



AFA Contract Implementation Update

FEB 10, 2021 IMPLEMENTATION COMMITTEE

Know Your Contract

Important provisions of our contract are now in effect. An important improvement comes to our compensation and hours of service, but there are also a few other improvements scattered throughout the contract. Let's start with Compensation (Article 3), if you were off probation on May 1, 2020 you should have received the first installment of your signing bonus on your January 5th paycheck. The first installment was \$1500. You'll receive the second installment of \$750 on the May 5th paycheck, which will conclude the signing bonus payments.

A new addition is holding pay when passengers are on board the aircraft. It's paid at \$15 per hour for excess ground time over 30 minutes. If block time has already started (door closure on the Q or brake release on the E), you won't accrue ground-holding pay because you're earning block pay. Holding pay is paid in addition to your trip credit and is paid above guarantee. Until everything is automated (scheduled for April 1), you will need to put in for it manually (watch for an information email and/or FAIF from management on how to submit for holding pay in Comply 365).

Management/Crew Scheduling now have the ability to be able to ask lineholders to pre-board a flight. You will be paid and credited 0.5 hours above guarantee. Remember that they may **ask** you, but you have the right to say no. Don't feel pressured; make your choice for yourself.

You'll also see two new paid holidays this year (Memorial Day and Veteran's Day). And, finally, you'll receive one credit for each time you're sent for drug and/or alcohol testing (make sure to follow the contract and contact Crew Scheduling when notified of a drug screening to receive credit)

In Hours of Service (Article 5), the biggest change is that the duty table goes away. The maximum scheduled duty period will now be 12 hours, regardless of the number of legs or your report time. The scheduled 12-hour duty period includes any rescheduling that happens prior to the start of the duty period. While the duty period is in progress, you can be rescheduled up to 14 hours. The Company can take that to 16 hours if the last two hours are only a deadhead to a place of rest. If you agree (and again, it's *your choice*), you can work the flight(s) rather than deadhead and receive double time. Additionally, you cannot be scheduled for more than 6 legs in a duty period, only 5 of which can be working legs.

Turning to the "odds and ends" of the new contract, other changes you'll see include:

- 
- Training travel days paid at 4.5 credits (currently 4.0)
 - Paid 3 credits if flown into vacation
 - 6 months of health insurance restarts for the same illness or injury if you've been in active status for 30 days. For example, if you break your ankle and are out for five months, come back to work for at least a month, discover that your ankle is still injured, you can go back on leave and your six months of health insurance re-starts. Under the old contract, you would only have one month left.
 - Benefits changes (effective January 1, but you saw them at Open Enrollment)
 - Caps on increases to premiums and deductibles (per year)
 - New short-term disability plan, with 40% income replacement (you can purchase additional coverage)
 - Hotel Sideletter sets forth minimum standards for layover accommodations, procedures for hotel selection, and dispute resolution.

We will have more big changes coming in April, including the all-new reserve section. Until then, know your rights and check your pay stubs to make sure the Company is complying with the contract. If they're not, let AFA know!