

2025-2028 AFA Alaska Collective Bargaining Agreement Reference Documents

*This document explains in-depth provisions within the 2025-2028 AFA Alaska CBA.
It is not intended to supplement or supersede any negotiated provisions within the CBA.
Review the CBA for full terms and details. Any errors or discrepancies are unintentional.*

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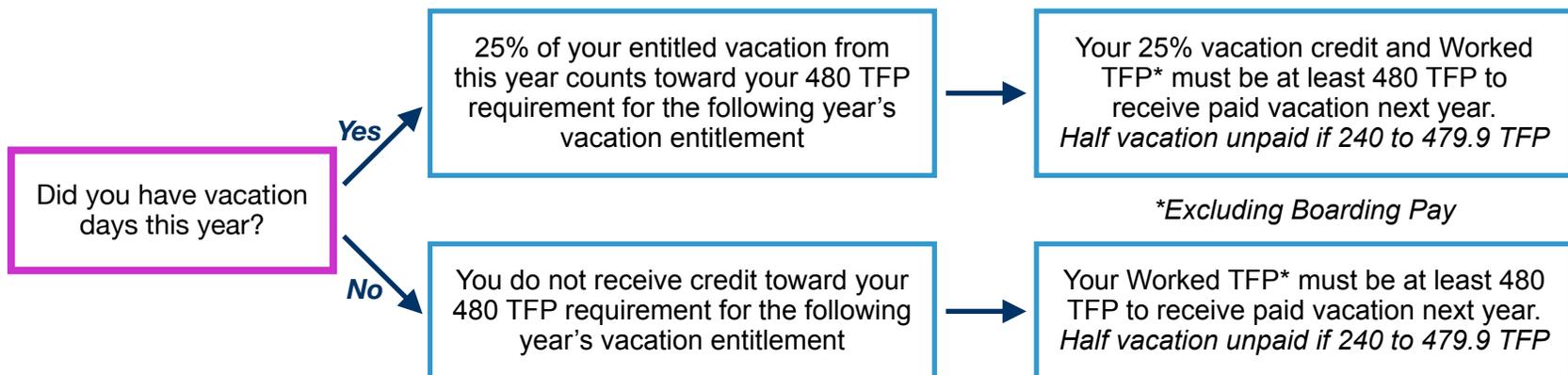
	480 TFP Requirements
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480 TFP Requirements

What counts?

TFP requirement	Sick Leave		Vacation	Boarding	Other Worked TFP (& Pay Protection)
	CBA	State			
Insurance* *240 & 480	Yes	Yes	Yes	Yes	Yes
Vacation	No	No	Yes* *25% of accrued vacation	No*	Yes
Uniform	Yes	Yes	Yes	No*	Yes
End of Year Record Improvement	No	No	Yes	No*	Yes

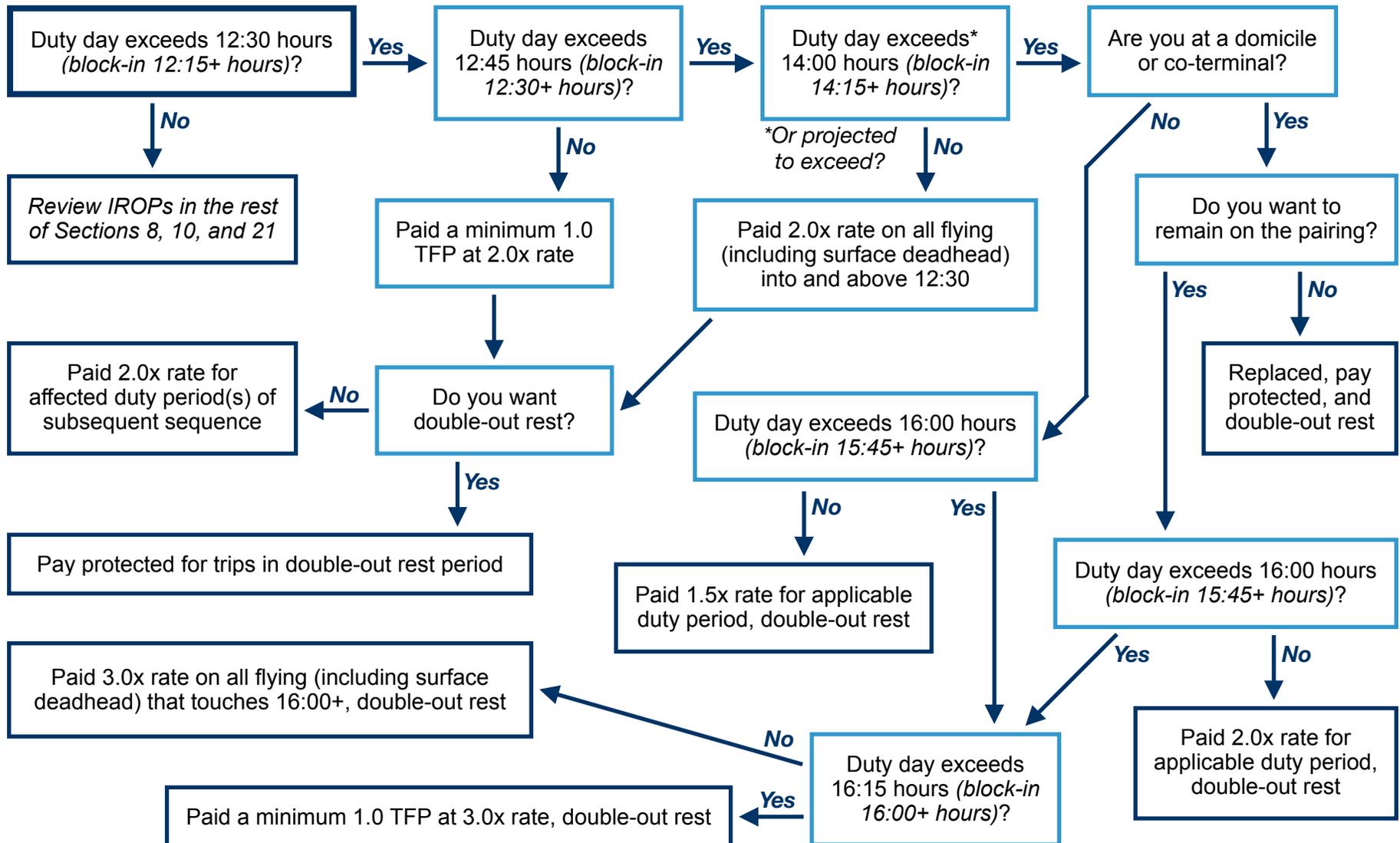
**Boarding Pay excluded from Worked TFP in this provision*

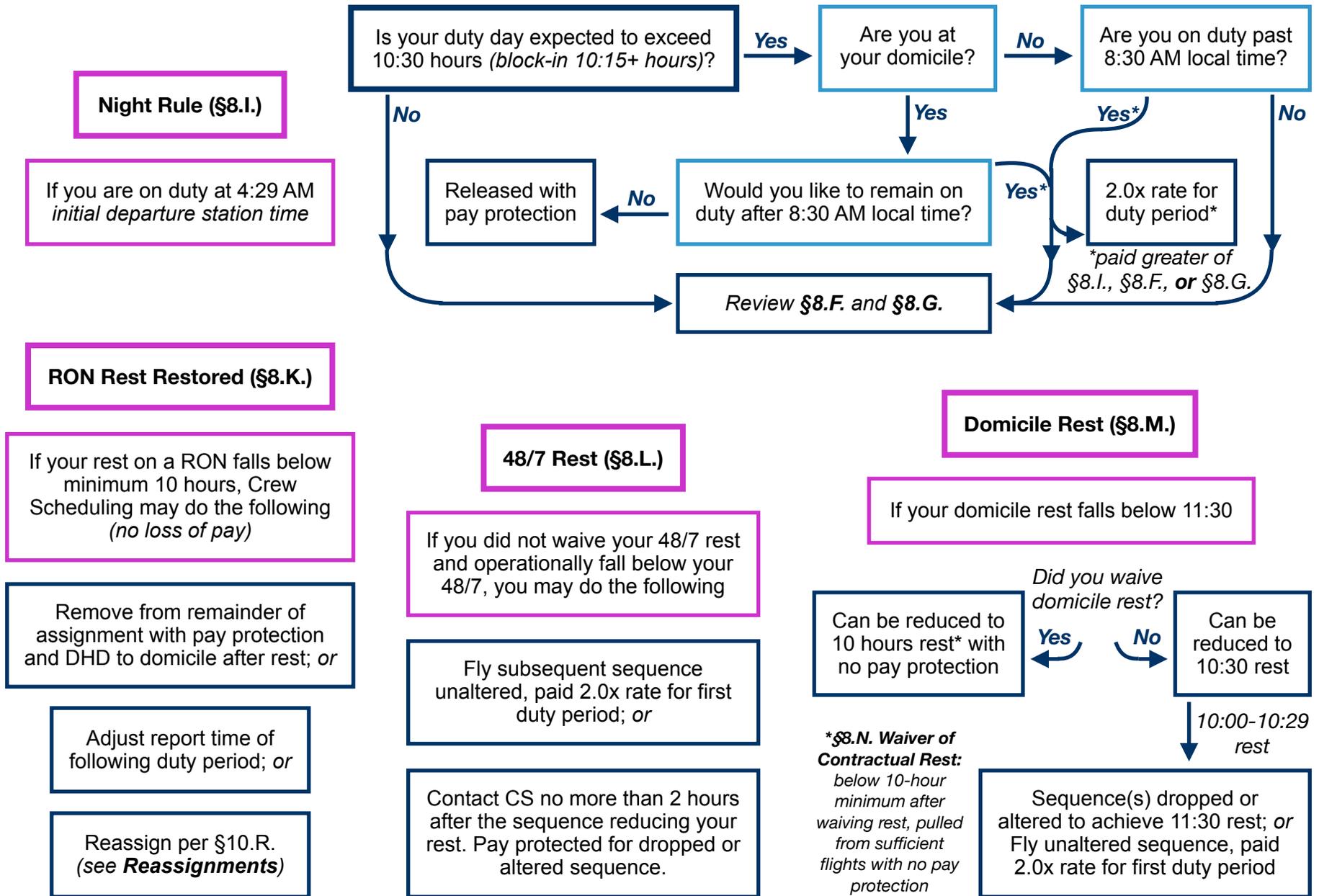


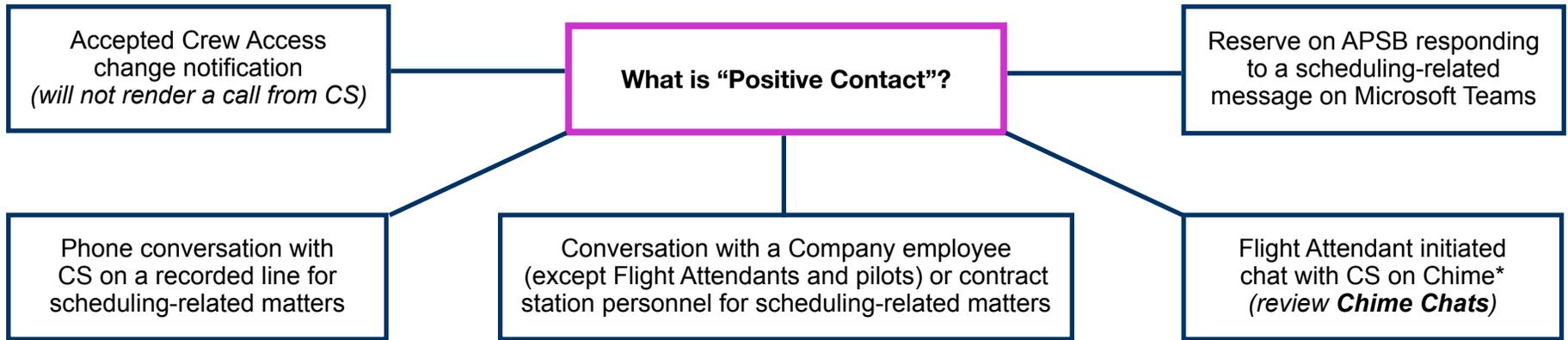
Section 8: Hours of Service

8.F.	Over-Duty Pay
8.G.	Fourteen Hour (14:00) Duty Provision
8.H.	Compensatory (Double-Out) Rest
8.I.	Night Rule
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8.L.	Forty-Eight in Seven (48/7) Rest
8.M.	Domicile Rest
8.N.	Waiver of Contractual Rest
8.Q.	Contactability: "Positive Contact"
	Contactability: On Duty
	Contactability: Reserve
	Contactability: RON and Off Duty
	Contactability: Block2Block Messaging
	Contactability: Chime Chats

Over-Duty Pay (§8.F.) **14:00 Duty Provisions (§8.G.)** **Double Out Rest (§8.H.)**

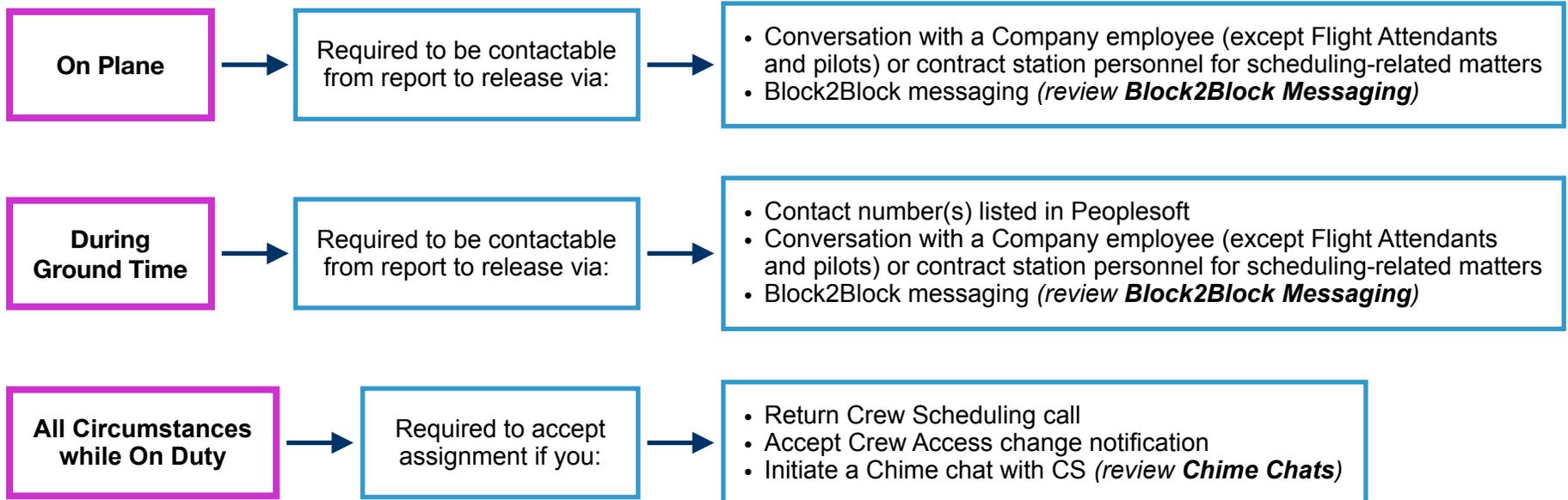




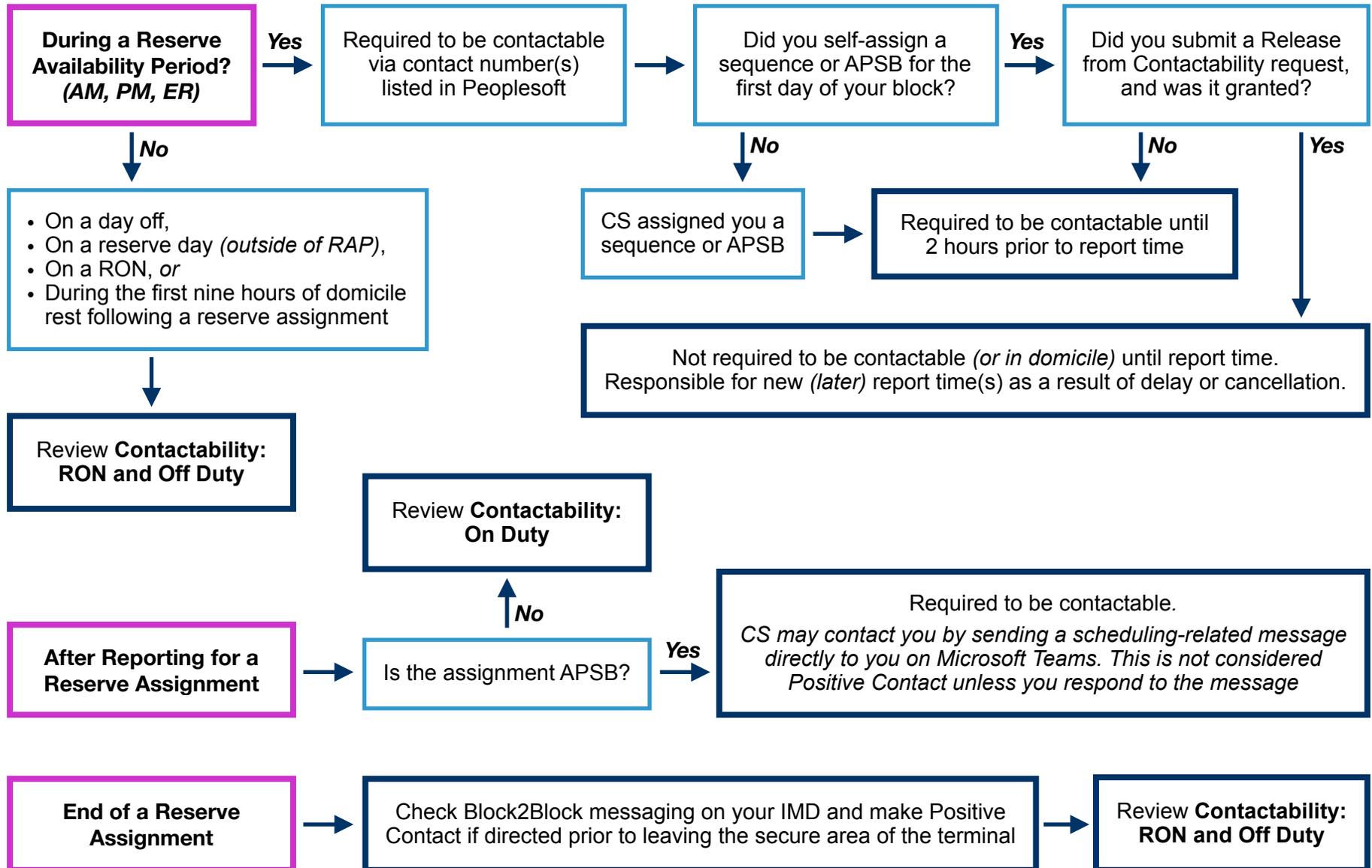


Contactability: On Duty

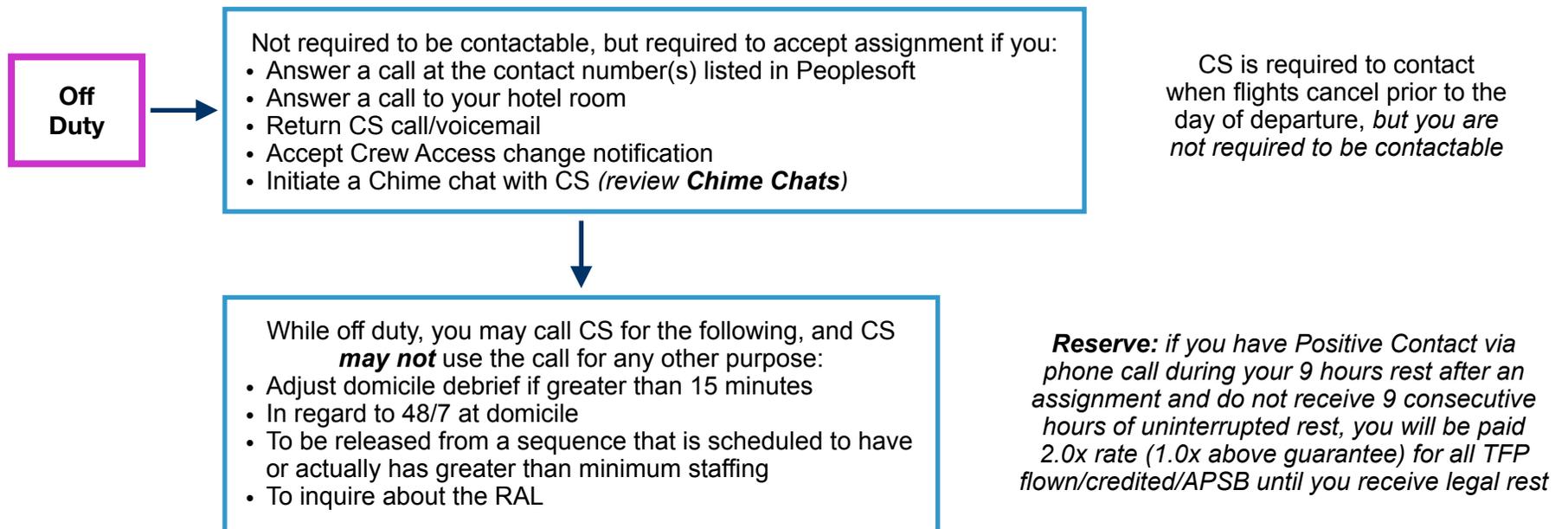
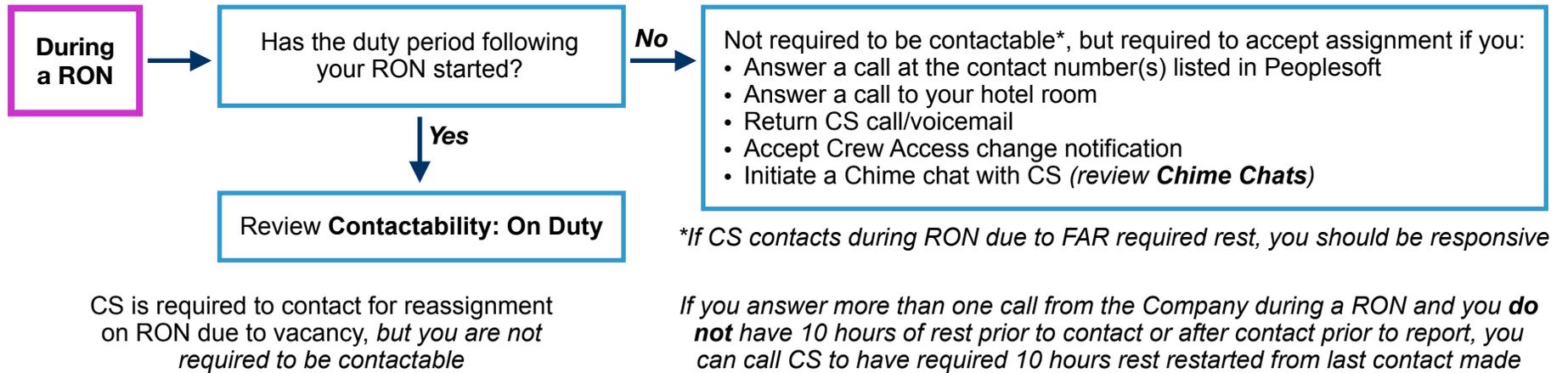
This chart explains how and when a Flight Attendant (including a Reserve) is contactable **on duty** (or a **non-APSB Reserve Assignment**)
Reference §8.Q., §9.C., and §32.C.



This chart explains how and when a Flight Attendant is contactable **while on Reserve**.
Reference §8.Q., §11.B., §11.D., and §32.C.



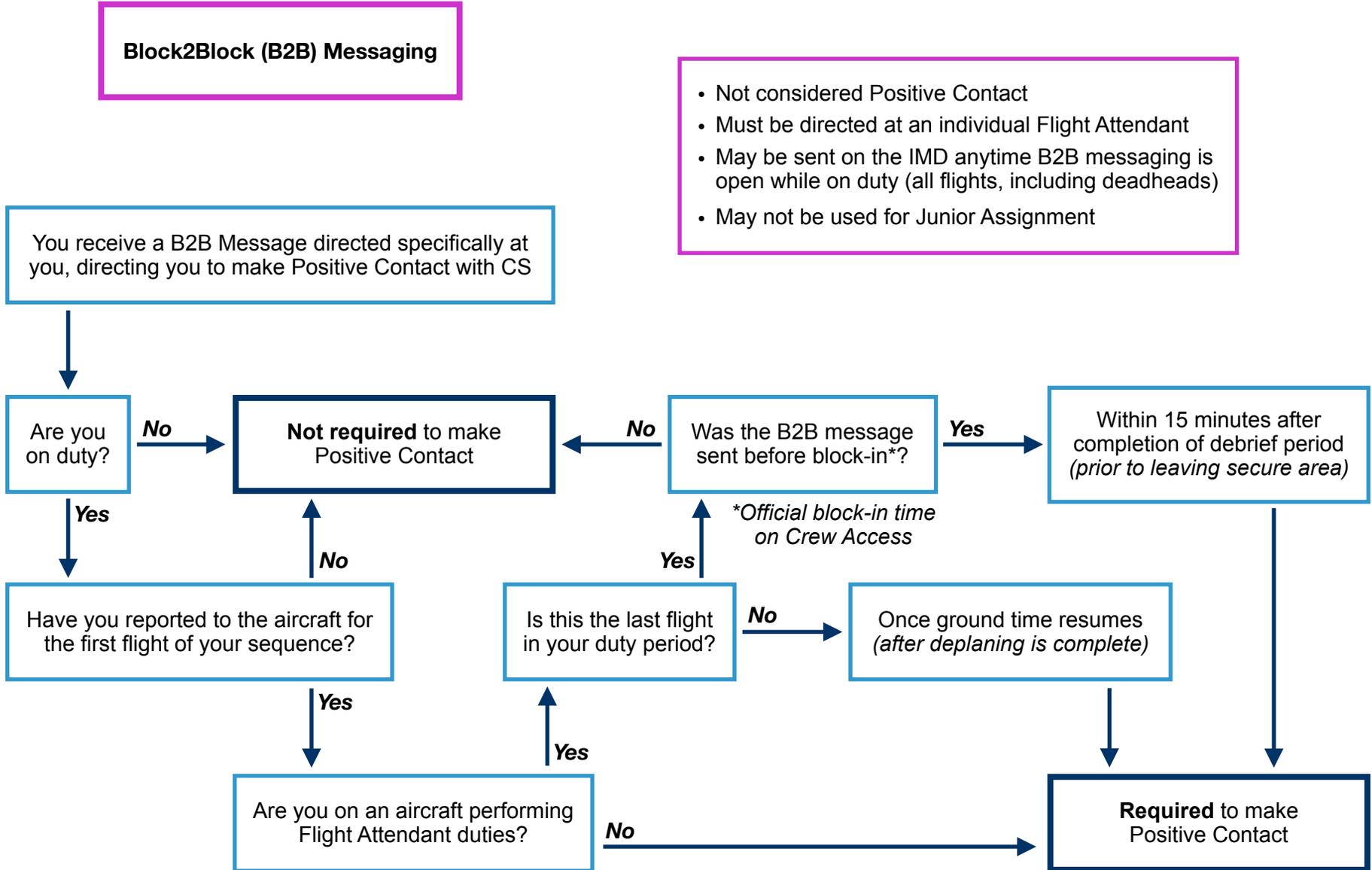
This chart explains how and when a Flight Attendant (including a Reserve) is contactable **on a layover (RON) and off duty**.
Reference §8.Q., §10.R.3., §11.B., §32.C., and LOA 4 “Section 8.Q. Contactability and FAA “One Phone Call” Policy”.



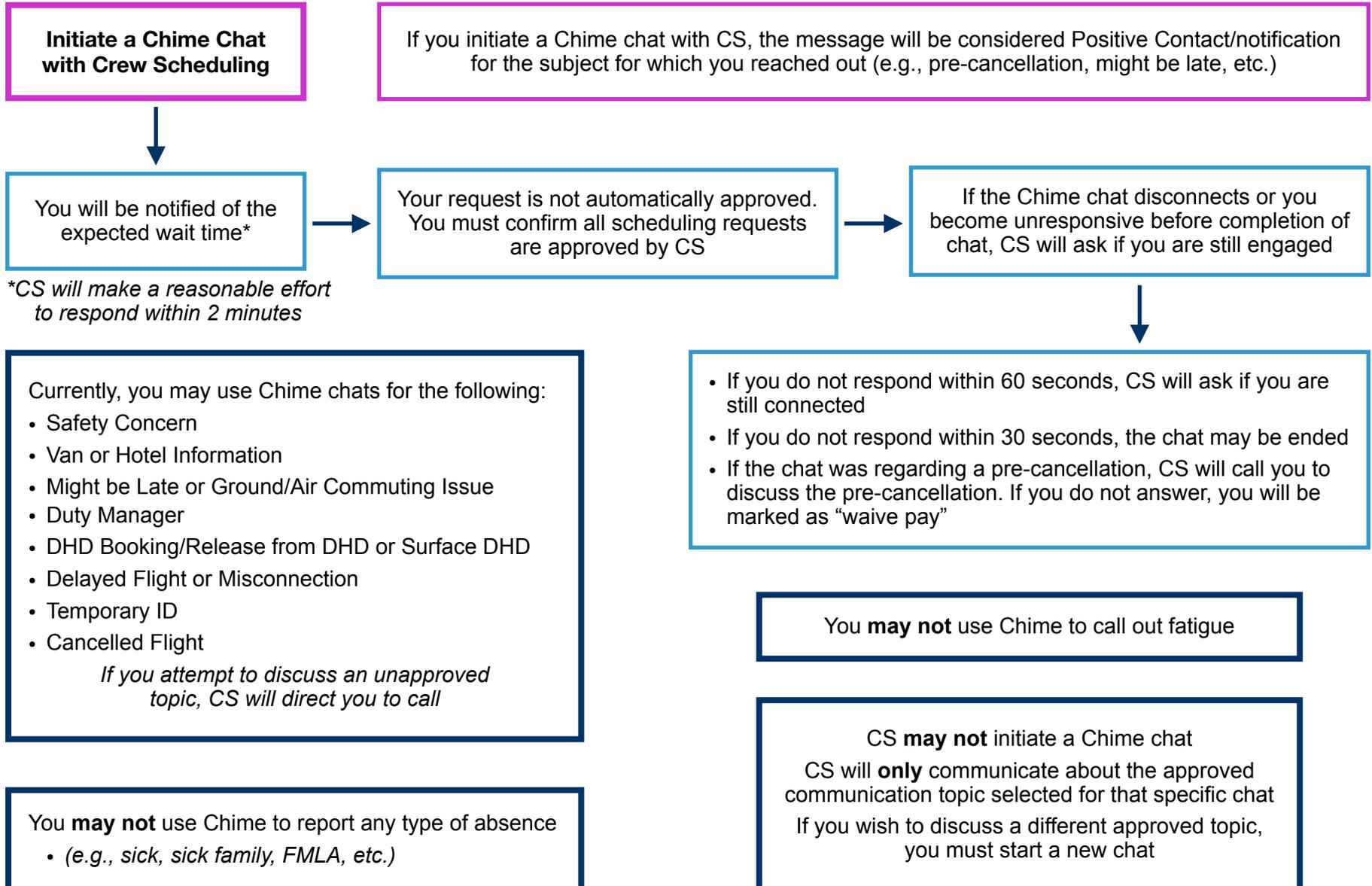
This chart explains how and when **Block2Block Messaging** may be used while *on duty* (or a *non-APSB reserve assignment*).
Reference §8.Q. and §32.C.

Block2Block (B2B) Messaging

- Not considered Positive Contact
- Must be directed at an individual Flight Attendant
- May be sent on the IMD anytime B2B messaging is open while on duty (all flights, including deadheads)
- May not be used for Junior Assignment



This chart explains using Chime Chats to communicate with Crew Scheduling (CS). Reference AFA LOA 2025-10-13 Chime



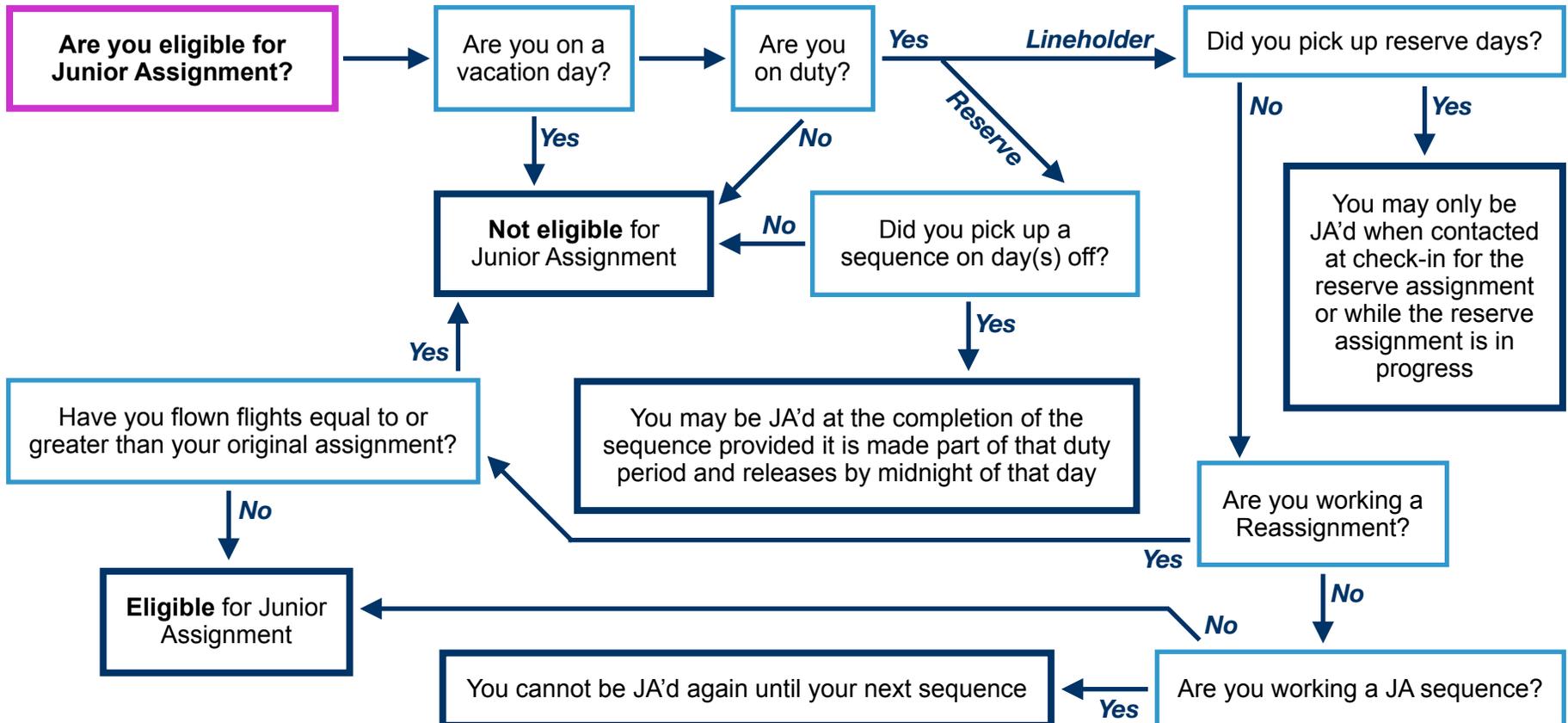
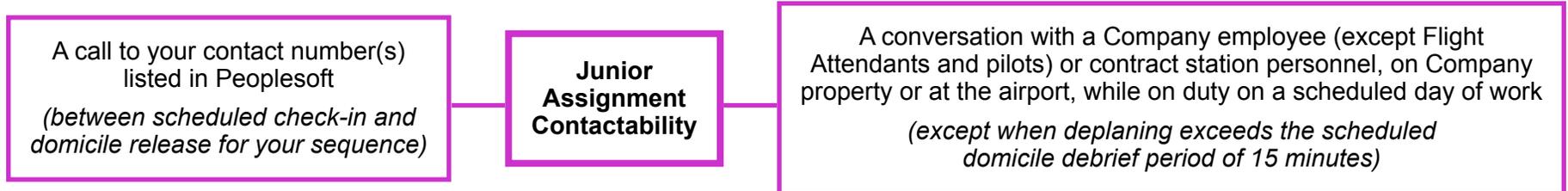
Section 9: Junior Assignment (JA) and Premium Open Time (OT)

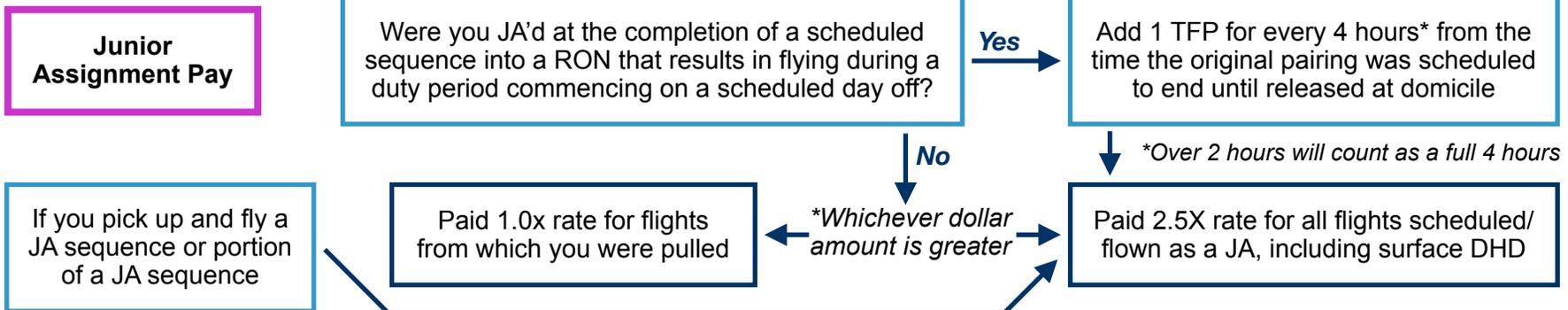
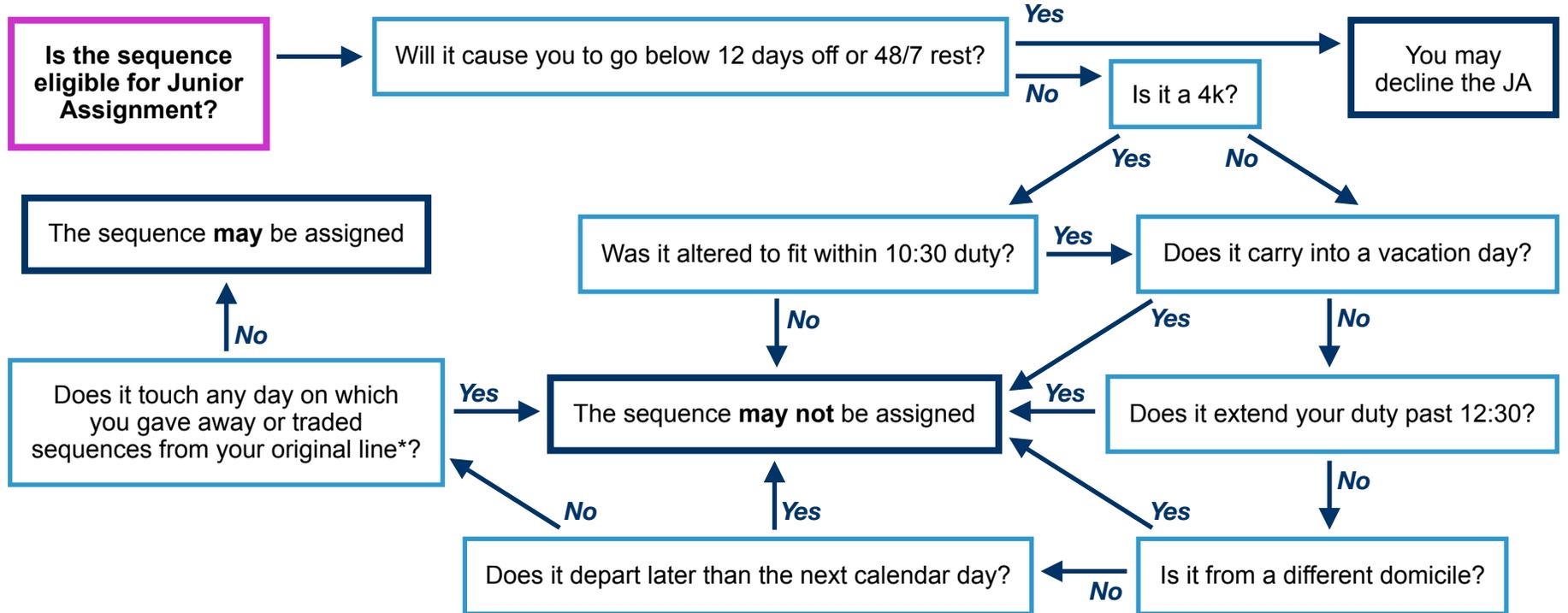
<p>9.A.-D.</p>	<p>JA Contactability</p> <hr/> <p>Are you eligible for JA?</p> <hr/> <p>Is the sequence eligible for JA?</p> <hr/> <p>JA Pay</p>
<p>9.E.</p>	<p>Trading Premium OT</p> <hr/> <p>Premium OT and Pre-Cancellations/Reassignments</p>

Junior Assignment

January 26, 2026

Junior Assignment (JA) is when you are required to work on your scheduled day off, or when Crew Scheduling assigns you any additional flying after a completed scheduled sequence. Such additional flights or sequences must be legally scheduled.

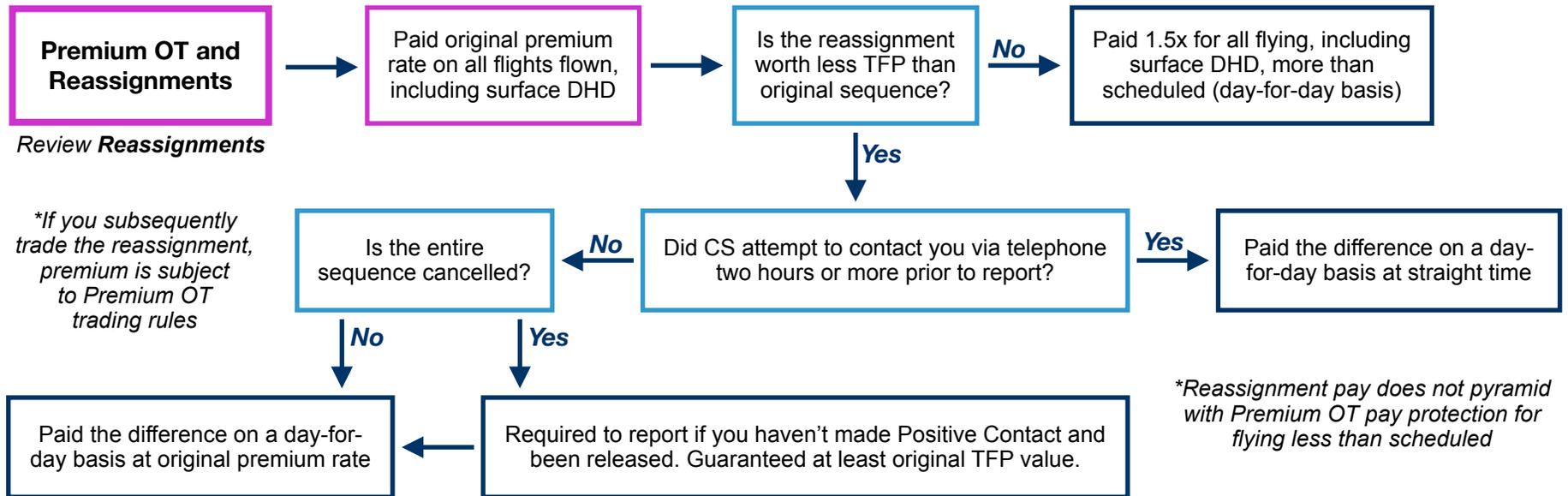
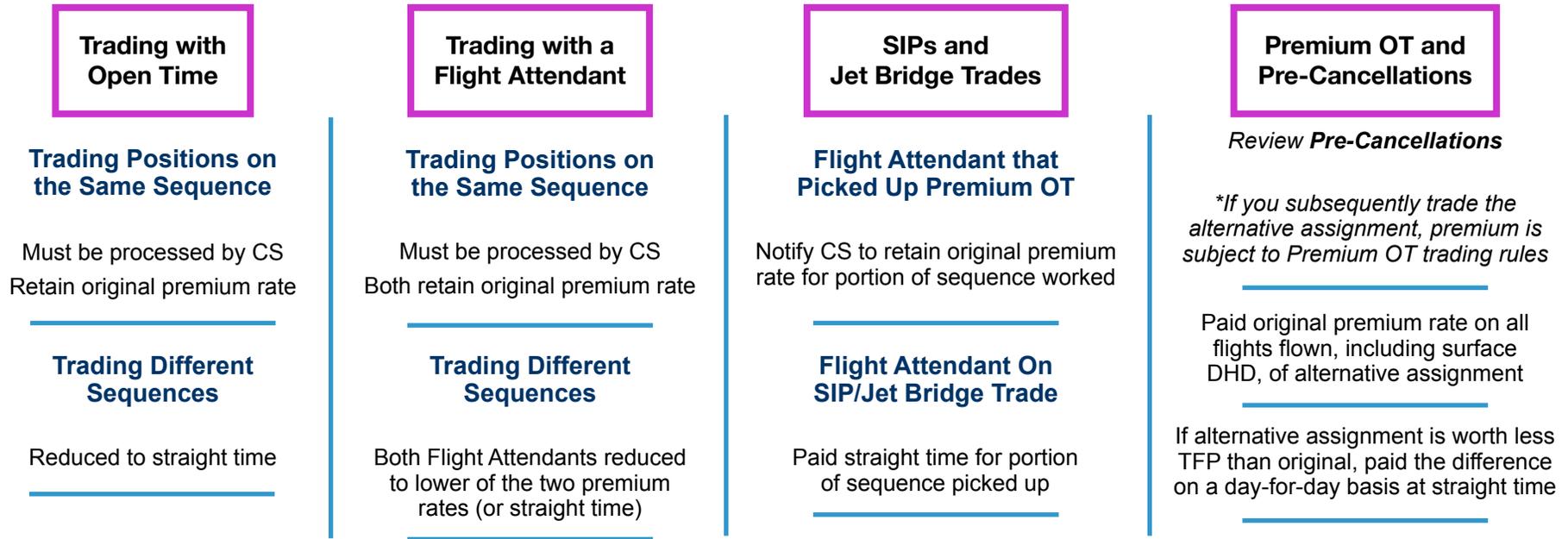




You will be paid no fewer TFP than immediately prior to being JA'd

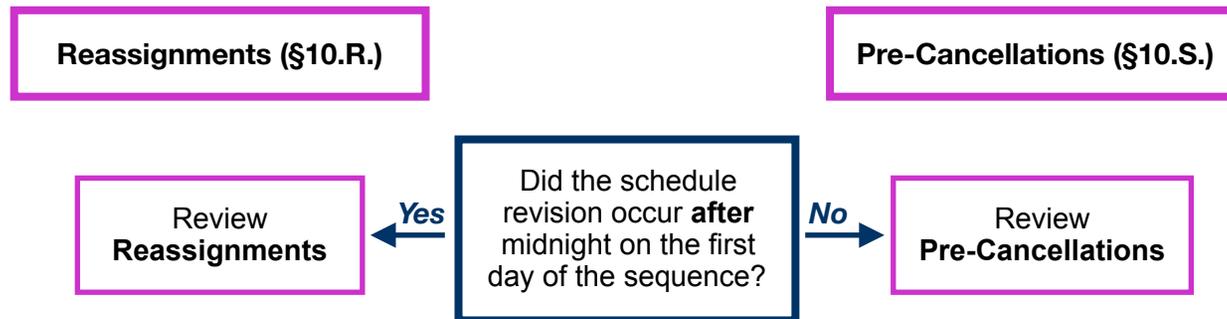
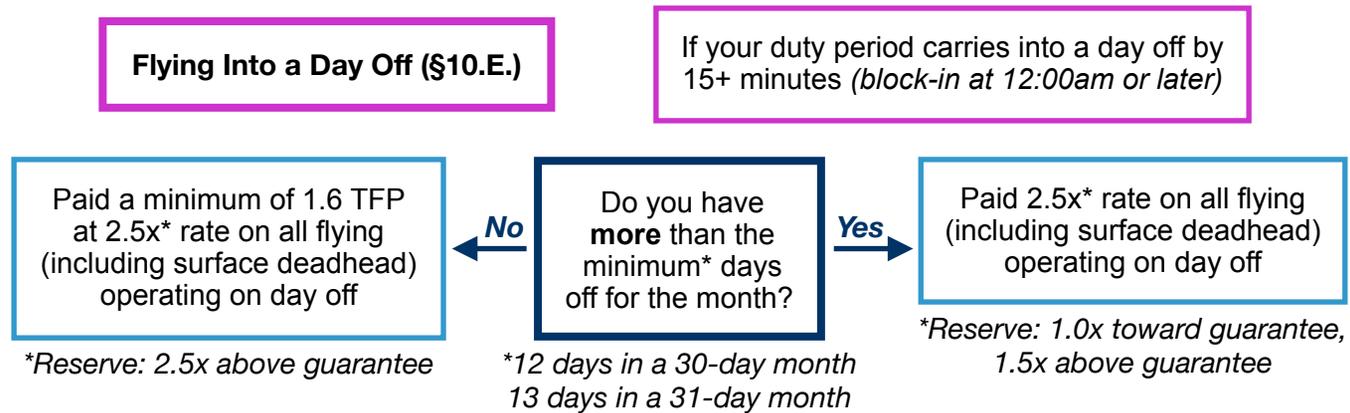
If CS JA's out of order, the FA that flies the JA will be paid an additional 0.5x rate for the error. The FA who should have been JA'd will be pay protected 2.5x rate for the sequence

If your JA pairing changes when you arrive at the airport, you will be paid 2.5x rate on the scheduled or revised sequence, whichever is greater



Section 10: Scheduling

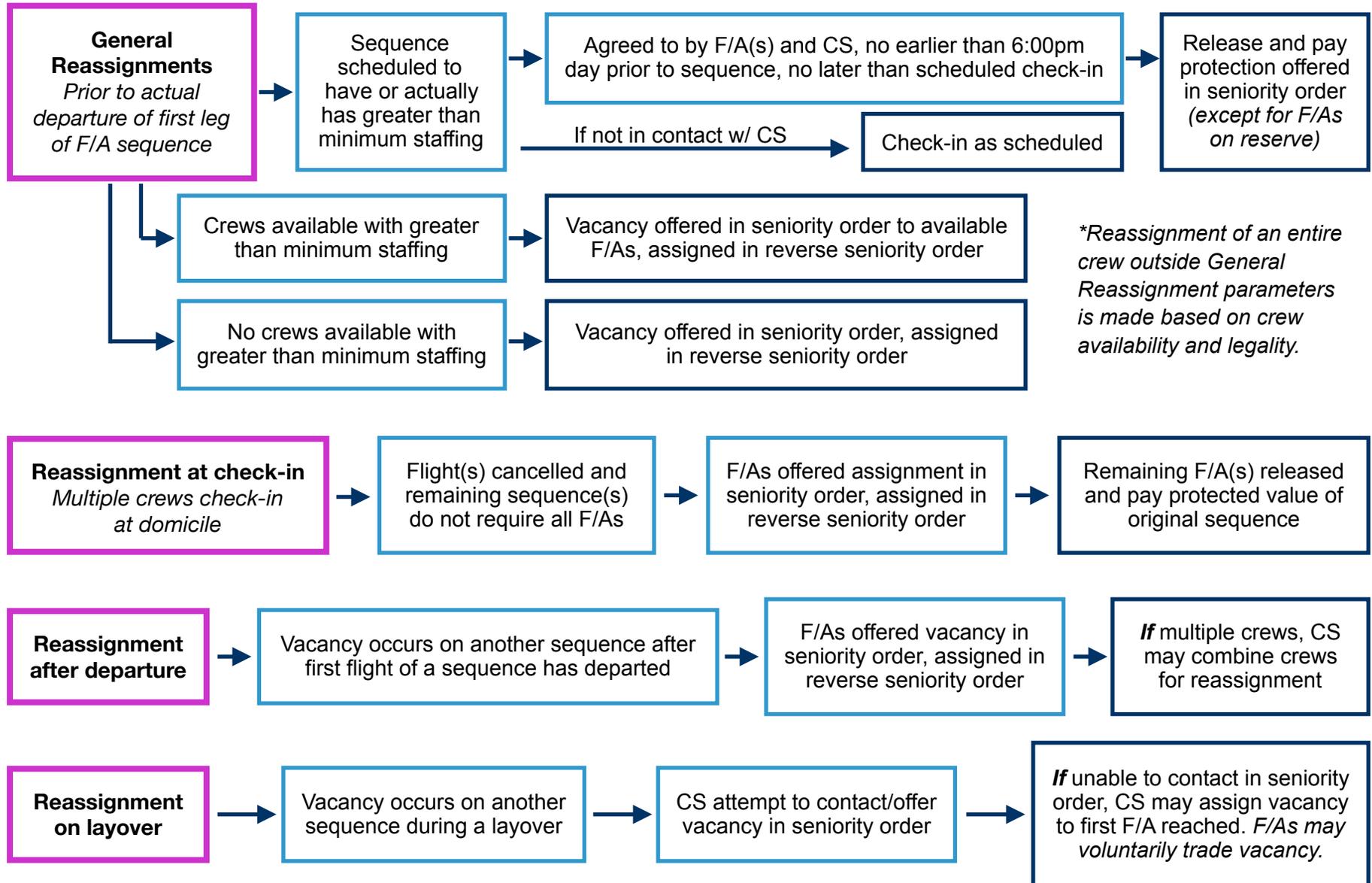
10.E.	Duty Period Carries into a Day Off
10.R.	Same Day Scheduling Changes and Reassignments Reassignment Pay
10.S.	Pre-Cancellations



Review IROPs in **Section 8** and **Section 21** as well

Alaska Same Day Scheduling Changes & Reassignments January 26, 2026

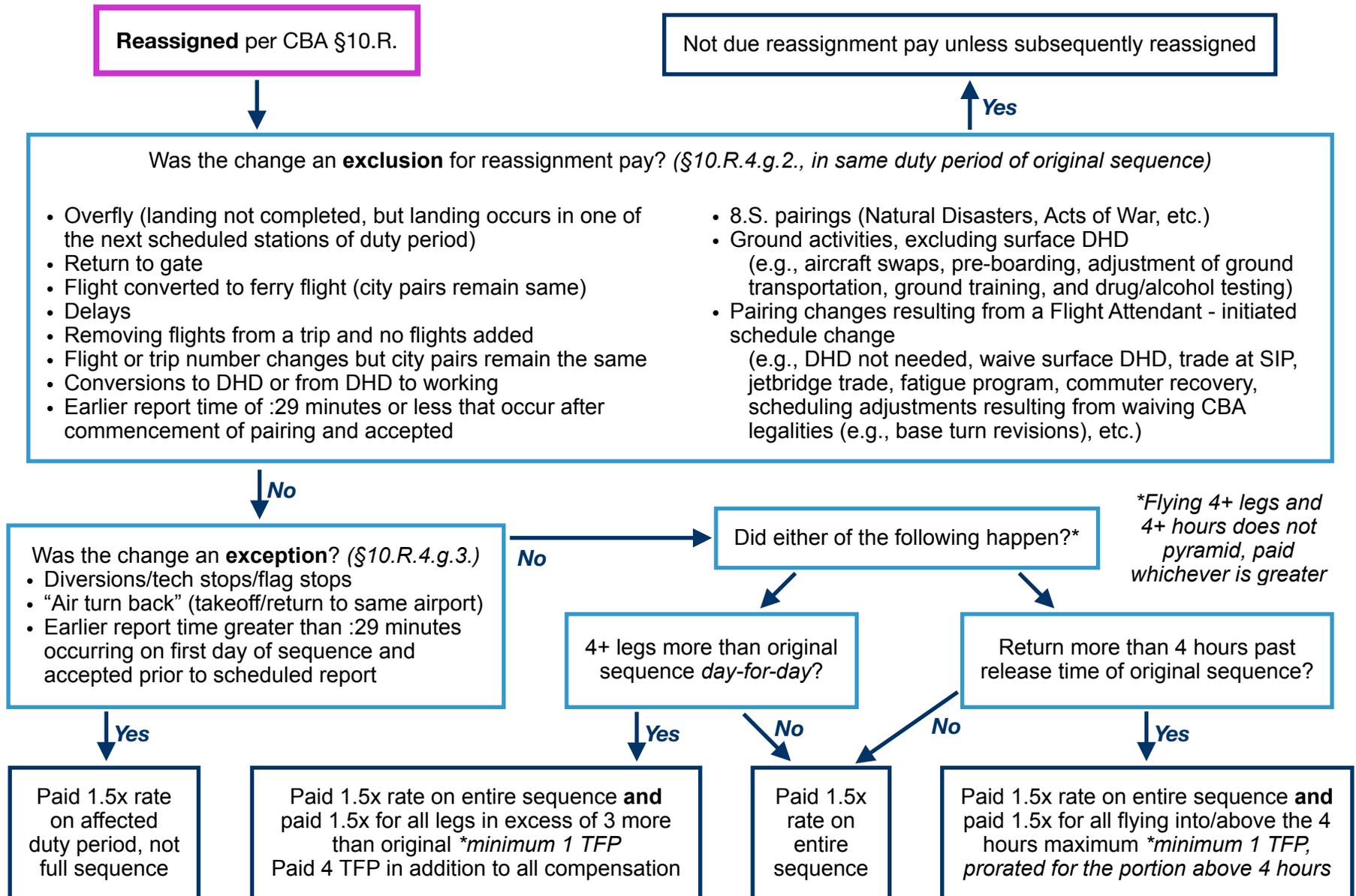
Reassignments occur no earlier than midnight on the first day of scheduled sequence. **For determining a Like Sequence in a reassignment, Crew Scheduling will first consider sequences with an equal number of days, then sequences with fewer days.*
**After completing reassignment, F/A is released from obligation if they have flown flights equal to or greater than original schedule.*



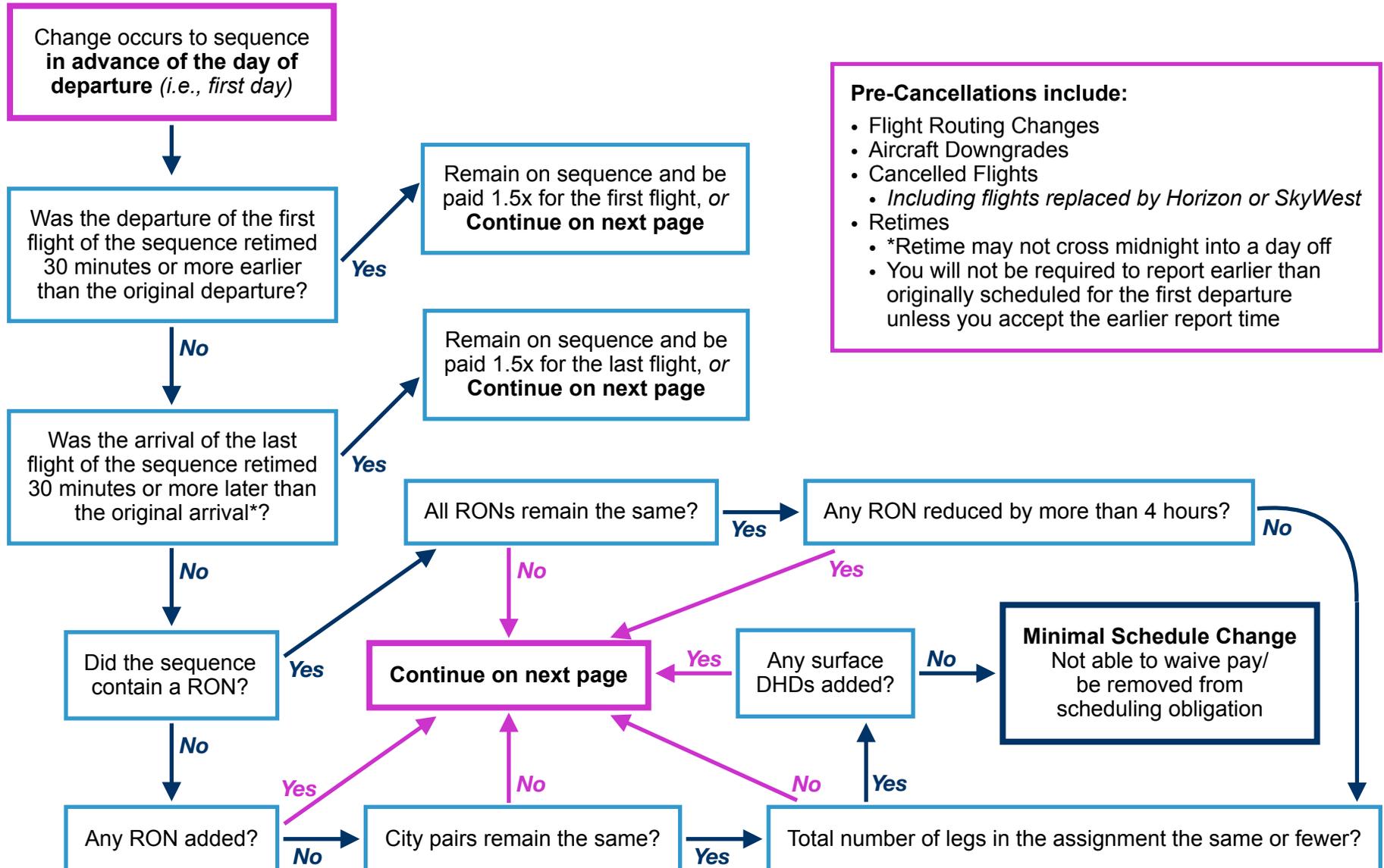
Reassignment Pay

January 26, 2026

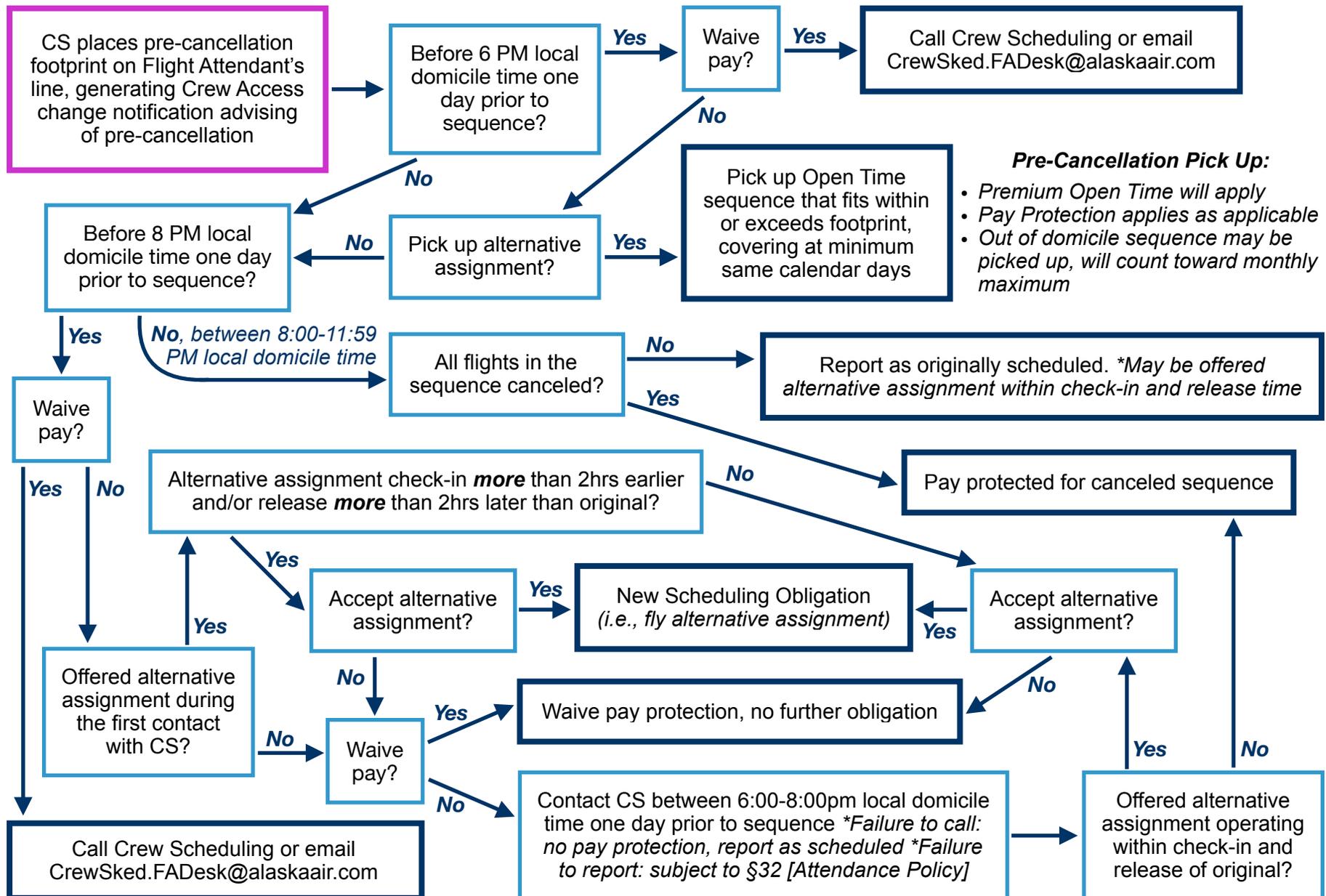
Minimum Pay Rules, Sit Pay, and Boarding Pay are not included when comparing sequences to calculate reassignment pay. Reassignments are paid the greater of scheduled or actual, compared on a day-for-day basis.



Pre-cancellations occur in advance of the day of departure (i.e., first day) of a sequence, for a Lineholder or for a Reserve who picked up on days off. Crew Scheduling may offer pay protection at any time during the process, with the Flight Attendant relieved of any further obligation. Flight Attendants may submit a preference to waive pay protection for pre-cancellations.



- Pre-Cancellations include:**
- Flight Routing Changes
 - Aircraft Downgrades
 - Cancelled Flights
 - *Including flights replaced by Horizon or SkyWest*
 - Retimes
 - *Retime may not cross midnight into a day off
 - You will not be required to report earlier than originally scheduled for the first departure unless you accept the earlier report time



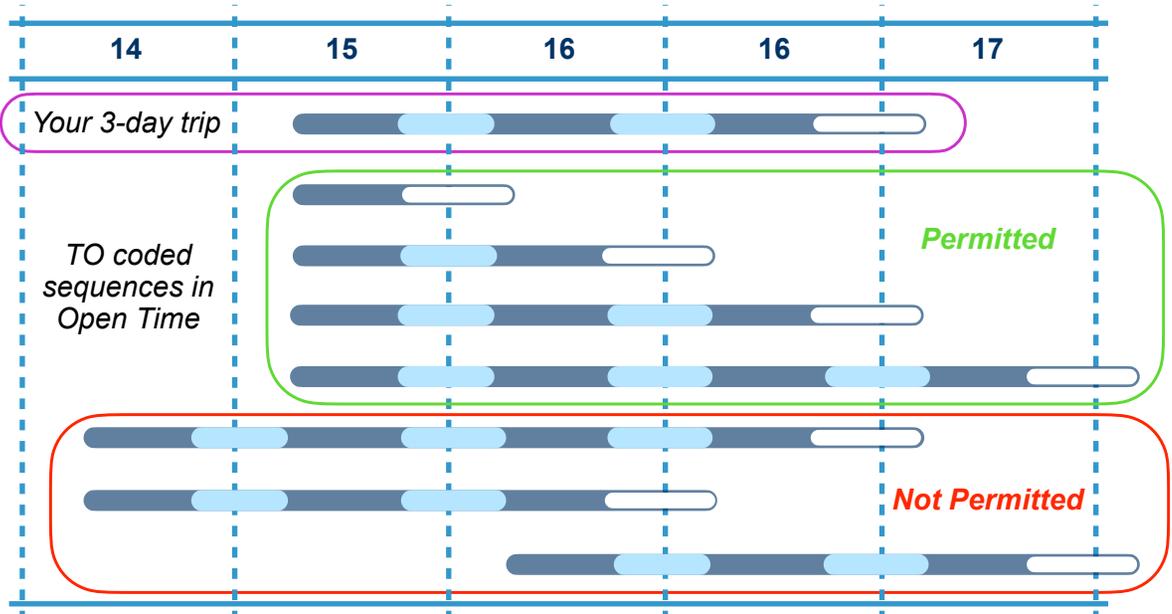
Section 12: Exchange of Sequences

12.E.-F.	Trading TO Coded Sequences
	Trading Non-Coded Sequences

Trading TO Coded Sequences

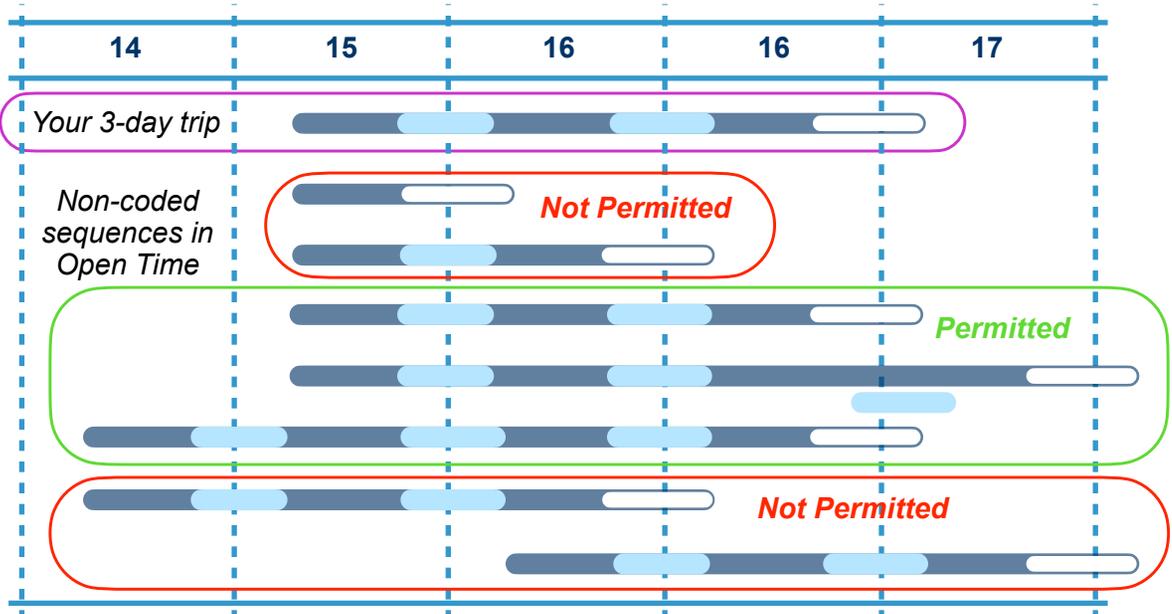
TO coded sequences may be traded **up** or **down** on the same day of departure

Trading one sequence for multiple, or multiple sequences for one, is not permitted



Trading Non-Coded Sequences

Non-coded sequences may be traded **day-for-day** or **greater**



Section 16: Sick Leave & Section 32: Attendance Policy

16.	What counts toward accrual? Sick Leave Retirement Cash Out
16. & 32.	CBA Bank Provisions State Bank Provisions Using State & CBA Sick Leave
32.	CBA Bank Attendance State Bank Verification Periods

Refer to [Sick Leave Tutorial](#), Section 16: Sick Leave/On the Job Injury, and Section 32: Attendance Policy for additional information.

What counts toward accrual?

	Sick Leave		Vacation	Boarding	Other Worked TFP (& Pay Protection)
	CBA	State			
Sick Leave Accrual	No	No	Yes	Yes	Yes

Sick leave is accrued 1 TFP for every 10 TFP worked or credited. 1/3 of the accrual is deposited into the State Bank and 2/3 is deposited into the CBA Bank.

State Bank Provisions

- No maximum annual accrual
- Any excess of 40 TFP at end of year may be transferred to CBA Bank or paid out 100%
- No attendance points
- No impact on record improvement
- Counts toward attaining PPP
- No occurrence for Flight Attendant on Probation
- Able to use after 90 days of employment
- Limited verification (review below)

CBA Bank Provisions

- 2400 TFP maximum accrual
- Attendance points
- Does not count toward attaining PPP
- No verification

CBA Bank Attendance

- Up to 6 Banked Points*
- 18-month point roll-off
- Record Improvement
 - Quarterly and Yearly
- 3 Point Reduction Forms
 - One per trimester
- 12 Point Termination Threshold

*Settlement Bank Points above 6 honored

State Bank Verification Periods

- Same dates for all Flight Attendants & Domiciles
- Minimum of two days notice from company
- Maximum of three 10-day periods per year
- Out of pocket medical costs reimbursed
- 10 days from initial call to provide verification

Verification required:

- State Bank use for 4 or more consecutive workdays in an announced Verification Period

No verification required:

- First sick call of 10-day Single Continuous Occurrence is prior to notice of Verification Period
- State Bank use for 3 or less consecutive workdays
- State Bank use outside Verification Period
- CBA Bank use

Sick Leave Retirement Cash-out

Total amount of sick leave at time of retirement (both banks)

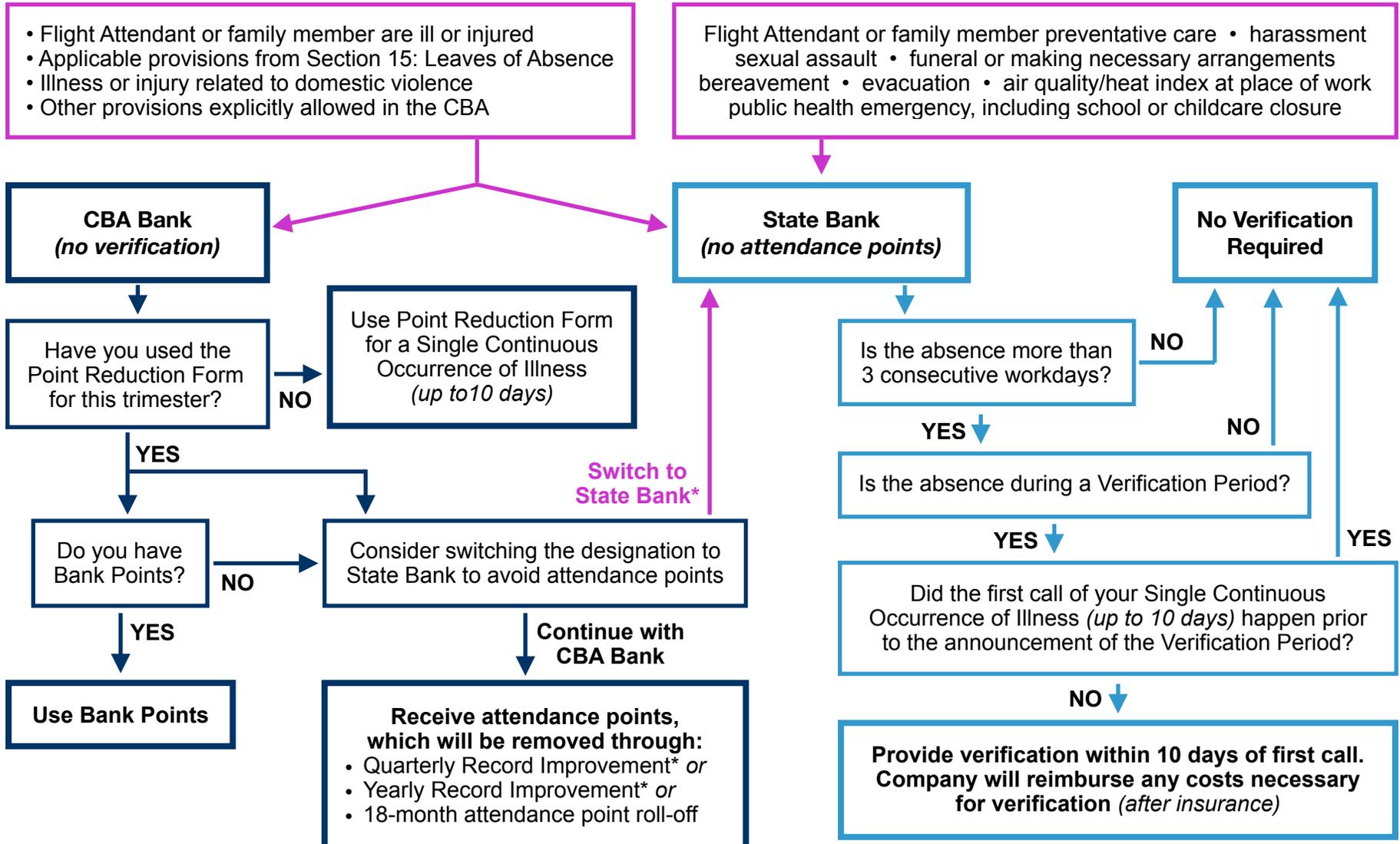
- 0.1 - 560.9 TFP
- 561 - 849.9 TFP
- 850+ TFP

Cash-out percentage

- 25%
- 50%
- 100%

30+ years of Occupational Seniority: 100% sick leave cash-out regardless of total accrual

Refer to Sick Leave Tutorial, Section 16: Sick Leave/On the Job Injury, and Section 32: Attendance Policy for additional information.



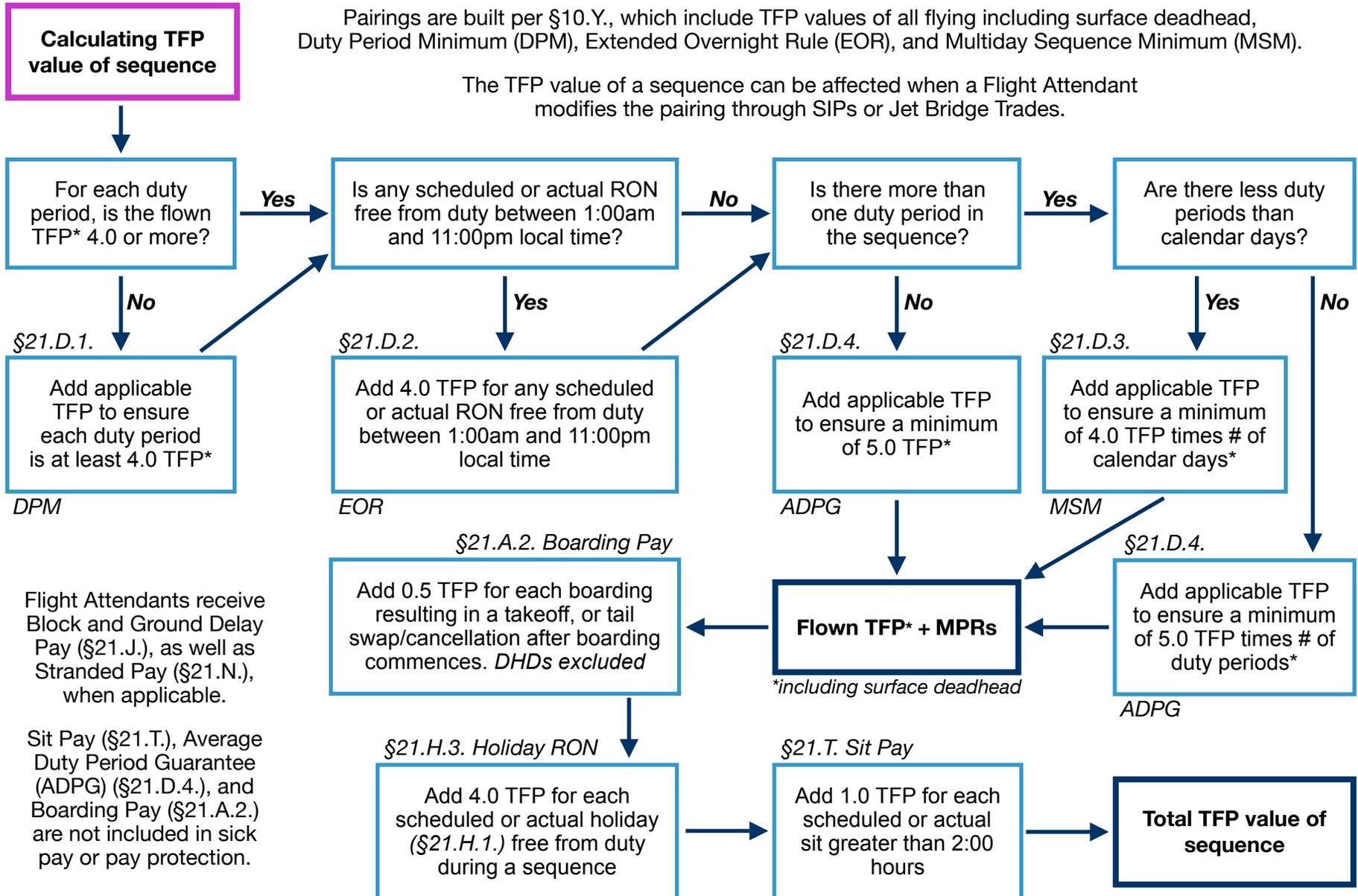
*if applicable

***Switching banks must be done prior to the end of next worked sequence by submitting a Pay Query on Rainmaker**

If desired, switch the designation to CBA Bank (record improvement and point reduction possible, no verification)*

Section 21: Compensation

21.A.2., 21.D., 21.H.3., 21.T.	Pay Rules
21.J.	Block and Ground Delay
21.N.	Stranded Pay
21.Q.	Flying Greater than Scheduled
21.R.	Productivity Premium Program



Block Delay (§21.J.1.)

- Aircraft held awaiting departure and Flight Attendant required to remain on duty (*regardless of aircraft location*)
- Actual flight time exceeds original schedule
- Aircraft diverted en route and actual flight time exceeds original schedule (*in addition to all other compensation*)

Paid 1.11 TFP per hour, prorated and rounded up to nearest 0.1 TFP (*once the delay meets or exceeds 11 minutes*)

Ground Delay (§21.J.2.)

Aircraft delay that delays a scheduled flight(s) departure time(s)

Paid 0.5 TFP per hour, prorated and rounded up to nearest 0.1 TFP (*once the delay meets or exceeds 11 minutes*)

Flying Greater than Scheduled (§21.Q.)

Review **Reassignments, Stranded Pay, and Junior Assignment (JA)**

Productivity Premium Program

PPP TFP Requirement

What Counts Toward the PPP TFP Requirement

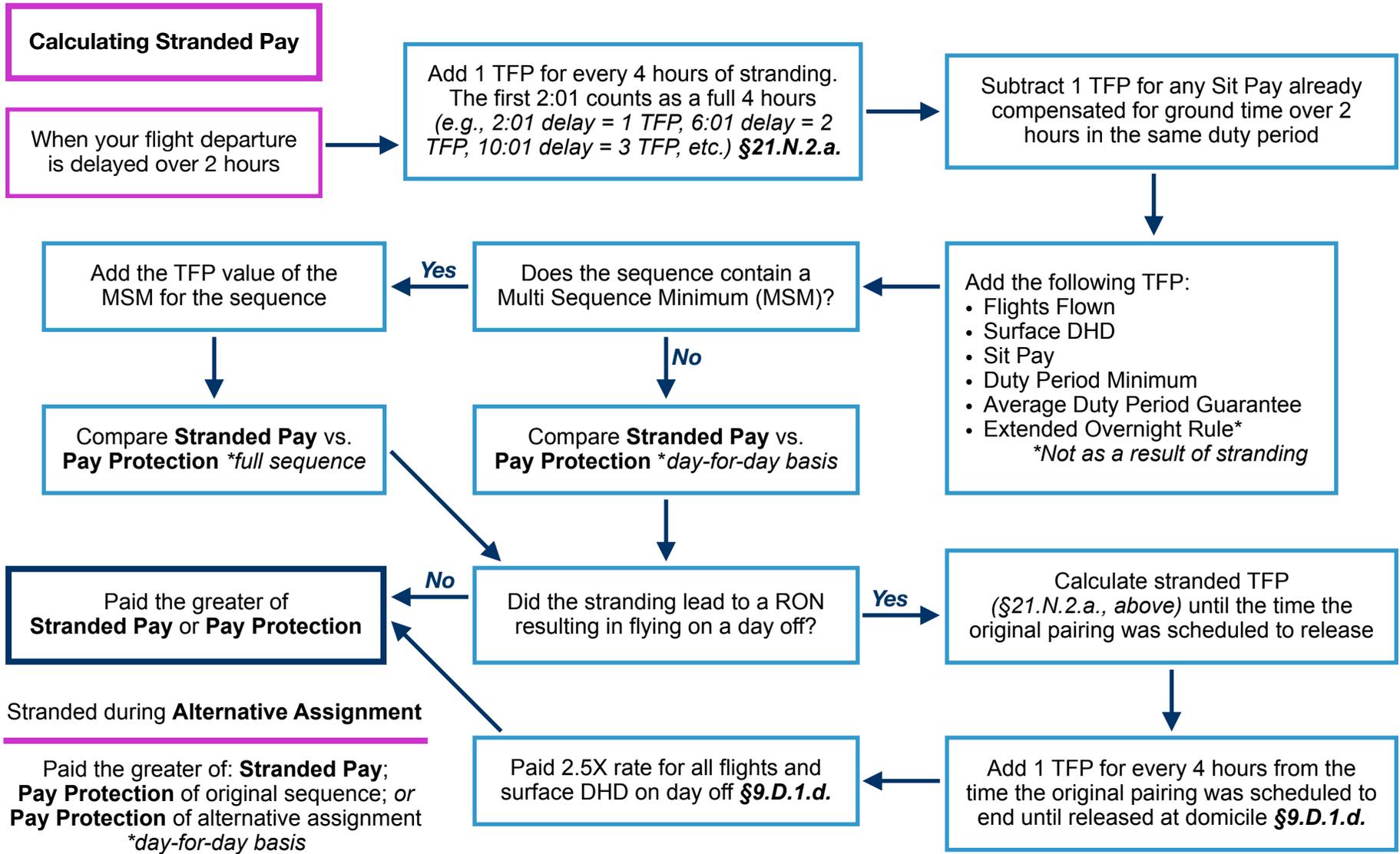
	Sick Leave		Vacation	Boarding	Other Worked TFP (& Pay Protection)
	CBA	State			
PPP TFP Requirement	No	Yes	Yes	Yes	Yes

	Block 1 Mar, Apr, May	Block 2 Jun, Jul, Aug, Dec
TFP Requirement <i>*above line award for block</i>	30 TFP	40 TFP
Payout	\$500 Jun	\$2,000 Jan

Jan, Feb, Sep, Oct, and Nov are not part of the PPP

**If the duty period crosses midnight, all calculation is credited for the day in which the duty period starts.*

**Stranded pay does not negate other compensation (e.g., Delay Pay) unless otherwise noted.*



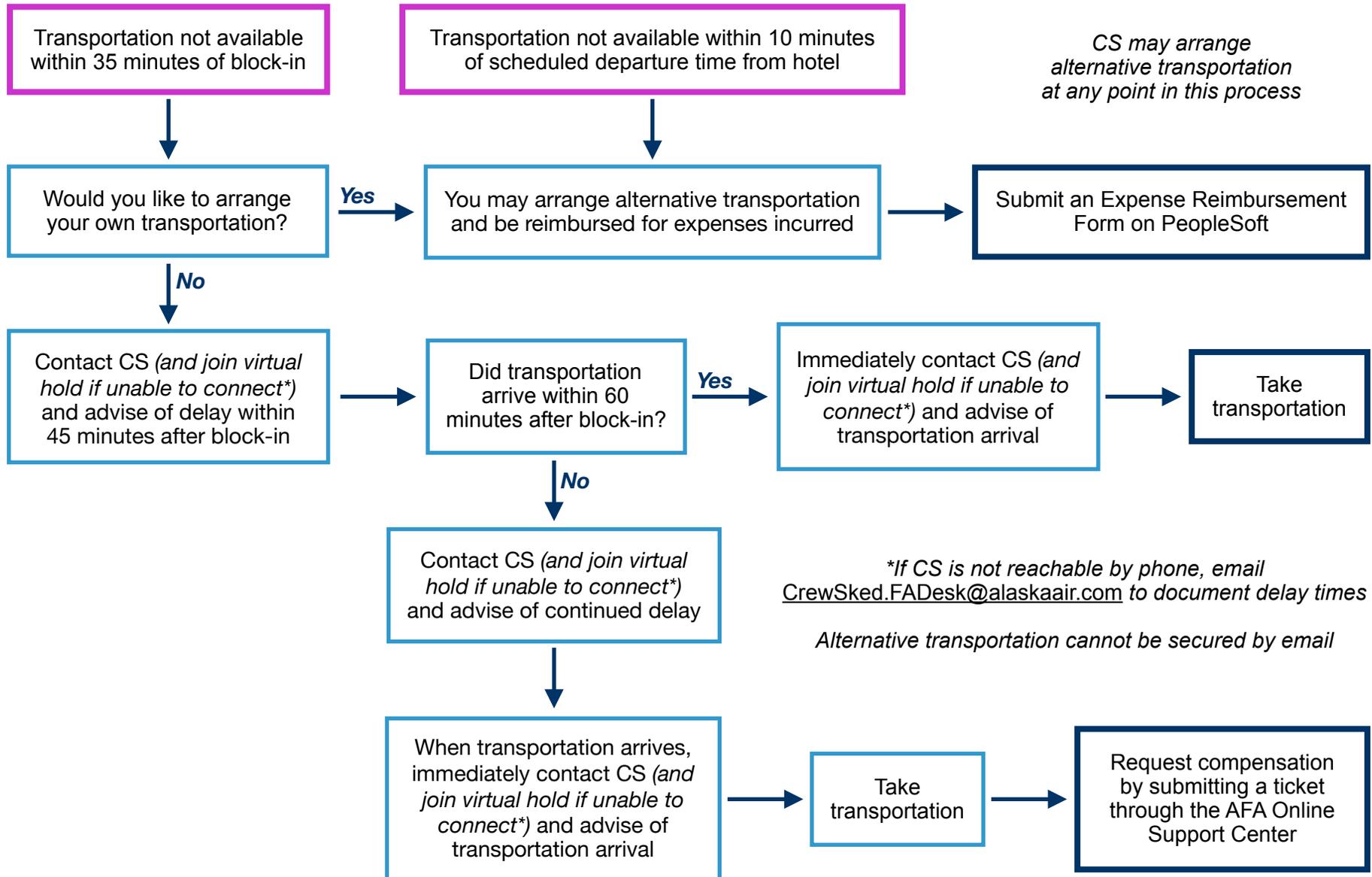
Stranded during Alternative Assignment

Paid the greater of: **Stranded Pay**; **Pay Protection** of original sequence; or **Pay Protection** of alternative assignment **day-for-day basis*

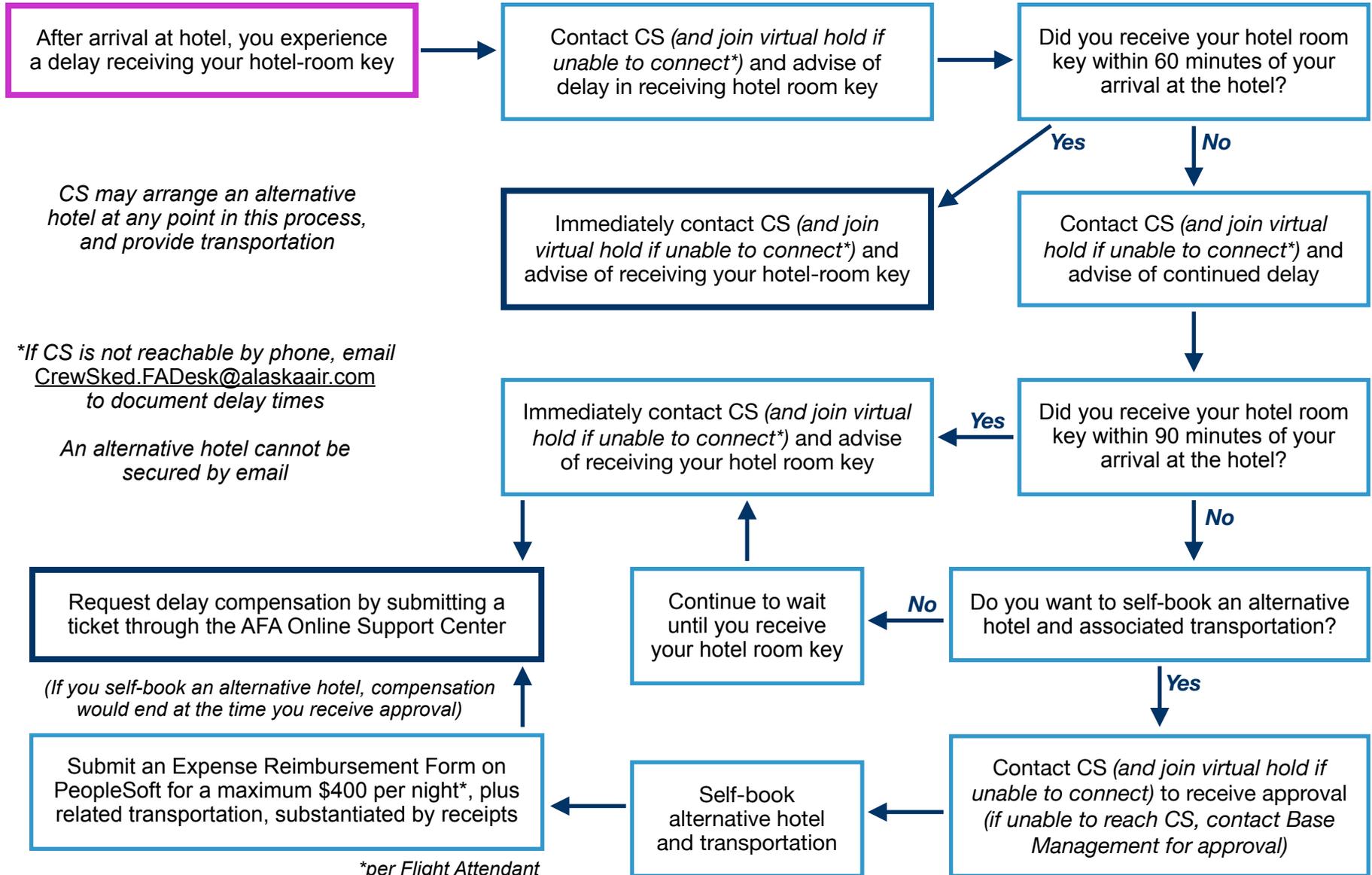
Section 34: Lodging and Transportation

34.D.1.	Transportation Wait Times
34.D.2.	Hotel Wait Times

You **must** follow these procedures in their entirety to be eligible for 0.75 TFP, prorated (*once the applicable delay reaches one hour*).



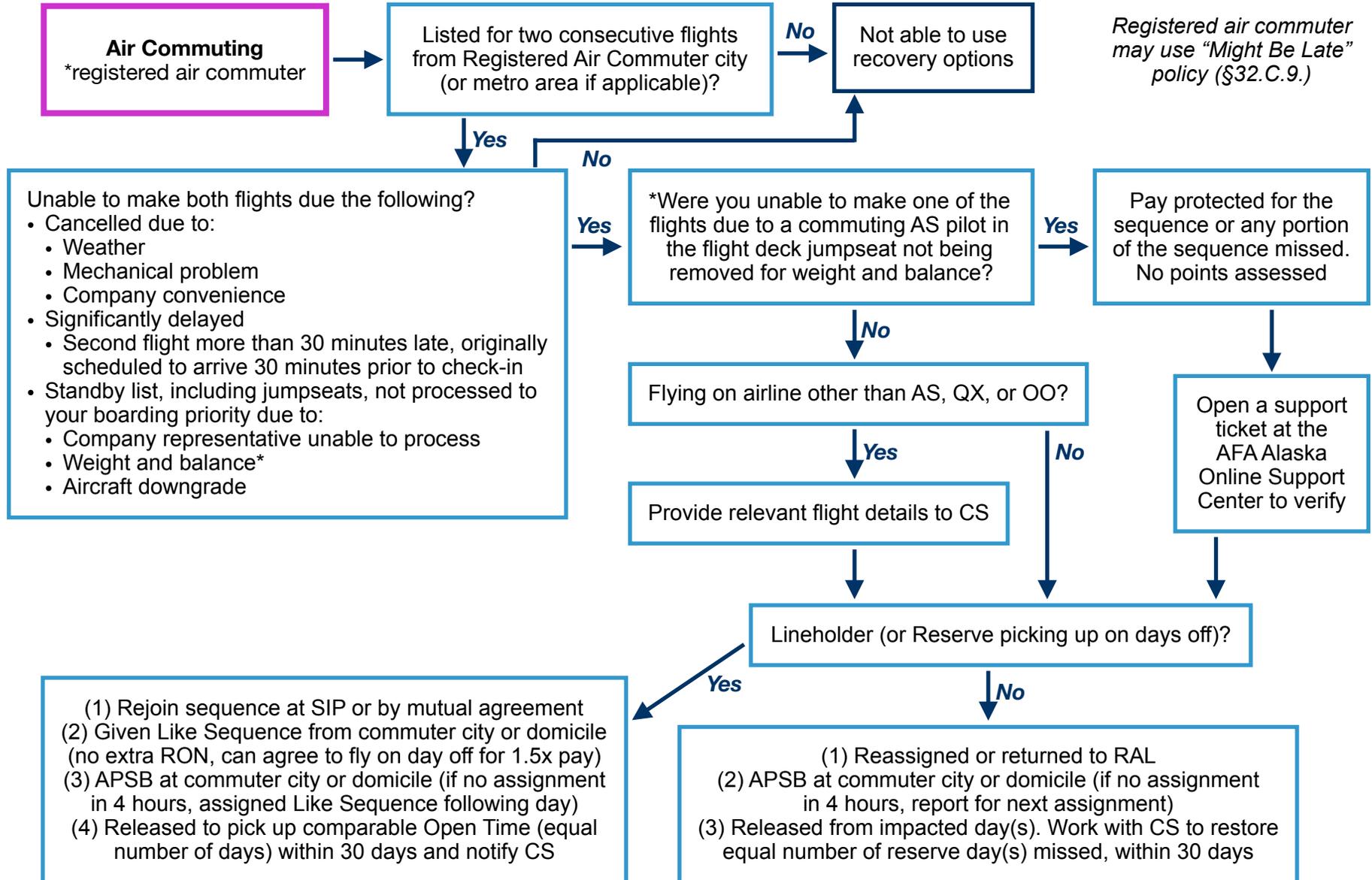
You **must** follow these procedures in their entirety to be eligible for 0.75 TFP, prorated (*once the applicable delay reaches one hour*).



Section 36: Commuter Policy

36.A.	Air Commuter Policy
36.B.	Ground Commuter Policy

*Air Commuting covers Flight Attendants who are registered air commuters and includes any combination of the Alaska Airlines flight schedule or Other Airline carriers.



*Ground Commuting covers any Flight Attendant traveling to work by car (personal or other), public transportation (ferry, train, bus, etc.), or other ground transport (bike, etc.) - including after air transportation.

