

SUMMARY OF CHANGES TO THE 2014-2019 CBA

Definitions

Full Implementation: The first day of the bid month in which Legacy AS and Legacy VX Flight Attendants fly together as integrated crew members and all provisions of the JCBA will apply to Legacy VX Flight Attendant unless otherwise stipulated. Also referred to as Full Integration. Targeted for March 2019.

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.

L-AS (“Legacy” Alaska Airlines): Refers to all Flight Attendants who were Alaska Airlines Flight Attendants prior to January 11, 2018 or who were hired into the “AS Boeing partition”.

L-VX (“Legacy” Virgin America): Refers to all Flight Attendants who were either hired by Virgin America Airlines or hired into the “AS Airbus partition”.

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

JCTE (Jeppesen Crew Tracking Enterprise): The date upon which all L-AS and L-VX Flight Attendants are integrated into the JCTE software platform and combined on all pay, scheduling, and crew tracking systems.

Hours of Service

***NO CHANGES* to Duty Day:** Maintained 10.5 hour scheduled duty day and all related scheduling and duty limitations. No modifications to the current Long Stage Length Duty Period (“4k”) sequences in Section 10.DD.

Duration

Mid-Term JCBA Agreement: Amendable 12.17.2021, 14-month early re-opener (Oct 2020)

Compensation

Pay Rate Increases:

1.1.2018	4.5 %
12.17.2018	1.5% (current CBA increase)
12.17.2019	1.5%
12.17.2020	2.5%

Compounded: 10.35%

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Compensation (continued)

Changing the term “Step” to “Year” as noted below for clarity. Rates are in \$/TFP.

\$/TFP can be converted to \$/block hour by multiplying by 1.13

TFP RATES		+4.5%	+1.5%	+1.5%	+2.5%
	Current Rate	Retro to 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

Holiday Premium:

- New Holiday: Christmas Eve
- Holiday Premium paid if the flight operates and is scheduled to touch the holiday but as a result of the operation, does not touch the holiday. This is in addition to current practice.
- “Holiday Show-no-go” – FA paid 1 TFP (at 2x premium) if the FA reports and holiday-premium eligible flight does not operate.

Parking Stipend: \$75 parking stipend option if FA declines parking, even in domicile and do not have to be a commuter (no changes to other parking options)

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

- 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*)
- Realign the PPP premium to four separate “high impact” months at a value of \$350 per month and one single block of eight (8) months for a value of \$ 1,100.

Separate “High Impact” Months: \$350 per month	Single Block of Eight Months: \$1,100
1. June + 5TFP	1. January
2. July + 5 TFP	2. February
3. August + 5 TFP	3. March
4. December + 5 TFP	4. April
	5. May
	6. September
	7. October
	8. November
	+ 40 TFP for all 8 months combined

Retirement: 401(k)

Company Match: Effective DOR company match will change from 100% at 7% max contribution to 100% at 7.5% max contribution.

Vacation

Eliminate 1/12th Reduction: Change in Section 14.A. so that there is no longer any requirement to have paid time in each month in order to retain full vacation accrual.

Benefits

480 Provisions: No changes to the 480 provisions; however, even if a FA did not earn paid vacation, the full possible vacation and Longevity PTO entitlement may be used for coordination for medical insurance per 15.M.2. See *Vacation Coordination Bank, below*.

Vacation Coordination Bank: Entire vacation and Longevity PTO entitlement (per Section 23.B.1.c.), even if unpaid, can be used for coordination under Section 15.M.2. for purposes of retaining Medical Insurance at the active employee rate.

Medical Leave: FA may remain on a leave for up to 4-years without company approval (currently 1 year w/o company approval).

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Benefits (continued)

Medical Insurance Premiums: Insurance premiums will remain at 2019 rates (exact \$ amounts) for the duration of the agreement (through December 2021) including any amendable periods.

Letter of Agreement for Retiree Health Insurance: Letter of Agreement extended through duration and any amendable period of JCBA.

Attendance Policy

Might Be Late Grace Period: 5-minute grace period when a FA calls in Might Be Late – Unlimited

Commuter Policy

Ground Commuting Provisions:

- New ground commuting within and outside domicile, no need to be registered commuter.
- Registered “Air” Commuters may use new ground commuting provision in conjunction w/ air commuting.

Reduction In Force

Furlough Protection through December 31, 2019: No Fight Attendant (L-VX and L-AS FAs) can be furloughed during this period.

General Association

Flight Pay Loss Increase: Increases to AFA leadership/committee flight pay loss monthly maximums paid by company: MECP - 130 TFP, LECs - 75 TFP, MEC EAP - 150 TFP (max 75 TFP per individual w/o MEC approval)