

LETTER OF AGREEMENT
by and between
ALASKA AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

LEGACY VIRGIN AMERICA JOINT COLLECTIVE BARGAINING AGREEMENT
IMPLEMENTATION TIMETABLE

This Letter of Agreement is made between Alaska Airlines, Inc. ("Company") and the Flight Attendants in the service of Alaska Airlines, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO ("Association").

WHEREAS, the Company is in the process of executing a merger of Legacy Virgin America Airlines (L-VX) Flight Attendants with the Legacy Alaska Airline's (L-AS) Flight Attendant work group which requires a negotiated transition and merger agreement with the Association;

WHEREAS, the Company and the Association have negotiated a Joint Collective Bargaining Agreement (JCBA) during the Virgin America and Alaska Airlines merger negotiations which requires a transitional implementation for the L-VX Flight Attendants;

NOW, THEREFORE, the parties agree that the Legacy Virgin America JCBA Implementation Timetable below will govern the implementation and effective dates of all provisions of the JCBA for the L-VX Flight Attendants.

Legacy Virgin America JCBA Implementation Timetable

0	0	0	Section Heading	Date of Implementation	Comments	Other Comments
0	0	0	Global Intent statement of this documents	Date of Ratification	This documents assumes that TA is ratified and company receives ISL	
0	0	0	Global TFP to Block hours conversion	Date of Ratification	Transition intent statement: Any AS CBA provision that stipulates TFP will be converted to block hours using the conversion of 1.13 TFP per 1.0 Block Hour	
1	0	0	Section 1 Non-			

			Discrimination			
1	A		Membership Non-Discrimination based on Assoc Membership	Date of Ratification		
1	B		Non-Discrimination Policy	Date of Ratification		
2	0	0	Section 2 Purpose of Agreement			
2				Date of Ratification		
3	0	0	Section 3 Scope of Agreement			
3	A		Recognition	Date of Ratification		
3	B		Recognition of Managerial Rights	Date of Ratification		
3	C		Managerial Right	Date of Ratification		
3	D		Scope	Date of Ratification		
3	E		Non-Revenue Generating Flights	Full Implementation	Needs occupational seniority	
3	F		Card Check	Date of Ratification		
3	G		Foreign Domiciles	Date of Ratification		
3	H		Information Sharing	Date of Ratification		
3	I		Scope of Agreement Remedies	Date of Ratification		
3	J		Addendum	Date of Ratification		
4	0	0	Section 4 Status of Agreement			
4	A	1	Acceptance of Agreement	Date of Ratification	VX LOAs sunset and VX Transition LOAs to AS CBA	
4	B		Successorship	Date of Ratification		
4	C		Labor Protective Provisions	Date of Ratification		
4	D		Status Agreement Remedies	Date of Ratification		
4	E		Successorship or Merger Transaction Fund	Date of Ratification		
5	0	0	Section 5 Definitions			
5				Date of Ratification	Needs clarification and some modifications... PPP	
6	0	0	Section 6 Seniority			
6	A		Occupational Seniority Applications	JCTE	Pass travel benefits will sync with adjusted seniority date	
6	B		Calculation for Determining Seniority	Date of Ratification	Subject to ISL	
6	C		Seniority List	Date of Ratification	Need 4 lists (L-VX, L-AS, ISL (Combined List), Management) *Must	

					include all FA qualified managers on separate list	
6	D		Seniority Disputes	Date of Ratification		
6	E	1	Transferring to a supervisory or other non-flying duties	Date of Ratification	FA -> Mgmt okay, Mgmt -> FA must go back to original base and pm Airline	
6	E	2	Transferring to Management	Date of Ratification	VX sick leave transition policy would apply for the purposes of calculating sick leave bank. Minimum balance zero or above	
6	E	3	Transferring from Management Back to Flying Duties	Date of Ratification	Maintain current partitions until full integration	
6	E		Transferring to/from Supervisory or Other Non-flying Duties	Date of Ratification	FA -> Mgmt okay, Mgmt -> FA must go back to original base and pm Airline	
6	zzA D6	1	How does a leave of absence or a furlough affect my seniority?	Date of Ratification		
6	zzA D6	2	When is occupational seniority used?	Date of Ratification	Occupational seniority applies on each partition until full integration	
6	zzA D6	3	When is company seniority used?	Date of Ratification		
7	0	0	Section 7 Probationary Period			
7	A		Probation Period	Date of Ratification	As amended by the VX transition LOA	
7	B		Discharge, Discipline or Furlough	Date of Ratification		
7	C		"A" Qualified	Date of Ratification		
7	D		Base Transfer Limitation	Date of Ratification		
7	E		Probationary Check-Ride / Observation Flight and Reserve	Date of Ratification		
7	F		"Job Familiarization" Flights... - Drop "Combi" reference	Full Implementation		
7	G		Probationary Reserve Requirement	Date of Ratification	As amended by the VX transition LOA	
7	H		Voluntary Temporary Base Trades	Date of Ratification		
7	I		Probationary Review	Date of Ratification		
7	J		Ability to Pick Up and Fly following base orientation	Full Implementation		
8	0	0	Section 8 Hours of			

			Service – Implementation schedule			
8	A		Applicability	Full Implementation	Due to interdependency, Bidding = JCTE / Flying = Full Integration	
8	B		Eight (8) Flights in Twenty-Four (24) Hours Limitation	Full Implementation		
8	C		Twenty-Eight (28) Flights in Seven (7) Days Limitation	Full Implementation		
8	D		Check-in and Debrief	Full Implementation		
8	E		Duty Period	Full Implementation		
8	F		Over-Duty Pay	Full Implementation		
8	G		Fourteen Hour (14:00) Duty Provisions	Full Implementation		
8	H		Compensatory (Double- Out) Rest	Full Implementation		
8	I		Night Rule	Full Implementation		
8	J		Remain Over Night (RON) Rest	Full Implementation		
8	K		Reduced RON Rest	Full Implementation		
8	L		Forty-Eight in Seven (48/7) Rest	Full Implementation		
8	M		Domicile Rest	Full Implementation		
8	N		Waiver of Contractual Rest	Full Implementation		
8	O		Deadhead Duty Applications	Full Implementation		
8	P		Monthly Maximum...	Full Implementation		
8	Q		Contactability	Full Implementation		
8	R		Notification of Delay or Cancellation	Full Implementation		
8	S		Natural Disasters...	Full Implementation		
8	T		Base Turns	Full Implementation		
8	U		Operationally Impacted Minimum Days Off	Full Implementation		
8	zzA D08		Addendum	Full Implementation		
9	0	0	Section 9 Junior Available and Premium Open Time			
9	A		Junior Available (JA) Definition	Full Implementation	Subject to VX Transition LOA at DOR	Paid at 1.5x Assignment Value
9	B		Ineligible for JA During Vacation/Longevity PTO	Full Implementation		
9	C		Means of Contact for JA	Full Implementation		
9	D		Company's Right to Assign JA	Full Implementation		
9	E		Premium Open Time	Full Implementation	50% at DOR, AS provision	

					as written in book will apply at Full Implementation	
9	zzA D09		Addendum	Full Implementation		
10	0	0	Section 10 Scheduling – Implementation schedule			
10	A		Preferential Bidding System (PBS) – Need to memorialize 3 AFA members of the PBS committee plus Scheduling Chair. Address paid training for VX to transition to PBS. Integration timeline for VX bidding using PBS.	Full Implementation		
10	B		Line of Time/Line Averages	Full Implementation		
10	C		Contractual Limits Apply in PBS	Full Implementation		
10	D		Method of Awarding Lines	Full Implementation		
10	E		Line Construction and Operational Impact	Full Implementation		
10	F		Planned Absences/Carry-in	Full Implementation		
10	G		Prorated Lines During Month with Leave of Absence	Full Implementation		
10	H		Flight Attendants on No-bid Status	Full Implementation		
10	I		Bidding While Withheld from Service	Full Implementation		
10	J		Bid Packet and Bidding Timelines	Full Implementation		
10	K		Standing (Default) Bid	Full Implementation		
10	L		Bid Awards, Bid Protest and Bid Re-Awards	Full Implementation		
10	M		PBS Bid Line Options/Preference	Full Implementation		
10	N		Additional Bid Preferences	Full Implementation		
10	O		Bid Positions and Associated Responsibilities	Full Implementation		
10	P		Buddy Bidding	Full Implementation		
10	Q		Low-Bid Option	Full Implementation		
10	R		Reassignments	Full Implementation		
10	S		Pre-Cancellations	Full Implementation		
10	T		Use of Non-Revenue	Full Implementation		

			Flight Attendants...			
10	U		Scheduling Committee	Full Implementation		
10	V		Responsibility of Crew Scheduling	Full Implementation		
10	W		Scheduling Errors	Full Implementation		
10	X		Deadhead	Full Implementation		
10	Y		Sequence Construction	JCTE		
10	Z		Personal Drops	Full Implementation		
10	zAA		Through Flight Provisions at Sequence Home Domicile	Full Implementation		
10	zBB		Pre-Boarding	Date of Ratification	0.5 TFP per boarding / RRR not paid	
10	zCC		No Show Sequence Recovery...	Full Implementation		
10	zDD		Long Stage Length Duty Period ("4k")	Full Implementation		
10	zEE		Electronic Bid Software	Full Implementation		
10	zFF		Operationally Impacted Minimum Days Off	Full Implementation		
10	zzA D10		Addendum	Full Implementation		
11	0	0	Section 11 - Reserve			
11	A		Application of Section 11	Full Implementation		
11	B		Reserve: General	Full Implementation		
11	C		Classification of Reserves	Full Implementation		
11	D		Scheduling/Notice Time to Report – Revise notice to report as measured from time the Reserve receives the assignment (VX application) and update as appropriate for report to co-terminal.	Full Implementation		
11	E		Order of Assignment – Update co-term throughout if required	Full Implementation		
11	F		Airport Standby	Full Implementation		
11	G		Reserve Compensation	Full Implementation	Reserve credit per day = 4.3 hours	\$2.50 / TFP (\$2.83 / hr) override for flown trips. §11.G.2 . Lookback to 1/1/2018. Pay greater of \$100 Longevity Stipend or AS

						Provision
11	H		Reserve Exchange of Days...	Full Implementation		
11	I		Reserve Cross-Utilization Between or Among Domiciles	Full Implementation		
11	J		Reserve Repositioning	Full Implementation		
11	K		Reserve Long Stage Length Duty Period ("4k") Assignment	Full Implementation		
11	zzA D11		Addendum	Full Implementation		
12	0	0	Section 12 - Exchange of Sequences – Back to Book			
12	A		Unlimited Trading	JCTE	for pairings in the full integration bid month	
12	B		Types of Trades	JCTE	for pairings in the full integration bid month	
12	C		Trading Procedures – Add VX domiciles	JCTE	for pairings in the full integration bid month	
12	D		Crew Scheduling Access to Flight Attendant Sequences...	JCTE	for pairings in the full integration bid month	
12	E		Open Time	JCTE	for pairings in the full integration bid month	
12	F		Trades with Open Time	JCTE	for pairings in the full integration bid month	
12	G		Sequence Interruption Point (SIP) Sequences	JCTE	for pairings in the full integration bid month	
12	H		Out of Domicile Trades...	JCTE	for pairings in the full integration bid month	
12	I		Reserve Pick-Ups and Required Rest	JCTE	for pairings in the full integration bid month	
12	J		Crew Scheduling Trading Errors	JCTE	for pairings in the full integration bid month	
12	zzA D12		Addendum	JCTE	for pairings in the full integration bid month	
13	0	0	Section 13 - Uniforms – Dry cleaning and alterations			
13	A		Requirement to Wear a Uniform	Date of Ratification		
13	B		Basic Uniform(s)	Luly Uniforms for All	VX to have transition uniform between early 2018 and Luly uniform introduction	
13	C		Uniform Replacement and/or Repair	Date of Ratification		
13	D		Uniform Allotment Credits	Luly Uniforms for All	Subject to VX Transition agreement	
13	E		Insignias (e.g. Wings)	Date of Ratification	AS wings/Namebar will be	

					issued prior to the Luly uniform rollout	
13	F		Return of Uniform Upon Resignation/Termination	Date of Ratification		
13	G		Association Consideration Pursuant to Uniform Change	Date of Ratification		
13	H		Footwear	Date of Ratification		
13	I		Maternity Uniform	Date of Ratification		
13	J		Theft of Company Issued Luggage	Date of Ratification		
13	zz	TA1	VX Red Dress Credit	Date of Ratification	Subject to VX transition agreement - \$100 uniform credit per red dress (max 2 dresses). Credit may only be used to purchase additional uniform pieces	
13	zzA D13		Addendum	Date of Ratification		
14	0	0	Section 14 - Vacations			
14	A	1	Under 1 year of service	JCTE	Change to AS CBA	Strike 1/12 reduction to vacation allotment
14	A	2	1 year of service	JCTE	Change to AS CBA	Strike 1/12 reduction to vacation allotment
14	A	3	Employment Begins	JCTE	Change to AS CBA	AS F/As given time credit for training / Company to Issue new badges to current AS FAs
14	A	4	Vacation Accrual	Jan/2020	VX F/As accrue in 2019 for 2020, must meet 480 in 2020	
14	A	5	Longevity Paid Time off (PTO)	Date of Ratification		
14	A		Vacation/Longevity Paid Time Off (PTO) Entitlement	Jan/2019	Subject to VX transition agreement	
14	B		Vacation/Longevity PTO Bidding and Trading	JCTE		2019 Vacation that has already been awarded in VX legacy system after

						JCTE cutover
14	C		Vacation/Longevity PTO Pay	JCTE	Paid at 4.0 TFP (3.5 Block Hours) on paid days	
14	D		Forfeiting or Foregoing Vacation/Longevity PTO	Date of Ratification		
14	E		Vacation/Longevity PTO as Impacted by Termination or Furlough	Date of Ratification		
14	F		Splitting of Vacation/Longevity PTO Periods	JCTE	Approx Oct 2019 (Subject to change)	
14	G		Distribution of Vacation/Longevity PTO Days	JCTE	Approx Oct 2019 (Subject to change)	
14	H		Request for Early Vacation/Longevity PTO Pay	JCTE	VX vacation payout (VPO) (AS Vacation buyback) must be done prior to JCTE cutover	Need to make communication is clear to VX F/As
14	I		Vacation/Longevity PTO Conflict and Recurrent Training...	JCTE		
14	J		Voluntary Flying Into Vacation/Longevity PTO	JCTE		
14	K		Vacation/Longevity PTO Impacted by Irregular Operations	JCTE		
14	L		Vacation/Longevity PTO During Voluntary Temporary Base Trades (Swaps)	Date of Ratification + 1 Month	within Partitions - FA can carry awarded vacation to new base	
14	M		Reserve Vacation/Longevity PTO	Jan/2020		
14	N		Ineligible for JA During Vacation/Longevity PTO	Date of Ratification		
14	zzA D14	1	Can I fly during my vacation?	Date of Ratification		
14	zzA D14	2	Can I pick up and fly Premium open time while on vacation?	JCTE	VX Vacation rules remain in affect until JCTE cutover	
14	zzA D14	3	Can I change my designated vacation splits	JCTE	Approx Oct 2019	
14	zzA D14	4	Can I trade vacation days with a FA from a different domicile?	JCTE		
14	zzA D14	5	Will my entitlement to vacation be reduced due to a leave of absence	Date of Ratification	Change to AS CBA	Strike 1/12 reduction to vacation allotment
14	zzA D14	6	is vacation entitlement based on Company or occupational seniority?	Date of Ratification		
14	zzA	7	Can I choose to be paid	Date of Ratification		

	D14		for my vacation on a leave of absence			
14	zzA D14	8	Is longevity PTO eligibility based on Company or Occupational Seniority	Date of Ratification		
14	zzA D14		Addendum - Vacations			
15	0	0	Section 15 Leaves of Absence			
15	A		Leaves of Absence – General	Date of Ratification		
15	B		Staffing Adjustment and Educational Leaves of Absence	Date of Ratification		
15	C	1	Statement from a qualified doctor	Date of Ratification		
15	C	2	Granting Medical Leave of Absence	Date of Ratification	Change to AS CBA	Update to 4 years without company approval
15	C	3	Using sick time and/or vacation for medical leave of absence	Full Implementation	Subject to VX Transition LOA	Company agreed to extend health insurance for any F/A on a Medical Leave
15	C	4	Back dating medical leave of absence	Date of Ratification		
15	C	5	Disability benefits	Date of Ratification		
15	C		Medical Leave of Absence	Date of Ratification	Change to AS CBA	Update to 4 years without company approval
15	D		Maternity Leave of Absence	Date of Ratification	Subject to VX Transition LOA	Company agreed to extend health insurance for any F/A on a Medical Leave
15	E		Parental Leave of Absence	Date of Ratification		
15	F		Leave to Accept Official Elected/Full-Time Position in Association...	Date of Ratification		
15	G		Leaves Related to Serious Aircraft /	Date of Ratification		

			Crewmember / Passenger Incidents			
15	H		Bereavement Leave of Absence	Date of Ratification		
15	I		Return to Work Following a Leave of Absence	JCTE	VX to follow VX return to work guidelines until JCTE	
15	J		Travel While on Leave of Absence	Date of Ratification	See contract for specific information	
15	K		Short Term Disability	Full Implementation		
15	L		Military Leave of Absence	Date of Ratification		
15	M		Leaves with Coordination...	Full Implementation		
15	N		Unpaid Leaves (Without Coordination)	Jan/2020		
15	O		Workers' Compensation	Full Implementation		
15	P		Long Term Disability (LTD)	Date of Ratification		
15	zzA D15	1	What obligation do I have to notify the Company with respect to my pregnancy?	Date of Ratification		
15	zzA D15	2	What happens when I go on maternity leave?	Date of Ratification		
15	zzA D15	3	May I extend my maternity leave if it is not medically necessary?	Date of Ratification		
15	zzA D15	4	If I request a medical leave and submit a written request for such a leave to the Company accompanied by a statement from a qualified physician recommending such leave, can the Company require me to see the Company doctor?	Date of Ratification		
15	zzA D15	5	Do I accrue seniority while on a leave of absence?	Date of Ratification	Change to AS CBA	Drop reference to "up to one year"
15	zzA D15	6	If I am on maternity leave for one (1) year and then request and receive a medical leave due to an unrelated illness or injury, do I continue to accrue seniority during the medical leave?	Date of Ratification		
15	zzA D15	7	How much time off will I be granted if I adopt a	Date of Ratification		

			child who is currently not living in my home?			
15	zzA D15	8	What must a Health Care Provider's Statement contain in order to request a Medical Leave of Absence?	Date of Ratification		
15	zzA D15	9	I submit a doctor's note that releases me to fly on the fifth (5th) of September. On the sixth (6th) of September I am injured in an accident and I am unable to fly at all that month. Do I still receive insurance benefits?	Date of Ratification		
15	zzA D15	10	What is the definition of immediate family for purposes of Bereavement Leave?	Date of Ratification		
15	zzA D15	11	What are the procedures for Bereavement Leave?	Date of Ratification		
15	zzA D15		Addendum - Leaves of Absence			
16	0	0	Section 16 Sick Leave/On the Job Injury			
16	A		Sick Leave Accrual	Full Implementation		
16	B		Lineholder Sick Leave Usage	Full Implementation		
16	C		Reserve Sick Leave Usage	Full Implementation		
16	D		Sick Leave Pay Application	Full Implementation		
16	E		Sick Leave Conversions	Full Implementation		
16	F		Sick Leave Usage Tracking	Full Implementation		
16	G		Sick Leave Accrual On Leave...	Full Implementation		
16	H		Furlough Application	Full Implementation		
16	I		Workers' Compensation	Full Implementation		
16	J		Alternate Duty	Full Implementation		
16	K		Company Paid Medical Evaluation	Full Implementation		
16	L		Calling in Well	Full Implementation		
16	M		Sick Leave On-line Return to Domicile...	Full Implementation		
16	N		Sick Leave Make-up	Full Implementation		
16	zzA D16	1	Do I accrue sick leave // for those TFP paid as	Full Implementation		

			sick leave?			
16	zzA D16	2	Do I accrue sick leave on leave of absence?	Full Implementation		
16	zzA D16	3	If I pick up a sequence not on my line and subsequently call in sick, do I get sick leave pay and attendance points?	Full Implementation		
16	zzA D16	4	If I pick up a sequence on a reserve day off and subsequently call in sick, do I get sick leave pay and attendance points?	Full Implementation		
16	zzA D16	5	If I pick up a sequence while on vacation and subsequently call in sick, am I paid sick leave?	Full Implementation		
16	zzA D16	6	If I am unable to work due to a Workers' Compensation situation for an extended period of time, how will I be compensated and what impact will it have on my sick leave accrual?	Full Implementation		
16	zzA D16	7	In the case of a re-occurrence of an occupational illness or injury, will I be entitled to the twelve (12)-week pay provision provided for in Section 16.J.1.a.?	Full Implementation		
16	zzA D16	8	How am I paid if I perform Sick Leave Make-up and I am due premium pay?	Full Implementation	In conjunction with §16.N	
16	zzA D16		Addendum - Sick Leave / On the Job Injury	Full Implementation		
17	0	0	Medical Examinations			
17				Date of Ratification		
18	0	0	Reduction in Force			
18				JCTE	Limited by no R.I.F. LOA	
19	0	0	Grievance Procedures			
19				Full Implementation		
20	0	0	Board of Adjustment			
20				Full Implementation		

21	0	0	Compensation			
21	A		Step Rates of Pay	Date of Ratification	In conjunction with Red Circle LOA. Back date to 1/1/2018.	References updated to Year1, Year2, etc
21	B		Anniversary Step Increases (if applicable)	Date of Ratification	Subject to VX Red-Circle / Transition LOA	Increase all F/As through EOM in Month of ratification (If April is ratification month then increases apply to April, then freeze)
21	C		Longevity Premium	Date of Ratification		
21	D		Minimum Pay Rules (MPRs)	Full Implementation		
21	E		TFP Calculation	Full Implementation		
21	F		Compensation in a Bid Month and Month End Overlap	Date of Ratification		
21	G		"A" Position Pay	Date of Ratification + 2 Month		
21	H		Holiday Premium	Date of Ratification	Retro to 1/1/2018	Bidding = JCTE / Flying = Full Integration
21	I		International Pay	Date of Ratification		
21	J		Block and Ground Delays	Full Implementation	Retro to First Day of month of DOR	VX GHP still applies until Full Implementation. // Implement Block or better by segment
21	K		Publicity, Promotional, and other Special Assignments	Date of Ratification		
21	L		Deadhead Compensation (including surface deadhead)	Full Implementation	AS provision at Full Implementation // Hybrid provision at DOR	Hybrid Provision = Surface DHD 50% pay, 50% credit / Flight DHD 100% pay, 50% credit @

						DOR.
21	M		Pay Protection due to Weather, Mechanical or to Suit Company Convenience	Full Implementation		
21	N		Stranded Pay	Full Implementation		
21	O		Pay Shortage	Date of Ratification		
21	P		Over-Duty Compensation	Full Implementation		
21	Q		Compensation for Flying Greater Than Scheduled	Full Implementation		
21	R		Quarterly Productivity Premium (QPP)	Full Implementation	Subject to VX Transition LOA	PPP = Productivity Premium Program. Year of implementation will be prorated
21	S		Pre-Boarding Compensation	Date of Ratification	Paid at 30 Minutes per boarding	
21	T		Sit Pay	Full Implementation	First flight of day, greater than 2:00 hr delay from scheduled dep time = 1 credit hour / In-between flights greater than 2:00 hrs paid = 1 credit hour	pay only credit; excluded from incentive pay.
21	U		Premium Pay	Full Implementation	In conjunction with MPR §21.D	
21	V		"Scheduled" or "Actual" For Minimum Pay Rules (MPRs) and/or Sit Pay	Full Implementation	In conjunction with MPR §21.D	
21	zzA D21	1	How am I paid if my aircraft diverts enroute?	Full Implementation	Retro to First Day of month of DOR	VX GHP still applies until Full Implementation. // Implement Block or better by segment
21	zzA D21	2	How am I paid if I am on an unscheduled overnight?	Full Implementation	Dependent on implementation of §9.D	
21	zzA D21	3	What is stranded pay?	Full Implementation	Dependent on implementation of §21.N	§
21	zzA D21	4	How am I paid when the aircraft is held awaiting departure (ground delays)?	Full Implementation	Dependent on implementation of §21.J	
21	zzA D21	5	How am I paid if my actual block time exceeds my scheduled block time?	Full Implementation	Dependent on implementation of §21.J	Implement Block or better by segment.

						Look back to beginning of bid period for DOR
21	zzA D21	6	What happens if my flight(s) cancels? Am I released? How am I paid?	Full Implementation	Dependent on implementation of §21.M OR §10.S (whichever is earliest)	
21	zzA D21	7	Does ground holding accrue during debrief?	Full Implementation	Dependent on implementation of §21.J	
21	zzA D21	8	How am I paid if I report to work and I am reassigned on a scheduled day of work?	Full Implementation	Dependent on implementation of §10.R	
21	zzA D21	9	Is it possible to receive stranded pay and delay pay?	Full Implementation	Dependent on implementation of §21.N	
21	zzA D21	10	What do I get paid for alcohol or drug testing?	Full Implementation		
21	zzA D21	11	How am I paid for the taxi leg in Phoenix from the international to domestic terminal?	Full Implementation		
21	zzA D21	12	Do I accrue sick leave on stranded pay?	Full Implementation	Dependent on implementation of §16.A	
21	zzA D21	13	When do I receive "A" pay?	Date of Ratification + 2 Months	Subject to VX Transition LOA	
21	zzA D21	14	When do I advance to the next pay step?	Date of Ratification	Increase all F/As through EOM in Month of ratification (If April is ratification month than increases apply to April, then freeze) Use VX Convention...need to look at this more	
21	zzA D21	15	Minimum Pay Rule and/or Sit Pay Examples:	Full Implementation		
21	zzA D21	A	Continuing Flight Attendant crews may be required to re-board the aircraft at the Phoenix International Terminal for taxi to the domestic gate. In this circumstance, each Flight Attendant will receive fifteen dollars (\$15.00).	Full Implementation		
21	zzA D21	A	Block delays over sixty minutes (:60).	Full Implementation	Dependent on implementation of §21.J	
21	zzA D21	B	Flight Attendants who terminated their duty day in Phoenix and who were required to re-	Full Implementation		

			board the aircraft at			
21	zzA D21	B	Block delays on a flight that crosses midnight (12:00 AM) at any time. Section 21.J. [Block and Ground Delays] [See Arbitration #37-94 (Gaunt 2/5/96)]	Full Implementation	Dependent on implementation of §21.J	
21	zzA D21					
22	0	0	Expenses			
22	A		Per Diem	Date of Ratification	Increase to \$2.50 / Hour	
22	B		Transportation	Date of Ratification		
22	D		Passport Renewals	Full Implementation	Dependent on implementation of §10.S	Subject to VX LOA - Passport Renewal
22	C		Buy on Board Discount	Full Implementation		
22	zzA D22		What are the rules for passport renewals?	Full Implementation	Dependent on implementation of §10.S	
23	0	0	Insurance Benefits			
23	A		Flight Attendant Insurance Plan(s)	Date of Ratification	Change to AS CBA	
23	B		Eligibility for Insurance	Jan/2020	480 must be met in 2020 for 2021	
23	C	1	Long Term Disability Insurance Plan	Date of Ratification	Subject to VX Transition agreement	
23	C	2	Benefits	Full Implementation		
23	C	3	Definition of Disability	Date of Ratification		
23	C	4	Offsets	Date of Ratification		
23	C	5	Request for Proposal Process	Date of Ratification		
23	C	6	Group Health Care Benefits	Date of Ratification		
23	C	7	Miscellaneous	Jan/2020	480 must be met in 2020 for 2021	
23	C	7b	Seniority - Workman Comp	Date of Ratification		
24	0	0	General & Miscellaneous			
24	A		Jury Duty	JCTE	VX to follow Work Rules until JCTE	
24	B		Flight Attendant and Eligible Dependent(s) Pass and Reduction Fare Privileges	Fly rollout for FAs	VX to remain on VX travel program until PSS	
24	C		Written Documentation Requirements	Date of Ratification		

24	D		Miscellaneous Job Duties Clarification	Date of Ratification		
24	E		Right to Receive Personnel File	Date of Ratification		
24	F		Job Related Court Appearance Compensation	Date of Ratification		
24	G		Contractual Non-Revenue Pass Travel Company Requirement(s)	Date of Ratification		
24	H		Lactating Accommodations	Date of Ratification		
24	I		Dependent Child Accompanying a Working Flight Attendant	Date of Ratification		
24	J		Electronic Recording Devices	Date of Ratification		
24	K		Voluntary Foreign Language Training	Date of Ratification		
25			Air Safety, Health and Security			
25	A		Company Recognition of Air Safety, Health and Security Committee	Date of Ratification		
25	B		Safe and Healthy Workplace	Date of Ratification		
25	C		Safety Meetings	Date of Ratification		
25	D		Safety Information	Date of Ratification		
25	E		Accidents, Serious Incidents or Hijacking	Date of Ratification		
25	F		Company Notification to Association of Hostilities and Political Disruptions	Date of Ratification		
25	G		Cabin Environment and Working Conditions	Date of Ratification		
25	H		Employee Assistance Program (EAP)	Date of Ratification		
25	I		Crewmember Physical Assault	Date of Ratification		
26	0	0	Association Security			
26	A		Membership Condition of Employment	Date of Ratification + 3 Months	July 15th	
26	B		New Hire Application and Membership Requirement	Date of Ratification + 3 Months	July 15th	
26	C		Membership Dues Delinquency Notification	Date of Ratification + 3 Months	July 15th	
26	D		Failure to Remedy Dues after Delinquency Notification	Date of Ratification + 3 Months	July 15th	

26	E		Section Determination Solely on Delinquency	Date of Ratification + 3 Months	July 15th	
26	F		Dues Check-off	Date of Ratification + 3 Months	July 15th	
26	G		Submission of Check-off Form	Date of Ratification + 3 Months	July 15th	
26	H		Company Failure to Resume Deductions Upon Return to Service	Date of Ratification + 3 Months	July 15th	
27	0	0	General – Association			
27	A		Company Distribution of Agreement	Date of Ratification		
27	B		Deviation of Agreement	Date of Ratification		
27	C		No Lock-out Provision	Date of Ratification		
27	D		Association No-Bid Status	Date of Ratification		
27	E		Association Bulletin Board	Date of Ratification		
27	F		Monthly Address Report	Date of Ratification		
27	G		Association Use of Mailboxes (Mailfiles)	Date of Ratification		
27	H		Recognition and Utilization of Association Committees	Date of Ratification		
27	I		Association Lock Box	Date of Ratification		
27	J		Company Provided New Hire List	Date of Ratification		
27	K		Electronic Seniority List	Date of Ratification		
27	L		Positive Space Travel for Association, CWA Staff and International Officers	Date of Ratification		
27	M		List of Flight Attendants to Non-Flying / Supervisory Duties	Date of Ratification		
27	N		New Hire Initial Training Presentation	Date of Ratification		
27	O		Office Space	Date of Ratification		
27	P		Company Business Flight Pay Loss (CB)	Date of Ratification		
27	P	1e	Other company designated non-flying responsibilities	Date of Ratification + 2 Months	Special Projects Pay	
27	Q		Union Business Flight Pay Loss Administration	Date of Ratification		
27	R		Association Voluntary Contributions	Date of Ratification		
27	S		Association Use of Electronic Bulletin Board on Company Intranet	Date of Ratification		
27	T		Collective Bargaining Agreement and Flight	Date of Ratification		

			Attendant Manual Electronic Access			
27	U		On Duty Electronic Access to CBA and FAM	Date of Ratification		
27	V		Lobbying in Uniform	Date of Ratification		
27	W		AFA / CWA / AFL-CIO Leave of Absence	Date of Ratification		
27	X		Association Official PIN	Date of Ratification		
27	Y		Special Projects	Date of Ratification + 2 Months		
27	Z		Monthly Company Reporting Requirement	Date of Ratification		
27	zAA		Union Business and / or Company Business While on Leave and / or Collecting Sick Leave	Date of Ratification		
28	0	0	Domiciles			
28	A	1	A Master bid form for transfer to a new domicile, which will be made before the opening of the new domicile, may include a contingency proposed by the Flight Attendant.	Date of Ratification	Within partitions until Full Implementation	
28	A	2	After opening of the new domicile, vacancy bids may not include a contingency proposed by the Flight Attendant.	Date of Ratification	Within partitions until Full Implementation	
28	A	3	All hours of service and scheduling regulations will apply to all additional domiciles.	Date of Ratification	Within partitions until Full Implementation	
28	A	4	Reserves may be cross-utilized between or among domiciles, provided that applicable deadhead rates will apply when a Reserve is required to deadhead to or from her/his domicile (Sections 11.I. [Reserve Cross Utilization...] and 21.L. [Deadhead Compensation...]).	Date of Ratification	Within partitions until Full Implementation	
28	A	5	Sequence trades will be allowed between domiciles pursuant to Section 12.H. [Out of Domicile Trades...].	Full Implementation	VX Work Rules apply for FA to FA trades between domiciles until Full Implementation	

28	A	6	No vacation slots may be traded between domiciles (Section 14.B. [Vacation/Longevity PTO Bidding...]).	Date of Ratification	Within partitions until Full Implementation	
28	A	7	No "JA'ing" will be allowed between domiciles (Section 9.B. [Company's Right to Assign]).	Date of Ratification	Within partitions until Full Implementation	
28	A	8	In case of irregular operations, the Company will make all reasonable efforts to return the Flight Attendant to her/his proper domicile at the end of the sequence. If such return is impossible, applicable deadhead rates will apply for return to the proper domicile (Section 21.L. [Deadhead Compensation...]).	Date of Ratification	Within partitions until Full Implementation	
28	A	9	Voluntary temporary base trade (swap)	Date of Ratification	Within partitions until Full Implementation	
28	A	a	Base trades will be granted on a monthly basis, provided that Crew Administration is notified in writing by the first (1st) day of the prior month.	Date of Ratification	Within partitions until Full Implementation	
28	A	b	The trade must be for a minimum of three (3) months.	Date of Ratification	Within partitions until Full Implementation	
28	A	c	Moving expenses will not be paid.	Date of Ratification	Within partitions until Full Implementation	
28	A	d	Probationary Flight Attendants are not eligible for base trades (Section 7.H. [Voluntary Temporary Base Trades...]).	Date of Ratification	Within partitions until Full Implementation	
28	A	e	If a base-trading Flight Attendant is awarded a Master bid transfer request, the base trade is terminated and the other Flight Attendant must return to her/his permanent domicile.	Date of Ratification	Within partitions until Full Implementation	
28	A	f	Staffing adjustment // leaves will be awarded	Date of Ratification	Within partitions until Full Implementation	

			to a base-trading Flight Attendant only after such leaves have been awarded to permanently domiciled Flight Attendants.			
28	A	g	A base-trading Flight Attendant will bid at her/his own system seniority.	Date of Ratification	Within partitions until Full Implementation	
28	A		RULES GOVERNING MULTIPLE DOMICILES		Within partitions until Full Implementation	
28	A				Within partitions until Full Implementation	
28	B	1	New Domicile	Date of Ratification	Within partitions until Full Implementation	
28	B	2	New Hire	Date of Ratification	Within partitions until Full Implementation	
28	B	3	Recall from Furlough	Date of Ratification	Within partitions until Full Implementation	
28	B	4	Involuntary Domicile Transfer	Date of Ratification	Within partitions until Full Implementation	
28	B	5	Successful bidders on a vacancy bid will pay their own moving expenses, except when bidding to a new domicile.	Date of Ratification	Within partitions until Full Implementation	
28	B	6	Flight Attendants eligible for Company paid moving expenses must provide proof of a physical change of address to qualify for reimbursement. Reimbursement will be as follows:	Date of Ratification	Within partitions until Full Implementation	
28	B	a	Actual moving expenses, including packing, unpacking and insurance for household effects up to fourteen-thousand (14,000) pounds or fourteen-hundred (1,400) cubic feet and up to sixty (60) days of storage for such effects.	Date of Ratification	Within partitions until Full Implementation	
28	B	b	Reimbursement for expenses for driving two (2) vehicles (registered to the Flight Attendant or a member of her/his household), from the former domicile to the	Date of Ratification	Within partitions until Full Implementation	

			new domicile, at the maximum IRS allowable mileage rate for moving purposes based on the most direct American Automobile Association (AAA) mileage or the full cost of water transportation, whichever is most cost effective.			
28	B	c	Actual expenses (within reason and supported by receipt) for meals and lodging enroute for the Flight Attendant and members of her/his dependent family. S/he will be reimbursed a maximum of one-hundred and fifty (\$150.00) dollars per night per family for lodging.	Date of Ratification	Within partitions until Full Implementation	
28	B	d	Travel time will be allowed at the rate of one calendar day for each three-hundred fifty (350) miles or fraction thereof, based on the shortest AAA mileage between old and new domicile. Flight Attendants will be provided with a minimum of three (3) consecutive or nonconsecutive calendar days (by mutual agreement) free from duty, with pay, for the purposes of moving. Day(s) to be mutually agreed to by the Flight Attendant and Manager of Inflight Scheduling.	Date of Ratification	Within partitions until Full Implementation	
28	B	e	For each day of travel time, a Flight Attendant will receive pay for all lost TFP or four (4.0) TFP per day, whichever is greater.	Date of Ratification	Within partitions until Full Implementation	
28	B	f	If a Flight Attendant's present residence is other than the present	Date of Ratification	Within partitions until Full Implementation	

			domicile, the Company will pay for the move from the Flight Attendant's present residence to the new domicile but not greater than an amount equivalent to be paid for a move from her/his present domicile.			
28	B	g	The Company's obligation for a paid move to the new domicile will terminate if not used within twelve (12) calendar months.	Date of Ratification	Within partitions until Full Implementation	
28	B	h	Reconnaissance Visit	Date of Ratification	Within partitions until Full Implementation	
28	B		RELOCATION EXPENSES		Within partitions until Full Implementation	
28	B				Within partitions until Full Implementation	
28	C	1	The Company will determine when a vacancy exists at a domicile due to additional aircraft to the schedule, new Flight Attendant classes and attrition.	Date of Ratification	Within partitions until Full Implementation	
28	C	2	Domicile vacancies will be posted for a period of fourteen (14) days prior to closing. The bid will include the number of vacancies in each domicile, the date the bid is effective and any other relevant information.	Date of Ratification	Within partitions until Full Implementation	
28	C	3	The vacancies will be awarded by system seniority using the Master bid form(s) on file. Any vacancies assigned will be done in reverse seniority.	Date of Ratification	Within partitions until Full Implementation	
28	C	4	Any Flight Attendant may submit an updated Master bid form (no contingency) at any time prior to a vacancy bid closing. //	Date of Ratification	Within partitions until Full Implementation	
28	C	5	Moving expenses incurred by a successful	Date of Ratification	Within partitions until Full Implementation	

			vacancy bid will be paid by the Flight Attendant per B.5. [Relocation Expenses], above.			
28	C	6	Moving expenses of Flight Attendants who are assigned during a vacancy will be paid by the Company per B.6. [Relocation Expenses], above.	Date of Ratification	Within partitions until Full Implementation	
28	C	7	The Company will furnish the LEC President of the domicile(s) affected and the MEC President with an updated seniority list reflecting any Flight Attendants successful in bidding a vacancy bid.	Date of Ratification	Within partitions until Full Implementation	
28	C	8	For involuntary transfers a Flight Attendant, upon request, must be provided with no less than forty-eight (48) hours free from duty between assignments in different domiciles at month-end overlap prior to reporting for an assignment in her/his new domicile. Such time will be treated as a planned absence for bidding purposes.	Date of Ratification	Within partitions until Full Implementation	
28	C		VACANCY BIDS		Within partitions until Full Implementation	
28	D	1	For the bid month of February and August of each calendar year, voluntary permanent transfers will be granted to Flight Attendants with standing bids on file to exchange domiciles in seniority order. Permanent transfers will be granted after monthly vacancies, if any, are awarded pursuant to 28.C. [Vacancy Bids], above, or when vacancies do not exist at either domicile.	Date of Ratification	Within partitions until Full Implementation	

28	D	2	Transfers will be awarded provided that no vacancies or un-awarded vacancies exist in one (1) or both of the domiciles. Such transfers will be considered a voluntary transfer and do not qualify for any Company-paid moving expenses. Probationary Flight Attendants are ineligible for transfers under this provision.	Date of Ratification	Within partitions until Full Implementation	
28	D		STANDING BID AWARDS WHEN NO VACANCIES EXIST AT A DOMICILE		Within partitions until Full Implementation	
28	E	1	A Flight Attendant voluntarily transferring to another domicile or participating in a base trade will contact Crew Scheduling when her/his line of time of reserve day(s) of availability interferes with her/his ability to report to the other domicile for her/his first sequence or reserve day in the other domicile. Crew Scheduling will adjust the Flight Attendant's schedule to allow her/him adequate time to relocate to the new domicile.	Date of Ratification	Within partitions until Full Implementation	
28	E	2	Relocation drops without pay for the purpose of moving may be provided to the Flight Attendant upon request and with management approval. Such approval will not be unreasonably withheld.	Date of Ratification	Within partitions until Full Implementation	
28	E		VOLUNTARY TRANSFER OF DOMICILES		Within partitions until Full Implementation	
28	F	1	The term "co-terminal" will mean certain designated airports	Full Implementation		

			proximate to the Los Angeles International (LAX) domicile. The designated airports are: Burbank Airport (BUR), Ontario International Airport (ONT), John Wayne (Orange County) // Airport (SNA) and Long Beach Airport (LGB).			
28	F	2	In the event a sequence does not return to the co-terminal from which it departed, the Company will provide prompt transportation back to the departure co-terminal. A Flight Attendant's duty period will be extended by one (1) hour for such time spent returning to the departure co-terminal. Such time will be considered scheduled deadhead time and the Flight Attendant will receive one-half (0.5) TFP // A Flight Attendant's rest period will be determined from the one (1) hour or actual arrival time at the departure co-terminal whichever is later.	Full Implementation		
28	F	3	The Company will provide free paved and lighted parking facilities in accordance with 28.H. [Security and Lighting...], below, at all co-terminals and provide transportation from such parking to the terminal, if necessary.	Full Implementation		
28	F	4	At co-terminals from which sequences depart, the Company will provide Flight Attendants with manual revisions // that will be kept current. The Company may discontinue providing	Full Implementation		

			Flight Attendants with manual revisions // in the event that there are no published sequences that originate at that co-terminal.			
28	F	5	Flight Attendants domiciled at the LAX domicile, including Reserves, will receive "co-terminal pay" at the rate of twenty-five (\$25.00) dollars per sequence flown, show-no-go and cancellation/reassignment within two (2) hours of check-in or airport standby assignment from a co-terminal. Such co-terminal pay will not exceed twenty-five (\$25.00) dollars per report up to a maximum of one-hundred and seventy-five (\$175.00) dollars per bid month.	Full Implementation		
28	F	6	The Company will construct sequences departing from the ONT and SNA co-terminals equal to no less than three times (3.0x) the line average for the month, evenly distributed through the month. (i.e. The total TFP value of all sequences in each applicable co-terminal is no less than three times (3.0x) the line average for the month.)	Full Implementation		
28	F	7	Should the Company open co-terminals at any other domicile, the Company and the Association will negotiate provisions similar to those in 28.F. to cover the new co-terminals.	Full Implementation		
28	F		CO-TERMINALS			
28	G	1	The rules set forth in this agreement apply	Full Implementation	Subject to L-VX Commuter Policy LOA until Full	

			only to Flight Attendants who register her-/himself with the Inflight Department as a commuter.		Implementation	
28	G	2	The commuter must make all reasonable efforts to arrive in their domicile or applicable co-terminal prior to their scheduled check-in time (i.e. one (1) hour prior to departure of the scheduled sequence). However, if two (2) consecutive scheduled flights from the commuter's designated city to the domicile or applicable co-terminal are cancelled due to weather in the designated city or in the domicile or applicable co-terminal, mechanical problems, Company conveniences or the flights are significantly delayed (the second flight is posted at least thirty minutes (:30) or more late), and such flights would have arrived in the domicile or applicable co-terminal thirty minutes (:30) prior to scheduled check-in time, the Flight Attendant will notify Crew Scheduling prior to scheduled check-in and Crew Scheduling will have the option of assigning the Flight Attendant to any one of the following:	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	
28	G	3	As used in / / 2.e., above, the term "comparable Open Time" will mean a four (4) day for a four (4) day; a three (3) day for a three (3) day; a two (2) day for a two (2) day; and a one (1) day for a one (1) day. In the	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	

			event of a disagreement as to comparability, the Director of Crew Scheduling or her/his designee will make the final determination.			
28	G	4	The commuter will not be compensated for the TFP lost due to the personal leave. Flight Attendants will be compensated for the TFP actually flown if given another sequence. If the Flight Attendant is assigned as an APSB reserve and not used that day, the Flight Attendant will be credited one-tenth (0.1) TFP for each six minutes (:06) of APSB up to a maximum of five (5) hours on APSB and credited with five (5.0) TFP per duty period of APSB.	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	
28	G	5	The Commuter Policy applies when a commuter is Junior Assigned.	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	
28	G	6	Registered Commuters will be given boarding priority over Company employees (and dependents) on pleasure travel and over all employees of other airlines on Alaska Airlines mainline flights.	Fly rollout for FAs	Subject to L-VX Commuter Policy LOA until Full Implementation	VX F/As will need to register as a registered commuter to take advantage of this prior to DOR
28	G	a	A Flight Attendant living in a metropolitan area served by the Alaska Airlines flight schedule or airports served through Capacity Purchased Agreements (CPA) by Alaska Airlines from Horizon (QX) or Sky West (OO) must designate an airport in that metropolitan area as the commuter city and such designation will extend	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	

			to all airports in that metropolitan area (e.g. A Flight Attendant living in Los Angeles, California must designate Los Angeles as the commuter city and could commute from any one of the co-terminal cities.).			
28	G	a	Allow the Flight Attendant to rejoin the Flight Attendant's scheduled sequence at the SIP or at a point mutually agreed upon between the Flight Attendant and Crew Scheduling.	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	
28	G	b	A commuter residing outside of a metropolitan area as described in 1.a., above, must designate the airport closest to her/his residence or another nearby airport with greater frequency to the Flight Attendant's domicile served by the Alaska Airlines flight schedule or airports served through CPAs by Alaska Airlines from Horizon (QX) or Sky West (OO) (e.g. A Flight Attendant living in Flagstaff would designate Phoenix, Arizona as the commuter city.).	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	
28	G	b	Give the Flight Attendant another sequence from the Flight Attendant's commuter city or a later sequence in the Flight Attendant's domicile.	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	
28	G	c	Assign the Flight Attendant as an APSB reserve in the designated commuter city.	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	
28	G	d	If the Flight Attendant is assigned as an APSB	Full Implementation	Subject to L-VX Commuter Policy LOA until Full	

			reserve under 2.c., above, and not assigned a sequence within four (4) hours after being designated APSB reserve, the Flight Attendant will be assigned to a sequence the following day from the domicile city.		Implementation	
28	G	e	If the options above are not used by Crew Scheduling, the Flight Attendant will be granted a personal leave for the Flight Attendant's scheduled sequence of flying. If the Flight Attendant is granted a personal leave, s/he will be required to pick up "comparable Open Time" to replace the sequences lost within thirty (30) days after the date of the personal leave. If the Flight Attendant does not pick up Open Time within thirty (30) days, Crew Scheduling will assign the Flight Attendant to "comparable Open Time" and provide notification of the assignment.	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	
28	G	f	If a Flight Attendant is not a registered commuter and receives a No Show for her/his flight, s/he will be released from any further scheduling obligation for that sequence and subject to Section 32 [Attendance Policy]. However, the Flight Attendant may be eligible for No Show Sequence Recovery per Section 10.CC. [No Show Sequence Recovery...].	Full Implementation	Subject to L-VX Commuter Policy LOA until Full Implementation	

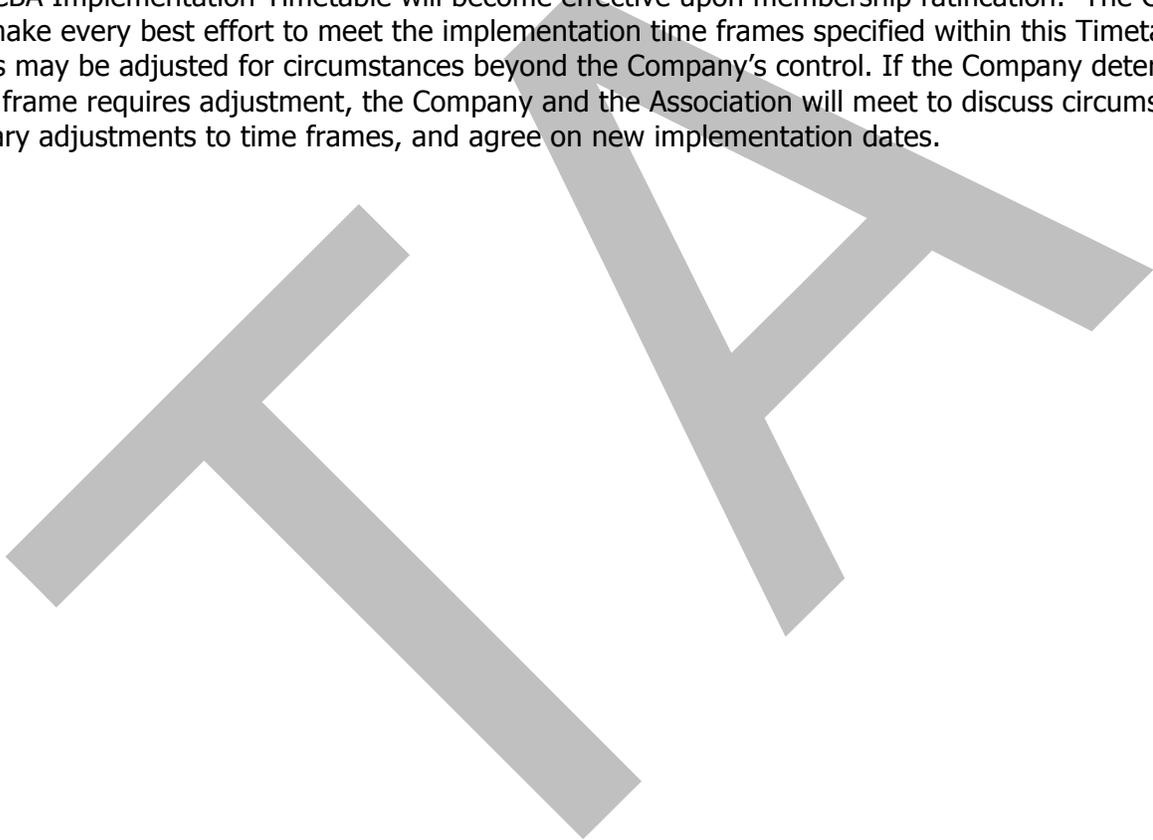
28	G		COMMUTER POLICY			
28	G					
28	H		SECURITY AND LIGHTING FOR PARKING AREAS	Date of Ratification		
28	I		COMPANY PROVIDED COMPUTERS, PRINTERS AND SCANNERS AT DOMICILE(S)	Date of Ratification		
28	zzA D28	1	1. What is a contingency bid?	Date of Ratification	within partition until Full Implementation	
28	zzA D28	2	2. Can sequences be traded between domiciles?	Full Implementation	VX Work Rules apply for FA to FA trades between domiciles until Full Implementation	
28	zzA D28	3	3. Do I have to drive to receive travel time?	Date of Ratification	within partition until Full Implementation	
28	zzA D28	4	4. If I am assigned to a vacancy at a domicile other than my current domicile while on a leave of absence, when does my twelve (12) calendar months in which to use my paid move begin?	Date of Ratification	within partition until Full Implementation	
28	zzA D28	5	5. Are newly hired Flight Attendants entitled to expenses incurred in moving to their initially assigned domiciles?	Date of Ratification	within partition until Full Implementation	
28	zzA D28	6	6. Can I change my commuter city?	Full Implementation		VX F/As will need to register as a registered commuter. Registration will need to occur prior to DOR - When is the appropriate time to do that?
28	zzA D28	7	7. Can registered commuters use a Might Be Late?	Full Implementation		VX F/As will need to register as a registered commuter. Registration will need to occur prior to DOR - When is the

						appropriate time to do that?
28	zzA D28	8	8. Are Horizon cities or flights covered in the commuter policy?	Full Implementation		VX F/As will need to register as a registered commuter. Registration will need to occur prior to DOR - When is the appropriate time to do that?
28	zzA D28					
29	0	0	Profit Sharing and Retirement			
29	A		Performance Based Pay (PBP)	Date of Ratification		
29	B		401(k) Company Match	Date of Ratification	L-AS Company Match increase to 7.5%	90 days need to transition to AS F/A Plan
29	C		Vesting Schedule for 401(k) Company Match	Date of Ratification		
29	D		Accelerated Vesting	Date of Ratification		
29	E		Retiree Travel Privileges	Date of Ratification		
29	F		Sick Leave Buy-back	Full Implementation	Subject to VX Transition LOA	VX F/As will have sick bank established at Full Implementation
30	0	0	Training			
30	A		General Training: Recurrent Training and Other Company-Required (Non-Computer-Based) Training	Full Implementation		
30	B		Recurrent Training	Full Implementation		
30	C		Training Pay	Date of Ratification	Subject to new pay rates. DHD, RT, CBT, and other required training	
30	D		Check-rides	Full Implementation		
30	E		Probationary Observation Flights	Full Implementation		

30	zzA D1		Training Addendum	Full Implementation		
31	0	0	Savings Clause			
31				Date of Ratification		
32	0	0	Attendance Policy			
32	A		Reporting Procedure	Full Implementation		
32	B		Timeliness of Reporting	Full Implementation		
32	C		Attendance Policy Definitions	Full Implementation		
32	D		Time Limit for Quarterly Point Reduction Designation	Full Implementation		
32	E		Control Procedure	Full Implementation		
32	F		Administration of Discipline	Full Implementation		
32	G		Record Improvement	Full Implementation		
32	H		Abuse of Sick Leave	Full Implementation		
32	I		Excused Time Off	Full Implementation		
32	J		Special Circumstances	Full Implementation		
32	K		Workers' Compensation	Full Implementation		
32	zzA D1		Attendance Policy Addendum	Full Implementation		
33	0	0	Charters			
33	A		Charter Bids	Full Implementation		
33	B		Charters Hours of Service	Full Implementation		
33	C		Charter Compensation	Date of Ratification		
33	D		Operational Orders for Charters	Full Implementation		
33	zzA D1		Charters Addendum	Full Implementation		
34	0	0	Hotels			
34	A		Lodging	Full Implementation	Newly sourced hotels required to meet this provision at DOR. ALL hotels must meet requirements by Full Implementation	
34	B		Transportation	Date of Ratification		
34	C		Selection and Information Sharing Process	Date of Ratification		

35	0	0	Duration			
35		LO A 1	Boeing Purchase Order	Date of Ratification		
35		LO A 2	Alaska Air Group	Date of Ratification		
35		LO A 3	Job Protection	Date of Ratification		
35		LO A 4	Retiree Health Insurance	Date of Ratification	Extended date through new amendable period	
35		LO A 5	Sick Family / Sick Child	Date of Ratification		

The L-VX JCBA Implementation Timetable will become effective upon membership ratification. The Company agrees to make every best effort to meet the implementation time frames specified within this Timetable. The time frames may be adjusted for circumstances beyond the Company’s control. If the Company determines that a time frame requires adjustment, the Company and the Association will meet to discuss circumstances, the necessary adjustments to time frames, and agree on new implementation dates.



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

FOR:
ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

/s/ _____
Jeff Peterson
Master Executive Council President

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

/s/ _____
Jennifer Wise MacColl
Negotiating Committee Member

/s/ _____
Greg Mays
Vice President, Labor Relations

/s/ _____
Jamie Cogen
Negotiating Committee Member

/s/ _____
Elizabeth Ryan
Managing Director, Labor Relations

/s/ _____
Lindsey Steele
Negotiating Committee Member

/s/ _____
Emily Kimmel
Manager, Labor Relations

/s/ _____
Paula Mastrangelo
Senior Staff Negotiator