. The scheduled check in of the first commuter flight (of the "two flight
472 difference" under the air commuting provisions of the Commuter Policy) is less
473 than ten hours (10:00) following the release from jury duty.
474

475 SECTION 27: GENERAL ASSOCIATION

476 P. COMPANY BUSINESS FLIGHT PAY LOSS (CB)

- 477
- 478 1. It is expressly recognized that the MEC President, LEC President(s) and other
479 named positions with the Association are an integral part of the resolution of
480 disputes between the Company and Association. Furthermore, it is expressly
481 recognized that Flight Attendants are in a unique situation in that they work by
482 design at intermittent intervals. Flight Attendants are not regularly scheduled to
483 be on the Company premises during the regular work week. The parties
484 expressly recognize the need to have Association officers and other named
485 positions regularly available for weekly meetings and conferences related to the
486 administration of the Agreement. In consideration of the Association's agreement
487 to make the President(s) and other named Association positions available on a
488 regular basis during the regular work week and business hours of the Company,
489 the listed Association officers will be compensated as follows:
490
491

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

508 SECTION 28: DOMICILES

509 G. COMMUTER POLICY

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

- 515
- 516 1. ~~The rules set forth in this agreement apply only to Flight Attendants who register~~
- 517 ~~her /himself with the Inflight Department as a commuter.~~
- 518 a. ~~A Flight Attendant living in a metropolitan area served by the Alaska Airlines~~
- 519 ~~flight schedule or airports served through Capacity Purchased Agreements~~
- 520 ~~(CPA) by Alaska Airlines from Horizon (QX) or Sky West (OO) must designate~~
- 521 ~~an airport in that metropolitan area as the commuter city and such~~
- 522 ~~designation will extend to all airports in that metropolitan area (e.g. A Flight~~
- 523 ~~Attendant living in Los Angeles, California must designate Los Angeles as the~~
- 524 ~~commuter city and could commute from any one of the co terminal cities.).~~
- 525 b. ~~A commuter residing outside of a metropolitan area as described in 1.a.,~~
- 526 ~~above, must designate the airport closest to her/his residence or another~~
- 527 ~~nearby airport with greater frequency to the Flight Attendant's domicile~~
- 528 ~~served by the Alaska Airlines flight schedule or airports served through CPAs~~
- 529 ~~by Alaska Airlines from Horizon (QX) or Sky West (OO) (e.g. A Flight~~
- 530 ~~Attendant living in Flagstaff would designate Phoenix, Arizona as the~~
- 531 ~~commuter city.).~~
- 532 2. ~~The commuter must make all reasonable efforts to arrive in their domicile or~~
- 533 ~~applicable co-terminal prior to their scheduled check in time (i.e. one (1) hour~~
- 534 ~~prior to departure of the scheduled sequence). However, if two (2) consecutive~~
- 535 ~~scheduled flights from the commuter's designated city to the domicile or~~
- 536 ~~applicable co-terminal are cancelled due to weather in the designated city or in~~
- 537 ~~the domicile or applicable co-terminal, mechanical problems, Company~~
- 538 ~~conveniences or the flights are significantly delayed (the second flight is posted~~
- 539 ~~at least thirty minutes (:30) or more late), and such flights would have arrived in~~

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

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

585
586 1. Air Commuting Policy
587

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

592
593 a. Registered Commuter City
594

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

610
611 b. Commuter Policy recovery options in G.3., below, will be available for
612 registered air commuters who have notified Crew Scheduling prior to the
613 start of her/his scheduling obligation (e.g. prior to check-in for scheduled
614 sequences, prior to the commencement of a reserve availability period, etc.)
615 if two (2) consecutive scheduled flights from the registered air commuter's
616 designated registered commuter city to the domicile/co-terminal are:

- 617
618 i. Cancelled due to weather (either in the registered commuter city or
619 domicile/co-terminal);
620 ii. Cancelled due to mechanical problem;
621 iii. Cancelled due to Company convenience; or
622 iv. Significantly delayed (the second flight is posted at least thirty minutes
623 (:30) or more late), and such flights would have arrived in the domicile or
624 applicable co-terminal thirty minutes (:30) prior to scheduled check-in
625 time).

626
627 2. Ground Commuting Policy
628

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

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

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

650
651 Example: A Flight Attendant who is stuck in traffic on a freeway that is
652 shut down for three hours (3:00) due to a mudslide while on the way to
653 work.

654
655 Example: A Flight Attendant who is stopped on the light rail for one hour
656 (1:00) due to a power outage while on the way to work.

- 657
658 b. A "registered air commuter" traveling to work from her/his registered
659 commuter city to her/his domicile/co-terminal using air transportation then
660 ground transportation to her/his domicile/co-terminal, may utilize the Ground
661 Commuting Policy if s/he experiences an unanticipated ground commuting
662 failure following her/his commuter flight, s/he contacts Crew Scheduling and
663 submits dated proof timely.

664
665 Example: A Flight Attendant's report time is 3:00 PM out of BUR and s/he is
666 domiciled in LAX. The Flight Attendant chooses an AAG flight that departs
667 out of the New York metropolitan area (JFK, EWR, LGA) that lands at LAX at
668 12:00 PM. An unexpected shutdown of a roadway prevents her/him reaching
669 BUR prior to the check-in time.

- 670
671 c. A registered air commuter traveling to work from her/his registered
672 commuter city who experiences a delay getting to the departure airport,
673 causing her/him to miss the two (2) flight requirement 1.b., above, may
674 utilize the Ground Commuting Policy if s/he contacts Crew Scheduling timely.

675
676 Example: A PDX Flight Attendant has a planned SEA-PDX air commute to
677 her/his domicile that is scheduled to arrive prior to start of her/his scheduling
678 obligation. S/he encounters an unanticipated road closure that causes a
679 significant traffic delay resulting in the FA missing her/his flight(s).

- 680
681 d. Normal heavy traffic and a car running out of gas due to inadequate
682 planning are not legitimate uses for the Ground Commuting Policy.

683

684 3. Commuter Policy Recovery Options

- 685
- 686 a. Lineholders or Reserves picking up on days off (hereafter referred to as
- 687 "Lineholders" for the purposes of this provision) must make all reasonable
- 688 efforts to arrive in domicile/co-terminal prior to the commencement of their
- 689 scheduling obligation. A Lineholder must also adhere to the requirements for
- 690 air or ground commuting, as appropriate, set forth elsewhere in this Section.
- 691 However, in the event of a commuting failure, Crew Scheduling will have the
- 692 option of assigning the Lineholder to any one of the following:
- 693
- 694 i. Allow the Lineholder to rejoin the Lineholder's scheduled sequence at the
- 695 SIP or at a point mutually agreed upon between the Lineholder and Crew
- 696 Scheduling.
- 697 ii. Give the Lineholder another sequence from the Lineholder's registered
- 698 commuter city, if applicable, or a later sequence in the Lineholder's
- 699 domicile/co-terminal.
- 700 iii. Assign the Lineholder to APSB in her/his registered commuter city, if
- 701 applicable.
- 702 iv. If the Lineholder is assigned to APSB under 3.a.iii., above, and is not
- 703 assigned a sequence within four hours (4:00) after being assigned APSB,
- 704 the Lineholder will be assigned a sequence the following day from the
- 705 domicile city.
- 706 v. If the options above are not used by Crew Scheduling, the Lineholder will
- 707 be granted a personal leave for the Lineholder's scheduled sequence of
- 708 flying. If the Lineholder is granted a personal leave, s/he will be required
- 709 to pick up "comparable Open Time" to replace the sequences lost within
- 710 thirty (30) days after the date of the personal leave. If the Lineholder
- 711 does not pick up Open Time within thirty (30) days, Scheduling will
- 712 assign the Lineholder to "comparable Open Time" and provide notification
- 713 of the assignment.
- 714 vi. If a Lineholder is not a registered air commuter and receives a No Show
- 715 for her/his flight, s/he will be released from any further scheduling
- 716 obligation to that sequence and subject to Section 32 [Attendance
- 717 Policy]. However, the Lineholder may be eligible for No Show Sequence
- 718 Recovery per Section 10.CC. [No Show Sequence Recovery...].
- 719 vii. As used in 3.a.v., above, the term "comparable Open Time" will mean an
- 720 equal number of day(s) (e.g. a one (1) day for a one (1) day, three (3)
- 721 day for a three (3) day, etc.) In the event of a disagreement as to
- 722 comparability, the Director of Crew Scheduling or her/his designee will
- 723 make the final determination.
- 724
- 725 b. Reserves or Lineholders picking up reserve days (hereafter referred to as
- 726 "Reserves" for the purposes of this provision) must make all reasonable
- 727 efforts to arrive in domicile/co-terminal prior to the commencement of their
- 728 scheduling obligation (e.g. prior to their reserve availability period if
- 729 commuting by air, or prior to airport standby or scheduled check-in time for a
- 730 scheduled sequence if commuting by ground). A Reserve must also adhere to
- 731 the requirements for air or ground commuting, as appropriate, set forth

732 elsewhere in this Section. However, in the event of a commuting failure,
733 Crew Scheduling will have the option of assigning the Reserve to any one of
734 the following:
735

- 736 i. Reassign the Reserve or allow the Reserve to return to the LTFA list once
737 the Reserve arrives in her/his domicile/co-terminal.
- 738 ii. Assign the Reserve to APSB in her/his registered commuter city, if
739 applicable.
- 740 iii. If the Reserve is assigned to APSB under 3.a.iii., above, and is not
741 assigned a sequence within four hours (4:00) after being assigned APSB,
742 the Reserve will be required to report for their next reserve assignment in
743 her/his domicile/co-terminal.
- 744 iv. If the options above are not used by Crew Scheduling, the Reserve will
745 be granted a personal leave for the impacted day(s). If the Reserve is
746 granted a personal leave, s/he will be required to work with Crew
747 Scheduling to restore an equal number of reserve day(s) missed as a
748 result of the personal leave. Such restoration must occur within thirty
749 (30) days after the date of the personal leave. If the Reserve does not
750 contact Crew Scheduling to restore such day(s) within thirty (30) days,
751 Scheduling will assign reserve day(s) to the Reserve and provide
752 notification of the assignment.

- 754 4. Flight Attendants will not be compensated for the TFP lost due to the personal
755 leave granted as a result of commuting failure. Flight Attendants will be
756 compensated for the TFP actually flown if given another sequence or reserve
757 day(s), if applicable. If the Flight Attendant is assigned to APSB, the Flight
758 Attendant will be credited one-tenth (0.1) TFP for each six minutes (:06) of
759 APSB up to a maximum of five hours (5:00) on APSB and credited with five
760 (5.0) TFP per duty period of APSB.

- 762 5. Registered Air Commuters will be given boarding priority over Company
763 employees (and dependents) on pleasure travel and over all employees of other
764 airlines on Alaska Airlines mainline flights and on other airlines if applicable in
765 accordance with current Company policy at the time of the commute.

767 H. SECURITY AND LIGHTING FOR PARKING AREAS

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

824 E. CONTROL PROCEDURE

825 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 <u>or 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.

873
874 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 9th
875 day of February 2018.

876
877 FOR:
878 ASSOCIATION OF FLIGHT
879 ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

880
881
882 /s/ _____
883 Sara Nelson
884 International President

/s/ _____
Jeff Butler
Vice President, Inflight & Call Center Svcs

885
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887 /s/ _____
888 Jeffrey Peterson
889 Master Executive Council President

/s/ _____
Greg Mays
Vice President, Labor Relations

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892 /s/ _____
893 Jennifer Wise MacColl
894 Negotiating Committee Member

/s/ _____
Elizabeth Ryan
Managing Director, Labor Relations

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897 /s/ _____
898 Jamie Cogen
899 Negotiating Committee Member

/s/ _____
Emily Kimmel
Manager, Labor Relations

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902 /s/ _____
903 Lindsey Steele
904 Negotiating Committee Member

905
906
907 /s/ _____
908 Paula Mastrangelo
909 Senior Staff Negotiator