

- 46 2. Methodology for counting of sequences toward the “threshold sequence
47 number”:
48
49 a. OT will be monitored on a real-time basis and all sequences in OT will be
50 assigned a reason code per F.6., below, indicating how each sequence
51 got into OT (e.g. drop (DD), coupon drop (CP), sick leave (SL), “open”
52 trade (TO), “limited” trade (TX), etc.).
53 b. Only those sequences coded DD (drops into OT), TO (“open” trades with
54 OT) or CP (Coupon Drops) will count towards the “threshold sequence
55 number”. Such designations may be renamed in a successor trading
56 system but will retain the same meaning within that system.
57 c. If a trip is coded DD, TO or CP, then only the first (1st) date of the
58 sequence (i.e. date of sequence report) will be counted.
59
- 60 3. Threshold Sequence Number Determination
61
62 “Threshold sequence number” at each domicile will be determined monthly
63 based on the number of Flight Attendants in each domicile’s entire seniority list
64 as provided below:
65
66 a. Up to 649 domicile FAs = 3 daily sequence departures
67
68 b. 650 FAs = 4 daily sequence departures
69
70 c. Every additional 200 FAs = 1 additional daily sequence departure.
71
- 72 Example: SEA has 1896 FAs. Threshold sequence number is ten (10).
73
74 d. A minimum of three (3) daily sequence departures at each domicile
75 regardless of domicile Flight Attendant population.
76
- 77 4. A Flight Attendant has the ability to reduce her/his schedule by a net maximum
78 of forty (40.0) TFP (twenty (20.0) TFP for a low-bid option Flight Attendant) as a
79 result of drops or trades with OT each bid month. There are no restrictions on
80 how many TFP may be given away to other Flight Attendants (examples are
81 provided in the Section 12 Addendum).
82
- 83 5. On any OT day that is not “limited” per F.7., below, all sequences with that date
84 of report may be picked up, traded or dropped into OT without respect to the
85 number of flights, the number of days and/or duty periods, TFP credit or other
86 parameters contained in the sequence.
87
- 88 6. Coding of Open Time Sequences:
89
90 a. Sequences dropped into OT will be coded as DD and sequences traded
91 into OT will be coded as TO until the “threshold sequence number” based
92 on date of report per 2.c., above, has been met or exceeded.

- 93 b. Sequences coded DD, TO or CP may always be traded with a sequence of
94 greater, the same or fewer number of days, even on OT days that are
95 "limited" per F.7., below.
96 c. If the "threshold sequence number" has been met or exceeded, OT will
97 become "limited" for that day and trades with OT sequences reporting on
98 that day coded other than DD, TO or CP will be coded TX.
99 d. If a sequence with a DD, TO or CP designation is picked up by a Flight
100 Attendant, that sequence will no longer count toward the "threshold
101 sequence number".
102

103 7. Limiting Open Time Days

- 104
105 a. An OT day may be "limited" when the number of DD, TO and CP coded
106 sequences sharing the same date of report, either alone or combined,
107 meets or exceeds the "threshold sequence number".
108 b. Any sequence in Open Time reporting on a day that is "limited" and is
109 coded other than DD, TO or CP may only be traded for a sequence with
110 the same date of report and the same or greater number of days except
111 as provided for in 7.f., below.
112 c. If the date of report of a sequence a Flight Attendant wishes to drop is
113 "limited" in OT, s/he may not drop that sequence into OT.
114 d. A Flight Attendant may pick up a sequence from OT regardless of
115 whether or not an OT day is "limited".
116 e. A Flight Attendant may trade a sequence on her/his schedule for a
117 sequence in OT that is coded other than DD, TO and CP, if the sequences
118 share the same date of report and if the sequence s/he is trading into is
119 the same or greater number of days as the sequence s/he is trading from
120 her/his schedule.
121 f. A Flight Attendant may trade a sequence on her/his schedule for a
122 sequence in OT that is coded other than DD, TO and CP, if the sequence
123 s/he is trading into contains a greater number of days than the sequence
124 s/he is trading from her/his schedule and covers the same dates,
125 regardless of the date of departure.
126

127 8. ~~Monitoring and Modifying Threshold Sequence Number During Trial~~

- 128
129 ~~a. Monitoring and implementation process will include sharing of a standard~~
130 ~~set of documentation, data and reports.~~
131 ~~b. If analysis of the metrics below indicates that an increase in the~~
132 ~~"threshold sequence number" is sustainable by the operation, the parties~~
133 ~~agree to test an increase. If analysis of the metrics indicates a decrease is~~
134 ~~needed due to trip drop liability, the parties agree to test the decrease.~~
135 ~~Flight Attendants will be notified of the change(s) and the reason(s) for~~
136 ~~the change(s).~~
137 ~~c. Monthly reports will be given to the Association per Section 27.Z:~~
138 ~~[Monthly Company Reporting Requirement].~~
139 ~~d. Metrics/Benchmarks: Including, but not exclusive of (and adjusted for~~
140 ~~population changes where appropriate):~~

- 141 1. Full-time-employee-equivalent (FTE) of premium flying (JA and
142 Premium OT).
143 2. Tagging of Reserves adjusted.
144 3. Percentage of Reserves for overall coverage.
145 4. Sick leave utilization.
146 5. Survey of FA population satisfaction with OT on a monthly basis,
147 conducted by AFA.
148 6. Number of Lineholder reassignments.
149 7. Reserves credited in excess of one hundred and ten (110.0) TFP
150 without pick-up.
151 8. Several years' look-back on above metrics adjusting for seasonal
152 variations.
153 e. The "threshold sequence number" may be raised or lowered
154 independently in each domicile by mutual agreement of the parties
155 f. The AFA MEC President with input from the Scheduling Chair, the Vice
156 President of Inflight and the Vice President of Labor, or their respective
157 designees, will resolve any unintended consequences in a timely manner.
158

159 ~~9. Cancellation of Open Time Trial~~

160
161 If the trial creates a liability that cannot be supported, either the Association or
162 the Company may decide to end the Open Time Trial prior to twelve months (as
163 indicated in F.10., below) provided the parties have attempted to modify the
164 Threshold Sequence Number pursuant to F.8., above.

- 165 a. Once the trial is ended by either party, the Open Time System will revert
166 to the system in place in the 2006-2010 Flight Attendant Agreement as
167 modified by the Arbitration award (AFA No. 6-99-2-18-11 ["Withholding
168 Open Time" Award]). Going forward the OT system will be determined by
169 Section 12 Exchange of Sequences: Back to Book. If reverting, the
170 timeline for rolling back will be dictated by IT limitations.
171 b. Upon notice of cancelling the trial, the Association and the Company will
172 immediately begin negotiations on a successor Open Time System.
173

174 ~~10. Trial Period~~

- 175
176 a. Minimum trial period of twelve (12) months from the month of initial
177 implementation (unless canceled earlier pursuant to F.9., above), which
178 will be determined in the Contract Implementation Schedule. The trial
179 period may be extended by mutual agreement.
180 b. If the OT Trial is neither cancelled per F.9., above, nor extended per
181 10.a., above, it will become the permanent OT process.
182

183 Section 12 Exchanges of Sequences: Back to Book, including its associated addendum, is
184 struck (deleted) in its entirety.
185

186 All other provisions of the Collective Bargaining Agreement remain in full force and effect.
187

188 IN WITNESS WHEREOF, the parties hereto have signed this SIDELETTER OF AGREEMENT
189 this 30th day of January 2020.

190
191 FOR:
192 ASSOCIATION OF FLIGHT
193 ATTENDANTS-CWA, AFL-CIO

FOR:
ALASKA AIRLINES, INC.

194
195
196 /s/ _____
197 Sara Nelson
198 International President

/s/ _____
Ron Calvin
Vice President, Inflight

199
200
201 /s/ _____
202 Jeffrey Peterson
203 Master Executive Council President

/s/ _____
Carmen Williams
Managing Director, Labor Relations

204
205
206 /s/ _____
207 Kimberley Chaput
208 Senior Staff Attorney