

AFA Opening Proposal

January 22, 2019

Time: _____

Article	Proposal
1. Recognition & Scope	<ul style="list-style-type: none"> • AFA will represent any carrier acquired by QX or AAG
2. Definitions	<ul style="list-style-type: none"> • Block time begins when first passengers scans in at gate for boarding • Add definition of operational necessity • Add/delete other definitions as required over course of negotiations
3. Compensation	<ul style="list-style-type: none"> • Increase pay rates • Add longevity pay for F/As at top of pay scale • Increase reserve guarantee • Increase TAFB rig--increase • Increase day trip minimum pay • Change multi day average from duty period to calendar day • Increase daily average minimum for multi-day trips • Block time starts when first passenger scans in at gate for boarding • All reserve valued at 4.0 per day, credited on a daily basis (greater of 4 or what reserve flies) • Adopt incentive model similar to Alaska's Productivity Premium Program (PPP) • Increase premium pay • Increase holiday pay and number of holidays • Pay for drug and alcohol testing (not just duty time) • Update light duty chart to match new pay rates
4. Duty-Time Expenses	<ul style="list-style-type: none"> • Improve hotel provisions • Dayrooms provided within specific time period for unscheduled layovers • F/A can be reimbursed for parking in non-domicile station • Parking—F/A may decline parking and receive payment equivalent to parking in domicile • Crew meals—current book except amend to provide that meals will always be available in PDX and SEA which aligns language with current understanding (even if no catering facilities) • Increase per diem
5. Hours of Service	<ul style="list-style-type: none"> • Increase domicile rest • Increase RON rest and actual time in hotel • 15 minutes local transportation unless parties mutually agree to longer time • Duty time limitations (pairing construction): • Max 5 legs per duty period (working or DH) • Revise duty chart to cap at 5 legs • Guaranteed break at any domicile if F/A calls in advance • Golden days may be used in a single-day block • Golden days can be used on SAP holidays (as well as day before and after such holidays) • Hard stop at 14 hours (eliminate deadhead to place of rest) • F/A will receive additional compensation if s/he operationally flies past midnight into a day off • Interruption of rest—not an interruption only if call is made to extend rest • F/A may call to extend duty/release time when necessary because of

	delays in customs and/or deplaning
6. Crew Scheduling	<ul style="list-style-type: none"> • Company paid training on scheduling systems (FPL, training class cost, expenses, etc.) • No mixed-fleet pairings • PBS—create rules to ensure a minimum number or percentage on minimum credit window bidders • Create static minimum and maximum credit windows • Increase training per Article 7 • Increase vacation—per Article 10 (21 hours/week) • F/A may drop to guarantee in SAP (<i>i.e.</i>, eliminate restriction that F/As can SAP down only 4 credit hours) • No SAP blackout days • F.2.a—Rescheduling within footprint of trip (<i>i.e.</i>, within check-in and release times for pairing) • May be extended into day off only for maintenance, weather or ATC (and revise to say extend instead of reschedule) • No loss of pay regardless of when trip/flight(s) cancel • Pay protection for system errors • 150% pay for portion of split trip that system erroneously did not allow F/A to split • Add jet bridge trades per AS model • Pay for dropped deadhead • F/A who is required to DH in jumpseat will receive premium pay for that leg(s)
7. Reserve	<ul style="list-style-type: none"> • Long call reserve blocks will be available in all bases in all bid months • Reserves will be credited greater of 4 hours per day of what they fly on that day, credited on a daily basis. • F/A who is awarded an airport line s/he did not bid will receive additional compensation. • Increase call out time in BOI to 2 hours
8. Training	<ul style="list-style-type: none"> • Incorporate video training settlement • Company required meetings are considered training (<i>e.g.</i>, FlightPath, Beyond) • 4.5 hours pay and credit for all training and travel days • Other training (including company meetings)—minimum 4.5 hours if must be done in person (and 4.5 hours per travel day if applicable) • 4.5 hours credit for home study
9. Sick Leave	<ul style="list-style-type: none"> • Adopt AS attendance policy and codify in CBA • Increase accrual rates • One day is duty period for attendance purposes • Alaska retirement language on sick leave cash out (25% of bank) • Codify that call in well day is not an occurrence (current practice) • F/A must-ride deadhead when sick regardless of severity of illness • F/A may pick up her/his trip up trip at any domicile • Sick leave coordination while on short-term disability • Delete supervisor sick call in phone line procedures as no longer relevant • F/A will have no loss of pay when s/he visits doctor at company request
10. Physical Examinations	<ul style="list-style-type: none"> • Adopt system, modeled on AS, whereby F/A and company doctor, when in disagreement, appoint a 3rd doctor, whose opinion is binding
11. Vacation	<ul style="list-style-type: none"> • Adopt 2-round system per mediation settlement • Vacation week valued at 21 hours (3 hours per day); increase accrual hours to match

	<ul style="list-style-type: none"> • Pilot vacation slide • Remove restrictions on block bidding; F/A can bid as many or as few consecutive weeks of vacation as s/he wishes—11.B.5 • Protections again flying into vacation for operational reasons, or compensation if it does happen
12. Uniforms	<ul style="list-style-type: none"> • Amend uniform list to comport with new uniform pieces, if necessary • Company paid shoes allowance • Increase uniform bank/allotment • New hires receive initial uniform at no cost • F/As will receive Arctic coast • Lunch box in initial uniform package • Increase cleaning allowance
13. Seniority	Current Book
14. Leaves of Absence	<ul style="list-style-type: none"> • A.2—change to match B.2 (line upon return from LOA), which is current practice • Change two weeks to 14 calendar days for when MLOA starts • 6 months of insurance starts anew after 30 days active status • Eliminate 6 month limit on insurance for worker's compensation LOA • F/A can elect to remain on insurance after 6 months (or dependent coverage at any time) as long as s/he is using sick leave bank • F/A may extend maternity leave up to one year after birth • Clarify rules for when a subpoena implicates the attendance policy • When F/A cannot schedule a workers' compensation provider visit during days off, company will excise F/A from work with no loss of pay and no attendance consequence • Adopt AS light-duty provisions for WC • Allow pass travel while on LOA under certain circumstances • F/A may attend recurrent training while on all leaves if released by doctor to do so; F/A will be considered on active status for RG month
15. Furlough and Recall	<ul style="list-style-type: none"> • Current Book
16. Transfers Between Domiciles	<ul style="list-style-type: none"> • Add provision for temporary duty (vacancy) at other domicile
17. Moving Expenses	<ul style="list-style-type: none"> • All moves paid at 350+ mile rate (per 17.C.2)
18. Hostage Benefits	<ul style="list-style-type: none"> • Current Book
19. Benefits	<ul style="list-style-type: none"> • Freeze employee medical premium cost for life of agreement • No diminution of benefits during life of agreement • Benefits—me too with any other work • Return election of traditional PPO to all FAs • Increase company HSA contribution • Increase 401(k) company match • Lactation rooms/space provided in all domiciles codified into agreement • AS language on inflight recordings and discipline • Implement short term disability plan (bridge to long term)
20. Management Rights	<ul style="list-style-type: none"> • Delete last sentence (Past practice clause)
21. Association Activities	<ul style="list-style-type: none"> • Create company-paid FPL bank
22. Association Security and Dues Collection	<ul style="list-style-type: none"> • AFA provision for payment of dues while on LOA

23. Grievance Procedure and Board of Adjustment	<ul style="list-style-type: none"> • Eliminate grievance worksheet • Grievance is granted if company does not respond on time • Create timeline for discipline (extendable by mutual agreement) • Rework mediation section to reflect current practice • Add panel of arbitrators
24. No Strikes or Lockouts	<ul style="list-style-type: none"> • Remove prohibition on picketing
25. General	<ul style="list-style-type: none"> • Personnel file includes station files and any other relevant file • F/A may be required to tidy non-passenger areas but will not be required to groom the cabin • Commuter Policy— <ul style="list-style-type: none"> ○ Boarding priority for commuters—same as pilot, by seniority within the boarding code (equivalent to AS D-8) ○ Provisions for ground commuters ○ Parking at commuter city or reimbursement (See new provision in Article 4) ○ Upon request, commuter will receive company-paid hotel room if trip goes sideways (<i>e.g.</i>, last day cancels), F/A is released and cannot commute home on new day • F/A will be compensated for personal property damaged or stolen from aircraft • Return to cabin program following positive drug or alcohol test (Within FAA restrictions)
26. Safety, Health and Security	<ul style="list-style-type: none"> • List of incidents amended to include natural disasters, shooting, f/as assisting with emergencies on an overnight (medical with guest or crew member), fire in hotel. • Add Operational Incident Drops – F/A may opt to drop trips within seven days following an incident, with no loss of pay or attendance consequence • EAP rep sent to be with F/A if requested after incident • Fatigue Review Board—reserve right to keep if not obviated by FRMP
27. Duration	<ul style="list-style-type: none"> • TBD
SL#1. Implementation	<ul style="list-style-type: none"> • Replace with new implementation agreement
SL#2. Vacation for F/As with DOH on or before 2/1/1991	<ul style="list-style-type: none"> • Keep; update list of names
SL#3. IOE Scheduling	<ul style="list-style-type: none"> • Keep
SL#4. Wet Lease (No Furlough)	<ul style="list-style-type: none"> • Keep
SL#5. 2009 Ratification Agreement	<ul style="list-style-type: none"> • Eliminate B Scale
SL#6. 2016 Ratification Agreement	<ul style="list-style-type: none"> • Replace with TBD
SL#7. PBS Implementation	<ul style="list-style-type: none"> • Eliminate

Note: AFA reserves the right to supplement these proposals at any time.