AFA Opening Proposal  

January 22, 2019  

Time: ________

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<th>Article</th>
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<tr>
<td>1. Recognition &amp; Scope</td>
<td>• AFA will represent any carrier acquired by QX or AAG</td>
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| 2. Definitions | • 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 | • 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 | • 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 | • 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 |
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<th>Section</th>
<th>Highlights</th>
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| 6. Crew Scheduling      | - 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.e., 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.e., 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              | - 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             | - Incorporate video training settlement  
- Company required meetings are considered training (e.g., 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           | - 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 | - Adopt system, modeled on AS, whereby F/A and company doctor, when in disagreement, appoint a 3rd doctor, whose opinion is binding |
| 11. Vacation            | - Adopt 2-round system per mediation settlement  
- Vacation week valued at 21 hours (3 hours per day); increase accrual hours to match |
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<td>12. Uniforms</td>
<td>Amend uniform list to comport with new uniform pieces, if necessary&lt;br&gt;Company paid shoes allowance&lt;br&gt; Increase uniform bank/allotment&lt;br&gt; New hires receive initial uniform at no cost&lt;br&gt; F/As will receive Arctic coat&lt;br&gt; Lunch box in initial uniform package&lt;br&gt; Increase cleaning allowance</td>
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<td>13. Seniority</td>
<td>Current Book</td>
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<td>14. Leaves of Absence</td>
<td>A.2—change to match B.2 (line upon return from LOA), which is current practice&lt;br&gt; Change two weeks to 14 calendar days for when MLOA starts&lt;br&gt; 6 months of insurance starts anew after 30 days active status&lt;br&gt; Eliminate 6 month limit on insurance for worker’s compensation LOA&lt;br&gt; 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&lt;br&gt; F/A may extend maternity leave up to one year after birth&lt;br&gt; Clarify rules for when a subpoena implicates the attendance policy&lt;br&gt; 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&lt;br&gt; Adopt AS light-duty provisions for WC&lt;br&gt; Allow pass travel while on LOA under certain circumstances&lt;br&gt; 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</td>
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<td>15. Furlough and Recall</td>
<td>Current Book</td>
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<td>16. Transfers Between Domiciles</td>
<td>Add provision for temporary duty (vacancy) at other domicile</td>
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<td>17. Moving Expenses</td>
<td>All moves paid at 350+ mile rate (per 17.C.2)</td>
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<td>18. Hostage Benefits</td>
<td>Current Book</td>
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<td>19. Benefits</td>
<td>Freeze employee medical premium cost for life of agreement&lt;br&gt; No diminution of benefits during life of agreement&lt;br&gt; Benefits—me too with any other work&lt;br&gt; Return election of traditional PPO to all FAs&lt;br&gt; Increase company HSA contribution&lt;br&gt; Increase 401(k) company match&lt;br&gt; Lactation rooms/space provided in all domiciles codified into agreement&lt;br&gt; AS language on inflight recordings and discipline&lt;br&gt; Implement short term disability plan (bridge to long term)</td>
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<td>20. Management Rights</td>
<td>Delete last sentence (Past practice clause)</td>
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<td>21. Association Activities</td>
<td>Create company-paid FPL bank</td>
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<td>22. Association Security and Dues Collection</td>
<td>AFA provision for payment of dues while on LOA</td>
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| 23. Grievance Procedure and Board of Adjustment | • 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 |
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<td>24. No Strikes or Lockouts</td>
<td>• Remove prohibition on picketing</td>
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| 25. General | • 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—  
  ○ 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 (e.g., 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 | • 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 | • TBD |
| SL#1. Implementation | • Replace with new implementation agreement |
| SL#2. Vacation for F/As with DOH on or before 2/1/1991 | • Keep; update list of names |
| SL#3. IOE Scheduling | • Keep |
| SL#4. Wet Lease (No Furlough) | • Keep |
| SL#5. 2009 Ratification Agreement | • Eliminate B Scale |
| SL#6. 2016 Ratification Agreement | • Replace with TBD |
| SL#7. PBS Implementation | • Eliminate |

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