

33 **ITL (Inflight Team Leader):** Inflight Team Leader

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

37 **Full Integration:** The first day of the bid month in which L-AS and L-VX Flight Attendants fly
38 together as integrated crew members and all provisions of the JCBA will apply to L-VX Flight
39 Attendants.

40 **Work Rules:** Virgin America Work Rules v.5, as amended.

41 **Playbook:** Virgin America Interim Playbook 2017, as amended.

42 **L-VX JCBA Implementation Timetable Letter of Agreement:** Spreadsheet table which
43 indicates each provision in the JCBA and the date upon which it applies to the L-VX Flight
44 Attendants.

46 **II. L-VX FLIGHT ATTENDANTS TRANSITIONING ONTO THE L-AS JCBA**

47
48 The below JCBA provisions will apply to the L-VX Flight Attendants as provided below during the
49 transition period prior to Full Integration. Unless a JCBA provision is noted as being effective at
50 DOR, the applicable Work Rule provision(s) will apply to the L-VX Flight Attendant until the
51 indicated effective date of the JCBA provision(s). The implementation effective dates of the JCBA
52 provisions are noted below and in the L-VX JCBA Implementation Timetable. At Full Integration, all
53 provisions of the JCBA will apply to the L-VX Flight Attendants except for the 480 provisions
54 outlined in "480 Provisions in the JCBA and their Applications to L-VX FAs" below.

55
56 **L-VX JCBA Implementation Timetable**

57 The L-VX JCBA Implementation Timetable indicates the effective date of each provision of the JCBA
58 and the date or operational milestone on which the provision will apply to the L-VX Flight
59 Attendants. The Implementation Timetable is contained in the AFA Alaska Airlines-Virgin America
60 Merger Agreement.

61
62 **480 Provisions in the JCBA and their Applications to L-VX FAs**

63 A. All 480 provisions will not affect any benefits for L-VX Flight Attendants until the calendar year
64 commencing on January 1, 2021. The 480 qualification period will commence on January 1,

2020, for application beginning January 1, 2021, and will be in accordance with the JCBA for all applications listed below in the JCBA:

1. Section 13.D.6. Uniforms
2. Section 16.L.4. Vacation
3. Section 23.B.1–4. Eligibility for Insurance
4. Section 32.G.4. Attendance

32 Addendum #26 – Record Improvement

Section 7: Probation

- A. No L-VX Flight Attendant will have her or his probationary period modified except as provided for in 7.A. of the JCBA.
- B. A L-VX Flight Attendant on probation as of DOR will not be held to the requirement as outlined in 7.G. of the JCBA.

Section 9: Junior Available and Premium Open Time

- A. Section 9.E.2.
Premium Open Time will apply DOR. The Company may assign a premium of one and one-half times (1.5x) pay based on the provisions in the Work Rules.

Section 11: Reserve

- A. Reserve Premium
 1. Section 11.G.2. will apply in the following application:
 - a. The Company will do a “lookback” to January 1, 2018, in order to calculate the compensation a Reserve would have made under the following provisions:
 - i. Reserve Premium of two dollars and eighty-three cents (\$2.83) (TFP conversion equivalent) per block hour flown as a Reserve.
 - ii. One-hundred dollars (\$100.00) Reserve Longevity Stipend provided for in the Work Rules.
 - b. A Reserve will receive the greater of what s/he would have earned under the Reserve Premium or the Reserve Longevity Stipend on a month-by-month basis retroactively.
 - c. Effective DOR, the Company will do the calculation in 1.a., above and the Reserve will receive the greater of either the Reserve Premium or the Reserve Longevity Stipend on a month-by-month basis until Full Implementation.
 - d. The Reserve Premium will be paid to any Flight Attendant who has flown block hours on a day of reserve availability.
 - B. Reserve Compensation
 1. Effective DOR, Section 11.G.1. will apply in the following application:

- 100 a. A Reserve's minimum guarantee will be four and three-tenths (4.3) block hours per day
101 of reserve availability multiplied by the number of reserve days per month.
102

103 **Section 13: Uniforms**

- 104 A. All provisions of Section 13: Uniforms of the Alaska JCBA will apply at DOR except for provisions
105 13.B. and D. of Section 13 [Uniforms].
106 B. The Company will provide, at no charge to the Flight Attendant, all initial transition uniform
107 pieces for the L-VX Flight Attendants including luggage, if required.
108 C. The \$200.00 annual stipend the L-VX Flight Attendants currently receive will remain in effect
109 until the implementation of the Alaska "Luly Yang" Flight Attendant uniform. At such time, the
110 provisions of 13.B. and 13.D. of the JCBA will apply.
111 D. The monthly \$30.00 dry-cleaning stipend will remain in effect for L-VX Flight Attendants until
112 the implementation of the Alaska "Luly Yang" Flight Attendant Uniform.
113 E. State of Alaska Flying: If L-VX Flight Attendants perform any flying into or within the state of
114 Alaska, the Company will provide the outerwear appropriate for the climate in accordance with
115 the L-AS Flight Attendant Manual (FAM).
116 F. The L-VX Flight Attendant red dress uniform piece may be turned in to the Company in
117 exchange for uniform credit. The Flight Attendant will be credited \$100.00 per dress, maximum
118 of two (2), and may use that credit to purchase other uniform pieces through the uniform
119 vendor.
120

121 **Section 14: Vacations**

- 122 A. For the 2019 vacation bid, L-VX Flight Attendants will bid in October, 2018, for vacation in 2019
123 in accordance with the Work Rules. They will accrue for vacation used in 2019 in accordance
124 with the Work Rules. Only L-VX Flight Attendants will participate in that vacation bid.
125 B. In order to align the L-VX Flight Attendants with the JCBA vacation provisions, L-VX Flight
126 Attendants will also accrue vacation for use in 2020 in accordance with Section 14.A. of the
127 JCBA Vacation Accrual Schedule during the 2019 calendar year.
128 C. Effective for vacation in 2020, L-VX and L-AS Flight Attendants will participate in a combined
129 vacation bid in October, 2019.
130

131 **Section 15: Leaves of Absence**

- 132 A. The provisions of Section 15 of the JCBA, including maternity extension per 15.D.6. of the JCBA
133 will apply to all L-VX Flight Attendants effective DOR except as provided below.

- 134 1. The below provision of the JCBA will apply at JCTE:
135 a. Section 15.I. Return to Work Following A Leave of Absence.
- 136 2. The below provisions of the JCBA will apply at Full Integration:
137 a. Section 15.C. Medical Leave of Absence
138 b. Section 15.K. Short Term Disability
139 c. Section 15.M. Leaves With Coordination of Sick Leave or Vacation/Longevity PTO
140 d. Section 15.O. Workers' Compensation
- 141 3. The L-VX Leaves of Absence provisions governing Medical Leave of Absence, Short Term
142 Disability and Workers' Compensation of the Work Rules will apply to L-VX Flight Attendants
143 until Full Integration. The L-VX provisions governing a Flight Attendant's return from a
144 leave will be in effect until JCTE.
- 145 B. The continuous period calculation for the provisions of 15.C.2. will commence on DOR for L-VX
146 Flight Attendants. Any L-VX Flight Attendant on a medical leave of absence at DOR will not
147 have any time spent on a medical leave prior to DOR added into the calculation of 15.C.2..
- 148 C. FMLA: At DOR, the standard for FMLA qualification used for the L-AS Flight Attendants will be
149 applied retroactively to all L-VX Flight Attendant. The Company shall complete a twelve (12)
150 month "lookback" effective DOR to determine if L-VX Flight Attendants qualify for FMLA.
- 151 D. Any L-VX Flight Attendants on a medical, maternity or extended maternity leave of absence
152 prior to Full Integration will maintain their eligibility for insurance benefits at the active
153 employee contribution rate for the duration of the leave until after Full Integration at which
154 time they will be subject to the full provisions of the JCBA.
- 155

156 **Section 16: Sick Leave**

157 Effective upon Full Integration, Sick Leave banks will be established for all L-VX Flight Attendants
158 and each L-VX Flight Attendant will continue to accrue Sick Leave in accordance with the provisions
159 below.

160 A. Creating a Sick Leave Bank for PeopleSoft Administrative Purposes

161 The Company will use the L-VX Flight Attendant Catastrophic Sick Leave Bank balance to populate
162 an accrual bank for use during an approved Medical Leave of Absence. Beginning January 1, 2018,
163 each day already accrued will be converted to three and one-half (3.5) hours and Flight Attendants
164 will accrue one and three-quarters (1.75) hours of Catastrophic Sick Leave per month (0.875 hour
165 per pay period) up to a cap of one-hundred and five (105) hours.

166 B. Remaining on L-VX Sick Leave Policy through Implementation of Full Integration

- 167 1. Notwithstanding the creation of the Sick Leave Bank in A., above, L-VX Flight Attendants will
168 remain under the L-VX Sick Leave Policy as outlined in the Work Rules. No Sick Leave

- 169 usage will be deducted from a Flight Attendant's PeopleSoft Sick Leave Banks except for
170 Catastrophic Sick Leave used while on a Medical Leave of Absence.
- 171 2. Sick calls not related to Medical Leaves of Absences will not be debited from the above
172 PeopleSoft sick leave bank and will be paid in accordance with the Work Rules.
- 173 C. Establish Final Sick Leave Bank Balance at Full Integration
- 174 Each L-VX Flight Attendant's "Alaska Airlines Sick Leave Bank balance" will be calculated on the
175 first day of the bid month following the implementation of JCTE. The below method will be
176 followed to establish each individual Flight Attendant's Sick Leave Bank.
- 177 1. The Company will do a "lookback" for each L-VX Flight Attendant and calculate the
178 following:
- 179 a. Career-total credit hours paid up through implementation of JCTE minus any paid Sick
180 Leave credit, calculated in 1.b. below, to mirror the Alaska practice of not accruing Sick
181 Leave on paid Sick Leave.
- 182 b. Career-total credit hours paid in Sick Leave through implementation of JCTE. Vacation
183 utilized as Sick Leave will not be included in this calculation.
- 184 2. Each L-VX Flight Attendant's final individual Sick Leave Bank balance will be determined
185 using the below calculation:
- 186 a. The total possible Sick Leave Bank balance will be determined by calculating ten percent
187 (10%) of the career-total credit hours paid, plus six and two-tenths (6.2) block hours
188 (equivalent of seven (7) TFP) for any month on a leave of absence, minus any Sick
189 Leave hours paid as determined in C.1.a., above.
- 190 b. The actual Sick Leave Bank balance will be determined by taking the total possible Sick
191 Leave bank balance in C.2.a., above, and subtracting the career-total Sick Leave credit
192 hours paid in C.1.b., above.
- 193 c. Any hours remaining in a L-VX Flight Attendant's Catastrophic Sick Leave Bank
194 (converted at three and one-half (3.5) hours per day) in PeopleSoft will be added to the
195 balance in C.2.b., above.
- 196 d. All hours in the bank balance in C.2.c., above, will be converted to TFP using one and
197 thirteen-tenths (1.13) TFP/Block Hour. This TFP balance will be the L-VX Flight
198 Attendant's new Sick Leave Bank for the purposes of the Alaska Sick Leave Policy, JCBA,
199 Section 16, subject to II.D., below.
- 200 D. Effective upon Full Integration, L-VX Flight Attendants will no longer be under the Sick Leave
201 Program outlined in the Work Rules. They will be subject to the Section 16: Sick Leave
202 Provisions in the JCBA.

E. Sick Leave Bank Calculation Schematic

Total Hours Paid = Total Career Credit Hours paid

Total Sick Hours Used = Total Career Sick Leave Hours paid (not including vacation)

(10 % Total Hours Paid + 6.2 hours per month on LOA) - Total Sick Hours Used =

Total Accrued Sick Leave

Total Accrued Sick Leave + Catastrophic Hours =

Final Sick Leave Alaska Bank Balance in Hours

Final Sick Leave Alaska Bank Balance in Hours x 1.13 TFP =

Final Sick Leave Balance in TFP

Section 21: Compensation

A. The JCBA Rates of Pay will apply, as amended by the "VX Red Circle" Letter of Agreement, on DOR. The Rates of Pay will be retroactive to January 1, 2018.

B. Section 21.G. "A" Pay

"A" Pay will apply in accordance with the ITL Transition Provision Below.

C. Section 21.H. Holiday Pay: Holiday Pay Premium of two times (2x) block will apply effective DOR, and retroactively to January 1, 2018, to include the New Year's Day Holiday.

D. Section 21.J.2. Actual Flight Time Exceeding Scheduled Flight Time

1. Effective DOR, L-VX Flight Attendants will be paid the greater of actual or scheduled block time on a segment-by-segment basis.

2. The greater of actual or scheduled block time on a segment-by-segment basis will be calculated for the flights worked by individual L-VX Flight Attendants retroactive to the first day of the bid month of DOR. The difference in compensation calculated under 21.J.2. and that paid under the Virgin America Inflight Work Rules calculating monthly scheduled and actual duration will be paid to the L-VX Flight Attendant.

E. Section 21.L. Deadhead Pay

Effective DOR, any Flight Attendant who deadheads on a flight at the Company's request will receive one-hundred percent (100%) block hour credit for pay purposes. This provision will be retroactive to the first day of the bid month of DOR.

- 236 F. Section 21.R. Productivity Premium Program (formerly QPP): L-VX Flight Attendants will remain
237 on the Incentive Pay provision outlined in the Work Rules until Full Integration.
- 238 G. Section 21.T. The below Sit Time provisions will apply effective DOR:
- 239 1. Section 21.T.1. Scheduled or actual ground time in excess of two (2) hours between flights
240 in the same duty period will be paid an additional one (1) block hour. Sit pay will also apply
241 to first flight of the day if there is an actual delay in excess of two (2) hours prior to the
242 departure of the first flight of the day.
- 243 2. Section 21.T.3. Sit Pay will be paid above a Reserve's guarantee.
- 244 3. Section 21.T.4. Sick Leave, pay protection and/or premium pay will not be paid on Sit Pay.
245

246 **Section 22: Expenses**

- 247 A. 22.A. Per Diem. Effective DOR, per diem will be two dollars and fifty cents (\$2.50) per hour
248 away from domicile. This per diem rate will be retroactive to January 1, 2018.
249

250 **Section 26: Association Security**

- 251 A. The monthly Association dues obligation outlined in Section 26: Association Security will apply
252 to L-VX Flight Attendants effective on the third full month following DOR.

253 **Section 28: Domiciles**

- 254 B. Section 28.A.9. [Voluntary temporary base trade (swap)] will apply to L-VX Flight Attendants
255 effective DOR. However, L-VX Flight Attendants may only swap domiciles with other L-VX
256 Flight Attendants.
- 257 C. Section 14.L. allowing Flight Attendants to carry their awarded vacation with them during the
258 term of the base swap will apply for the duration of the base swap.
259

260 **Section 29: Profit Sharing and Retirement**

- 261 A. 401(k) Company Match
- 262 1. L-VX Flight Attendants will be transitioned over to the L-AS 401(k) Plan with the seven and
263 one-half percent (7.5%) Company Match effective DOR plus three (3) months.
264

265 **Section 30: Training: Boeing Transition Training**

- 266 A. Bidding for Classroom Training
- 267 1. All active Flight Attendants will bid electronically for training dates.
- 268 2. Transaction training will take place from July 2018 thru October 2018.
- 269 3. The training date will be bid on a monthly basis.

- 270 4. Bidding will open by 2000 SFO time on the twenty-first (21st) calendar day of the month
271 prior and will close at 0900 SFO time on the twenty-seventh (27th) calendar day of the
272 month prior.
- 273 5. Training will be awarded in inflight base seniority order. If training is not offered in a Flight
274 Attendant's domicile, training will be awarded in accordance with §30.A.3.d of the CBA.
- 275 6. If not enough Flight Attendants bid for the available training events per month, FLICA will
276 assign events in reverse seniority order so all events are filled to capacity.
- 277 7. FLICA will not award a training event that conflicts with a pre-planned absences (vacation,
278 recurrent training, etc.)
- 279 8. Students enrolled in Initial Training classes will be awarded training in the following ways:
280 a. Will be included in the next monthly transition training bid; or
281 b. Awarded any remaining training dates in the published month so as not to violate
282 seniority of any other Flight Attendant.
- 283 B. Trading of Training
- 284 1. After training dates are awarded, Flight Attendants may trade their dates using FLICA with
285 another Flight Attendant from the same base, and only with Flight Attendants who are
286 scheduled to attend during the same month.
- 287 2. Transition Training trading will open by 2000 SFO time on the twenty-eighth (28th) of the
288 month prior. The trade needs to be submitted no later than seven (7) calendar days prior
289 to the training class date.
- 290 3. To submit a Transition Training Trade:
- 291 a. From FLICA, go to the "Transition Trades" folder; click "submit or view requests"
292 b. At the top of the next screen, click the "Other" button
293 c. Type a brief text request that must include all of the following information:
294 i. The date of your scheduled Transition Training;
295 ii. The date you want to trade to (i.e., the date the other teammate was scheduled
296 for);
297 iii. The ID # of the Flight Attendant with whom you are trading.
298 d. Click to submit request.
- 299 4. Both Flight Attendants must submit requests in FLICA for the trade to be approved. Flight
300 Attendants may trade their vacation on top of previously awarded training dates subject to
301 vacation trading deadlines. If such transaction is completed, the Flight Attendant is still
302 required to attend training. The Flight Attendant will be paid for both vacation and training
303 on any overlapping days.
- 304

Section 32 – Attendance Policy

- 305
- 306 A. L-VX Flight Attendants will transition to the Attendance Policy program contained in Section 32:
307 Attendance Policy of the JCBA upon Full Integration.
- 308 B. Each L-VX Flight Attendant's points balance from the L-VX Reliability Program will transfer to
309 the Alaska Section 32: Attendance Policy program and those provisions will be effective upon
310 Full Integration.
- 311 C. Prior to the balances transferring to the Alaska Attendance Policy program, the Company will
312 review all accounts to ensure that the following has been accomplished:
- 313 1. All points associated with a FMLA sick call will be removed.
- 314 2. All points which would expire under the L-VX Reliability Program by the date of transfer to
315 the L-AS system will be removed.
- 316 D. Effective with date of the transition, all L-VX Flight Attendants will receive a credit of two (2)
317 attendance points applied to their point balance, which may result in up to two (2) bank point.
- 318 E. After the transition to the L-AS Policy, any points assessed to a L-VX Flight Attendant under the
319 L-VX Reliability Program will be removed twelve (12) months from their accrual date(s). This
320 will be accomplished any time a Flight Attendant is subject to any Attendance Policy Disciplinary
321 Action. The Performance Supervisor will review the Flight Attendant's attendance record and
322 remove any points twelve (12) months or older assessed under the L-VX Reliability Program
323 prior to taking disciplinary action. Points assessed under the L-AS Policy will be governed by
324 the roll-off provision contained in that policy.

325

Section 32: Attendance Policy Points System

<u>Occurrences</u>	<u>Points Assigned</u>	<u>Reference</u>
No Show	3	C.1.
Late Report	1	C.2.
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.	C.4. and C.8.
Short Sick Call	2½	C.5.
Sick Leave On-Line After Scheduled Check-In	Additional ½ point to Sick Leave On-Line	C.6.
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 more than 5 mins after scheduled report time	½	C.9.
M.B.L. - When scan-in is before scheduled report time or within the 5 min grace period	0	C.9.
Failure to Report to Training Class	1	C.10.
JA with a doctor's note	0	C.12.
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	C.14.
Unavailable for Contact	1 ½	C.15.
Late Arrival to an Aircraft	0 (performance issue)	C.16.

326

Section 33 – Charter Compensation

2. Section 33.C.1. Charter Pay of two times (2x) block credit will apply at DOR to any charter trip.

Section 34 – Hotels

Section A.1. and A.2. effective DOR all newly sourced hotels will be required to meet these provisions. Effective upon Full Implementation, all existing hotels must meet the provided standards.

III. L-VX INTEGRATION TRANSITION ISSUES – NOT ADDRESSED IN THE JCBA

The below provisions, which are not contained in the JCBA, will apply to the L-VX Flight Attendants on the effective dates indicated and as provided below during the transition period and prior to Full Integration.

Maintaining L-VX and L-AS Partition**A. Separation of Groups**

Until Full Integration, the Company will maintain separate flight operations with regard to L-VX and L-AS Flight Attendants. During this period of separate operations, the Company shall provide the following protections:

1. The Company will not utilize in its flight operations of one partition, a Flight Attendant from the other partition
2. No Flight Attendant of either L-VX or L-AS shall fly as a crewmember on an aircraft in the fleet of the other partition. The "Fleet" of each airline shall be defined to include all aircraft in the service of or stored by the pre-merger airline, or on order or option by the airline, as of April 1, 2016. In addition, L-VX Flight Attendants will not fly on Boeing aircraft and L-AS Flight Attendants will not fly on Airbus aircraft except for purposes of Transition Training and deadheading.
3. The Company will not open a new Flight Attendant domicile in any location in which either Alaska Airlines or Virgin America had an existing Flight Attendant domicile as of January 1, 2018.

Operational Assignment

- A. In the event a L-VX Flight Attendant is operationally assigned per the Work Rules in Chapter 7, Section C.4., the premium of 10.G.5.b. [\$10 per block hour of the trip operationally assigned] will be changed to the provision below.

361 B. Effective DOR, any L-VX Flight Attendant operationally assigned a trip will be paid one and a
362 half times (1.5x) the value of the trip in block hours.
363

364 Seniority

365 A. Seniority for Flight Attendants in L-VX Inflight supervisor or other non-flying duty positions
366 directly related to the Flight Attendant duties at DOR will have their seniority addressed as
367 follows:

368 1. If her/his service as a L-VX Inflight supervisor or other non-flying duty positions directly
369 related to the Flight Attendant duties was longer than or equal to h/his service as a L-VX
370 Flight Attendant, s/he will continue to retain, but not accrue seniority.

371 2. If her/is service as a L-VX Inflight supervisor or other non-flying duty positions directly
372 related to the Flight Attendant duties was less than her/his service as a L-VX Flight
373 Attendant, then s/he will continue to accrue seniority until such time her/his total tenure as
374 a supervisor or other non-flying duty positions directly related to the Flight Attendant duties
375 (L-VX and AS) is equal to her or his service as a L-VX Flight Attendant, at which point s/he
376 will retain but not accrue seniority.

377 **Example:** A L-VX Inflight supervisor accrued three (3) years as a L-VX Flight Attendant and
378 has been a L-VX Inflight supervisor for two (2) years. At DOR s/he may only accrue
379 seniority for one (1) more year. S/he may then retain that seniority, but s/he will no longer
380 accrue unless s/he transfers back as an active Flight Attendant.

381 3. Under no circumstance will a L-VX Inflight supervisor or other non-flying duty positions
382 directly related to the Flight Attendant duties have her/his seniority accrual negatively
383 adjusted at DOR.

384 **Example:** A L-VX Inflight supervisor accrued three (3) years as a L-VX Flight Attendant and
385 has been a L-VX Inflight supervisor for seven (7) years. At DOR s/he will retain the ten (10)
386 years of seniority but no longer accrue seniority unless s/he transfers back as an active
387 Flight Attendant.

388 4. For the limited purposes of this seniority integration agreement, "L-VX Inflight supervisor or
389 other non-flying duty positions directly related to Flight Attendant Duties" will include
390 Catering, Inflight Policy and Procedures and Flight Attendant Training management. The
391 inclusion of the above positions will remain in effect provided that they continue to report to
392 the Inflight division following full operational integration.

393 B. Seniority protocol for L-VX employees holding a seniority number on the certified Integrated List
394 (ISL) who are neither L-VX Flight Attendants nor hold L-VX Inflight supervisory or other non-flying
395 duty positions directly related to the Flight Attendant duties.

- 396 1. L-VX employees holding a position on the certified Integrated Seniority List (ISL) who are not
397 Flight Attendants at DOR and who are not L-VX Inflight supervisors or who hold other non-
398 flying duty positions directly related to Flight Attendant duties will have six (6) months from
399 DOR to transfer back as an active Flight Attendant or to an Inflight supervisory or other non-
400 flying duty position directly related to Flight Attendant duties; otherwise s/he will be removed
401 from the seniority list. S/he will be subject to the provisions of A.1-3., above, during this six (6)
402 month period.
- 403 C. Respecting the partitions between L-AS and L-VX prior to Full Implementation
- 404 1. A L-AS Flight Attendant may not transfer into the L-VX partition to occupy a L-VX Flight
405 Attendant position. Likewise, a L-VX Flight Attendant may not transfer into the L-AS
406 partition to occupy a L-AS Flight Attendant position.
- 407 2. A L-VX employee on the L-VX Flight Attendant Seniority List who works in the capacity of a
408 Flight Attendant, manager, supervisor or individual involved in Flight Attendant duties as
409 described in A., above, may transfer to a non-Flight Attendant position described in A.,
410 above, on the L-AS partition and remain on the L-VX seniority list in accordance with this
411 section. That individual may transfer back into the L-VX partition as a Flight Attendant.

Ability to Trade Trips Below Seventy (70) Block Hours

- 414 A. *Effective DOR, the Work Rules Chapter 7.B.2.d.iii. will be amended as indicated below:*
- 415 d. *A request will not be approved if it would result in any of the following:*
- 416 i. *A violation of any FAR.*
- 417 ii. *A violation of any InFlight Work Rule.*
- 418 iii. *A projected credit of less than 70 hours or more than 135 hours for the bid period.*
- 419 *However, Flight Attendants may trade trips with other Flight Attendant (Lineholders, and*
420 *reserves on their days off and within the established parameters) such that her/his*
421 *projected credit is less than 70 hours. However, Flight Attendants may not initiate a*
422 *trade which would put their projected credit below fifty (50) hours.*
- 423 B. *Chapter 9.C.2.a.ii. will be amended as indicated below:*
- 424 2. *SCHEDULING PERSONAL DAYS:*
- 425 ii. *An ITM Flight Attendant may ask to use a personal day on a scheduled day off, by*
426 *submitting the request via FLICA before the last day of the bid period.*
- 427 a. *An ITM who adds a personal day to a scheduled day off after the bid has been*
428 *awarded may have the personal day returned to his/her bank by emailing*
429 *oec.stp@virginamerica.com vxocc.inflight@alaskaair.com provided that all of the*
430 *following conditions are met:*
- 431 i. *The date the personal day was placed on has not yet passed.*

432 ii. The teammate will maintain at least ~~70~~ 50 hours of credit upon removal of the
433 personal day.

434 C. Appendix K: Glossary Definitions

435 APPENDIX K: GLOSSARY

436 **Minimum Monthly Credit Requirement** – The minimum credit value an ITM must maintain
437 within the bid month, as set by the Manager of CSS and InFlight Leadership. The Minimum
438 Monthly Credit Requirement is ~~70~~ 50 hours within a bid period. Trades, drops, or swaps that
439 drop an ITM below the Minimum Monthly Credit Requirement will not be approved.

440

441 **Personal Day Cash-Out**

442 Any accrued and unused Personal Days will be paid out as of JCTE at a rate of three and one-half
443 (3.5) block hours per day. Until JCTE, Flight Attendants will continue to accrue Personal Days in
444 accordance with the Playbook.

445

446 **Show/No Go**

447 If a Flight Attendant reports to the airport and his/her flight assignment is cancelled, then s/he will
448 be paid "show/no go" pay valued at three and thirty-nine hundredths (3.39) block hours. Such
449 compensation shall be paid toward the guarantee and shall be in addition to any other
450 compensation for the cancelled assignment.

451

452 **JCTE Cutover**

- 453 A. In order to facilitate the addition of the L-VX Flight Attendants onto JCTE for purposes of Full
454 Integration. The month prior to Full Implementation shall be referred to as the "cutover
455 month" and the last five (5) days of the cutover month shall be referred to as the "cutover
456 period" The following timeline will apply:
- 457 1. In the cutover month, L-AS and L-VX Flight Attendants will bid in Navblue for the first full
458 month of integration under all applicable JCBA provisions and following the L-AS bidding
459 schedule. Bids will be awarded based on the ISL.
 - 460 2. On the 10th of the cutover month, L-VX Flight Attendants will have any trips that touch the
461 last five (5) days of the cutover month frozen to allow for in-tracking of overlapping trips,
462 this will be referred to as the "cutover period".
 - 463 3. On the 14th of the cutover month, L-VX Flight Attendants may continue to trade any cutover
464 month trips (excluding trips touching the "cutover period") in FLICA.
 - 465 4. On the 15th of the cutover month for Flight Attendant to Flight Attendant trades, and on the
466 16th , L-VX Flight Attendants may trade for trips operating in the Full Integration month,
467 (excluding trips touching the "cutover period") in JCTE under all applicable JCBA timelines
468 and provisions.

- 469 B. L-VX Open Time for the "cutover month" (prior to Full Integration month) will be blocked from
470 picking up or trading electronically for any trip touching the last five (5) days of the month.
471 CSS will offer Open Time at the rate 1.5X block hours for any trips picked up which touch the
472 last five (5) days of the month.
- 473 1. CSS will process pick up's from Open Time that touch the last five (5) days of the month,
474 via an electronic, time stamp system manually.
- 475 C. If a L-VX Flight Attendant has assigned flying touching the last five (5) days of the month prior
476 to Full Integration and has an unavoidable emergency s/he can request a Management Drop
477 without points.
- 478 1. If Management is able to verify the following the drop will be granted without points:
 - 479 a. That event is an unavoidable emergency; and
 - 480 b. The L-VX Flight Attendant made a reasonable attempt to trade away or avoid the trip
481 (via PBS preference) in advance of the trip
 - 482 2. In addition AFA and Management will meet to review any situation in which points were
483 assessed for a drop, on a case-by-case basis to determine if the points were assessed
484 correctly.
485

486 **Delay of JCTE**

487 In the event that Full Implementation is delayed past March 2, 2019, then all pairings will be
488 constructed under the provisions outlined in the JCBA in Section 10 [Scheduling]. Additionally, for
489 any pairings created after the initial bid award the Company will make every best effort to construct
490 the pairing in compliance with Section 10 of the JCBA.

492 **ITL Transition to L-AS "A" Position Program**

- 493 A. The below provisions indicate the changes made to the L-VX ITL programs in the Work Rules.
494 The following implementation schedule and program dates will apply:
- 495 1. The effective date of the first ITL bid will be in the month of DOR.
 - 496 2. The second full bid month following DOR will be the first month in which ITLs awarded the
497 ITL position in the monthly bid process outlined below will work ITL positions.
 - 498 3. The monthly ITL award bid will occur on the twenty-third (23rd) of each month, beginning in
499 the month of DOR.
- 500 B. The "A" Flight Attendant Program will be incorporated into the Work Rules as below:
501 [Virgin America InFlight Teammate Work Rules v.5 provisions, as amended]
- 502 **1) SENIORITY REQUIREMENTS FOR WORKING THE "A" POSITION**
- 503 a) *New hires with less than four (4) months of InFlight Seniority are not permitted to work the "A"*
504 *position unless the entire cabin crew consists of new hires with less than four (4) months of InFlight*
505 *Seniority. This is to ensure that after completion of initial training, all new hires (even those who*
506 *have flown before) gain experience, confidence, and shared knowledge from working in the cabin*
507 *alongside another L-VX Flight Attendant as much as possible before being required to work as the "A"*
508 *Flight Attendant position.*

- 509 b) In the event a new hire with less than four (4) months of InFlight Seniority is temporarily slotted into
510 the "A" position, or in the event a new hire with less than four (4) months of InFlight Seniority is a
511 Lineholder and picks up a pairing in the "A" position, the "A" position shall be worked by:
512 i) The most senior Flight Attendant who volunteers to work the position;
513 ii) If no one volunteers, then the most junior Flight Attendant with at least four (4) months of
514 InFlight Seniority on the segment(s) affected must work the position.
515 iii) If there is no Flight Attendant with more than four (4) months of InFlight Seniority, then the "A"
516 position will be filled by the new hire Flight Attendant who feels most comfortable working the
517 position. If the new hires cannot agree, the most senior new hire must take the position.
518 c) In the event CSS assigns a Reserve with more than four (4) months of InFlight Seniority into the "A"
519 position, the Reserve assigned to the "A" position will be responsible for flying the "A" position. A
520 Reserve who has been assigned to work in the "A" position by CSS may, at her/his discretion solicit
521 other crewmembers on the same pairing to voluntarily switch positions.
522 d) Flight Attendants with more than four (4) months of InFlight Seniority that are awarded a pairing
523 and/or pick up a pairing through open time to work the "A" position will not be forced to give up the
524 "A" position by a more senior Flight Attendant, nor may a more senior Flight Attendant "junior down"
525 the position unless by mutual agreement; except as provided in **Paragraph c.i.-iii** above.
526 e) The above rules apply:
527 i) whether a new hire is a Reserve or a Lineholder.
528 ii) if a new hire joins the crew mid-pairing
529 f) It is the responsibility of the Flight Attendant who is working the "A" position to call and inform CSS
530 that they are working the "A" position.
531 g) If there are any questions over who is entitled or required to work the "A" position, Flight Attendants
532 should contact the InFlight Supervisor, or designee, for clarification.
533

534 **2) "A" POSITION FLIGHT ATTENDANT BIDDING**

- 535 a) On a monthly basis, active Flight Attendants as outlined in **Chapter 6.A.2 – Eligibility for Bidding**
536 will have the opportunity to bid for the following month's "A" position line bid period as outlined
537 below;
538 i) Monthly "A" Position Bid
539 (1) On the 22nd calendar day of the month by 2000, crew planning will open the monthly "A"
540 position bid folder in FLICA for the following month's line bid period.
541 (2) Crew planning will publish the number of "A" positions available for bidding in each
542 domicile/base.
543 (3) All Flight Attendants with 4 months or more of Inflight seniority will be able to bid on being
544 awarded "A" positions pairings within their assigned domicile/base. (This includes Lineholders
545 and Reserves)
546 (4) On the 26th calendar day of the month at 0900, crew planning will close the monthly "A"
547 position bid folder in FLICA for the following months bid period.
548 (5) On the 29th day of the month, the monthly "A" position bids will be awarded by 2000 local
549 SFO time.
550 (6) Flight Attendants that are awarded the monthly "A" position will be placed in the "A" position
551 bid folder in FLICA for the month PBS bid that opens on the 1st of the month.
552 (7) If the Flight Attendant is not awarded an "A" bid she/he will bid in the ITM Bidding Folder in
553 FLICA for the month PBS bid that opens on the 1st of the month.
554 (8) Flight Attendants that are awarded the monthly "A" position will not be able to voluntarily bid
555 for Reserve.

(9) *Flight Attendants that are awarded the monthly "A" position will not be able to buddy bid with other Flight Attendants for bid period*

ii) **"A" position Award**

- (1) *"A" position bids for the month will be awarded in inflight base seniority order until all positions for the bid month are filled or until all bids are processed and awarded.*
- (2) *Should crew planning not receive enough bids to fill all required positions, the following rules will be used to fill the remaining positions:*
 - (a) *Crew planning will use reverse inflight base seniority order.*
 - (b) *Flight Attendants with less than 4 months of service will not be awarded the "A" position as outlined in 1. C., above.*

Example: *Crew planning posts 100 "A" positions for the bid month. 75 Flight Attendants bid for "A" positions leaving 25 open "A" positions for the bid month. 75 Flight Attendants will be awarded the "A" position. 25 Flight Attendants will need to be assigned "A" positions using reverse inflight base seniority order among Flight Attendants with 4 months or greater seniority.*

Monthly Bidding Calendar

<i>1st calendar day by 2000 SFO time</i>	<i>PBS bid opens - Lineholder</i>
<i>7th calendar day @ 0900 SFO time</i>	<i>PBS bid closes – Lineholder</i>
<i>10th calendar day by 2000 SFO time</i>	<i>PBS bid awards published - Lineholder</i>
<i>12th calendar day @ 0900 SFO time</i>	<i>Open time released - Lineholder</i>
<i>12th calendar day by 2000 SFO time</i>	<i>Reserve bid opens</i>
<i>17th calendar day @ 0900 SFO time</i>	<i>Reserve bid closes</i>
<i>18th calendar day by 2000 SFO time</i>	<i>Reserve bid published</i>
<i>18th calendar day by 2000 SFO time</i>	<i>Open time released – Reserve</i>
<i>22th calendar day by 2000 SFO time</i>	<i>ITL bid opens for the following month's line bid</i>
<i>23rd calendar day @ 0900 SFO time</i>	<i>ITMs may pick up out-of-base pairings</i>
<i>25th calendar day @0900 SFO time</i>	<i>Split Trip requests opens for the following month</i>
<i>26th calendar day @ 0900 SFO time</i>	<i>ITL bid closes for the following month's line bid</i>
<i>28th calendar day by 2359 SFO time</i>	<i>CMF/CML Requests close</i>
<i>29th calendar day by 2000 SFO time</i>	<i>ITL bids awarded for the following month's line bid</i>

3) **CHARTER FLYING**

Details on charter flights will be communicated to all crewmembers and the Captain, as appropriate by InFlight Leadership and/or Catering Team.

4) **VOLUNTARY SCHEDULE ADJUSTMENTS FOR "A" POSITION PAIRINGS**

On the 12th day of the month, beginning at 0900 SFO local time all trips with unassigned positions

578 (including trips with the "A" position unassigned) will be available for schedule adjustments to all Flight
579 Attendants in that assigned base/domicile.

580 **5) ADDITIONAL EARNINGS**

581 a) "A" Position Pay:

582 i) Effective on the second bid month following DOR, Flight Attendants working the "A" position will
583 receive the "A" position pay of \$2.26 / block hour (converted equivalent of \$2.00 per flown TFP)
584 for all actual block hours she/he worked in the "A" position.

585 ii) Effective at the end of the first bid month following DOR, the ITL additional earnings provision of
586 15% of the ITM's base rate will be discontinued.

587 6) "A" Position – for the duration of the work rules "A" position will replace the ITL term.
588

589 **Overnight Lodging for "Alaska Airbus" Initial Training Trainees**

590 The Company agrees to provide overnight lodging for trainees attending "Alaska Airbus" Initial Training on the
591 same basis as overnight lodging provided for trainees attending "Alaska Boeing" Initial Training.
592

593 **IV. STATUS OF L-VX LETTERS OF AGREEMENTS CURRENTLY IN FORCE**

594
595 A. The L-VX Letters of Agreement will continue in force according to the provisions outlined below:

596 1. The following Letters of Agreement will continue in force until Full Implementation:

597 a. AFA VX Commuter Policy

598 b. AFA VX Commuter Policy Clarification

599 c. AFA VX LOA Establishing Separate Disciplinary Tracks for Performance and Reliability

600 d. ASAP Additional Provisions LOA

601 2. The following Letter of Agreement will be extinguished at DOR:

602 a. AFA VX LOA One Time Interim Wage Increase

603 3. The following Letter of Agreement will continue in force until Full Implementation with the
604 below clarifications:

605 a. AFA VX Interim Improvements Letter of Agreement:

606 i. Paragraph C..6. (L-VX Local Council President) will continue in force until such time
607 as AFA Local Executive Council (LEC) 35 SFO officers are elected pursuant to the
608 AFA-CWA Constitution & Bylaws.

609 ii. Paragraph C.7. (allocation to AFA officers/members for performance of Union
610 Business) will continue in force until Full Implementation plus three (3) months and
611 may be extended by mutual agreement.

612 iii. Paragraph H. (Virgin America Inflight Teammate Work Policies) will be extinguished
613 at DOR.

614 b. AFA VX Grievance Procedures and System Board of Adjustment Letter of Agreement

615 i. The Grievance Procedure provisions will remain in force until all grievances filed
616 arising from alleged violations of the Work Rules have been resolved. At the request
617 of the Association, the Letter of Agreement will be extended to accommodate L-VX
618 disciplinary grievances appealed to the System Board of Adjustment.
619

620 **V. STATUS OF WORK RULES AFTER DOR**

621
622 Unless otherwise amended by this Legacy Virgin America Flight Attendant Transition Agreement
623 2018 and all other agreements, which amend the Work Rules, the provisions of the Work Rules will
624 remain in force. The Work Rules will be considered to be part of the Legacy Virgin America Flight
625 Attendant Transition Agreement 2018 and are incorporated by reference herein. As such, the Work
626 Rules will be subject to the enforcement provisions of the AFA VX Grievance Procedures and
627 System Board of Adjustment Letter of Agreement (6.2.17).

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

629

630 FOR:

631 ASSOCIATION OF FLIGHT

632 ATTENDANTS-CWA, AFL-CIO

633

634

635 /s/ _____

636 Sara Nelson

637 International President

638

639

640 /s/ _____

641 Jeffrey Peterson

642 Master Executive Council President

643

644

645 /s/ _____

646 Jennifer Wise MacColl

647 Negotiating Committee Member

648

649

650 /s/ _____

651 Jamie Cogen

652 Negotiating Committee Member

653

654

655 /s/ _____

656 Lindsey Steele

657 Negotiating Committee Member

658

659

660 /s/ _____

661 Paula Mastrangelo

662 Senior Staff Negotiator

FOR:

ALASKA AIRLINES, INC.

/s/ _____

Jeff Butler

Vice President, Inflight & Call Center Svcs

/s/ _____

Greg Mays

Vice President, Labor Relations

/s/ _____

Elizabeth Ryan

Managing Director, Labor Relations

/s/ _____

Emily Kimmel

Manager, Labor Relations