



33 **JCTE (Jeppesen Crew Tracking Enterprise):** The date upon which all L-AS and L-VX Flight  
34 Attendants are integrated into the JCTE software platform and combined on all pay, scheduling, and  
35 crew tracking systems.

36 **Full Integration:** The first day of the bid month in which L-AS and L-VX Flight Attendants fly  
37 together as integrated crew members and all provisions of the JCBA will apply to L-VX Flight  
38 Attendants.

39 **Work Rules:** Virgin America Work Rules v.5, as amended.

40 **Playbook:** Virgin America Interim Playbook 2017, as amended.

41 **L-VX JCBA Implementation Timetable Letter of Agreement:** Spreadsheet table which  
42 indicates each provision in the JCBA and the date upon which it applies to the L-VX Flight Attendants.

43

---

## 44 **II. L-VX FLIGHT ATTENDANTS TRANSITIONING ONTO THE L-AS JCBA**

---

45

46 The below JCBA provisions will apply to the L-VX Flight Attendants as provided below during the  
47 transition period prior to Full Integration. Unless a JCBA provision is noted as being effective at DOR,  
48 the applicable Work Rule provision(s) will apply to the L-VX Flight Attendant until the indicated  
49 effective date of the JCBA provision(s). The implementation effective dates of the JCBA provisions  
50 are noted below and in the L-VX JCBA Implementation Timetable. At Full Integration, all provisions  
51 of the JCBA will apply to the L-VX Flight Attendants except for the 480 provisions outlined in “480  
52 Provisions in the JCBA and their Applications to L-VX FAs” below.

53

### 54 **L-VX JCBA Implementation Timetable**

55 The L-VX JCBA Implementation Timetable indicates the effective date of each provision of the JCBA  
56 and the date or operational milestone on which the provision will apply to the L-VX Flight Attendants.  
57 The Implementation Timetable is contained in the AFA Alaska Airlines-Virgin America Merger  
58 Agreement.

59

### 60 **480 Provisions in the JCBA and their Applications to L-VX FAs**

61 A. All 480 provisions will not affect any benefits for L-VX Flight Attendants until the calendar year  
62 commencing on January 1, 2021. The 480 qualification period will commence on January 1,  
63 2020, for application beginning January 1, 2021, and will be in accordance with the JCBA for all  
64 applications listed below in the JCBA:

65 1. Section 13.D.6. Uniforms

- 66 2. Section 16.L.4. Vacation  
67 3. Section 23.B.1–4. Eligibility for Insurance  
68 4. Section 32.G.4. Attendance

69 32 Addendum #26 – Record Improvement

70 **Section 7: Probation**

- 71 A. No L-VX Flight Attendant will have her or his probationary period modified except as provided for  
72 in 7.A. of the JCBA.  
73 B. A L-VX Flight Attendant on probation as of DOR will not be held to the requirement as outlined in  
74 7.G. of the JCBA.  
75

76 **Section 9: Junior Available and Premium Open Time**

- 77 A. Section 9.E.2.  
78 Premium Open Time will apply DOR. The Company may assign a premium of one and one-half  
79 times (1.5x) pay based on the provisions in the Work Rules.

80 **Section 11: Reserve**

- 81 A. Reserve Premium  
82 1. Section 11.G.2. will apply in the following application:  
83 a. The Company will do a “lookback” to January 1, 2018, in order to calculate the  
84 compensation a Reserve would have made under the following provisions:  
85 i. Reserve Premium of two dollars and eighty-three cents (\$2.83) (TFP conversion  
86 equivalent) per block hour flown as a Reserve.  
87 ii. One-hundred dollars (\$100.00) Reserve Longevity Stipend provided for in the Work  
88 Rules.  
89 b. A Reserve will receive the greater of what s/he would have earned under the Reserve  
90 Premium or the Reserve Longevity Stipend on a month-by-month basis retroactively.  
91 c. Effective DOR, the Company will do the calculation in 1.a., above and the Reserve will  
92 receive the greater of either the Reserve Premium or the Reserve Longevity Stipend on a  
93 month-by-month basis until Full Implementation.  
94 d. The Reserve Premium will be paid to any Flight Attendant who has flown block hours on  
95 a day of reserve availability.  
96 B. Reserve Compensation  
97 1. Effective DOR, Section 11.G.1. will apply in the following application:  
98 a. A Reserve’s minimum guarantee will be four and three-tenths (4.3) block hours per day  
99 of reserve availability multiplied by the number of reserve days per month.  
100

**Section 13: Uniforms**

- 101
- 102 A. All provisions of Section 13: Uniforms of the Alaska JCBA will apply at DOR except for provisions
- 103 13.B. and D. of Section 13 [Uniforms].
- 104 B. The Company will provide, at no charge to the Flight Attendant, all initial transition uniform pieces
- 105 for the L-VX Flight Attendants including luggage, if required.
- 106 C. The \$200.00 annual stipend the L-VX Flight Attendants currently receive will remain in effect until
- 107 the implementation of the Alaska "Luly Yang" Flight Attendant uniform. At such time, the
- 108 provisions of 13.B. and 13.D. of the JCBA will apply.
- 109 D. The monthly \$30.00 dry-cleaning stipend will remain in effect for L-VX Flight Attendants until the
- 110 implementation of the Alaska "Luly Yang" Flight Attendant Uniform.
- 111 E. State of Alaska Flying: If L-VX Flight Attendants perform any flying into or within the state of
- 112 Alaska, the Company will provide the outerwear appropriate for the climate in accordance with
- 113 the L-AS Flight Attendant Manual (FAM).
- 114 F. The L-VX Flight Attendant red dress uniform piece may be turned in to the Company in exchange
- 115 for uniform credit. The Flight Attendant will be credited \$100.00 per dress, maximum of two (2),
- 116 and may use that credit to purchase other uniform pieces through the uniform vendor.
- 117

**Section 14: Vacations**

- 118
- 119 A. For the 2019 vacation bid, L-VX Flight Attendants will bid in October, 2018, for vacation in 2019
- 120 in accordance with the Work Rules. They will accrue for vacation used in 2019 in accordance
- 121 with the Work Rules. Only L-VX Flight Attendants will participate in that vacation bid.
- 122 B. In order to align the L-VX Flight Attendants with the JCBA vacation provisions, L-VX Flight
- 123 Attendants will also accrue vacation for use in 2020 in accordance with Section 14.A. of the JCBA
- 124 Vacation Accrual Schedule during the 2019 calendar year.
- 125 C. Effective for vacation in 2020, L-VX and L-AS Flight Attendants will participate in a combined
- 126 vacation bid in October, 2019.
- 127

**Section 15: Leaves of Absence**

- 128
- 129 A. The provisions of Section 15 of the JCBA, including maternity extension per 15.D.6. of the JCBA
- 130 will apply to all L-VX Flight Attendants effective DOR except as provided below.
- 131 1. The below provision of the JCBA will apply at JCTE:
- 132 a. Section 15.I. Return to Work Following A Leave of Absence.
- 133 2. The below provisions of the JCBA will apply at Full Integration:
- 134 a. Section 15.C. Medical Leave of Absence

- 135           b. Section 15.K. Short Term Disability  
136           c. Section 15.M. Leaves With Coordination of Sick Leave or Vacation/Longevity PTO  
137           d. Section 15.O. Workers' Compensation
- 138       3. The L-VX Leaves of Absence provisions governing Medical Leave of Absence, Short Term  
139       Disability and Workers' Compensation of the Work Rules will apply to L-VX Flight Attendants  
140       until Full Integration. The L-VX provisions governing a Flight Attendant's return from a leave  
141       will be in effect until JCTE.
- 142   B. The continuous period calculation for the provisions of 15.C.2. will commence on DOR for L-VX  
143   Flight Attendants. Any L-VX Flight Attendant on a medical leave of absence at DOR will not have  
144   any time spent on a medical leave prior to DOR added into the calculation of 15.C.2..
- 145   C. FMLA: At DOR, the standard for FMLA qualification used for the L-AS Flight Attendants will be  
146   applied retroactively to all L-VX Flight Attendant. The Company shall complete a twelve (12)  
147   month "lookback" effective DOR to determine if L-VX Flight Attendants qualify for FMLA.
- 148   D. Any L-VX Flight Attendants on a medical, maternity or extended maternity leave of absence prior  
149   to Full Integration will maintain their eligibility for insurance benefits at the active employee  
150   contribution rate for the duration of the leave until after Full Integration at which time they will  
151   be subject to the full provisions of the JCBA.

## 153 **Section 16: Sick Leave**

154       Effective upon Full Integration, Sick Leave banks will be established for all L-VX Flight Attendants and  
155       each L-VX Flight Attendant will continue to accrue Sick Leave in accordance with the provisions below.

### 156   A. Creating a Sick Leave Bank for PeopleSoft Administrative Purposes

157       The Company will use the L-VX Flight Attendant Catastrophic Sick Leave Bank balance to populate  
158       an accrual bank for use during an approved Medical Leave of Absence. Beginning January 1, 2018,  
159       each day already accrued will be converted to three and one-half (3.5) hours and Flight Attendants  
160       will accrue one and three-quarters (1.75) hours of Catastrophic Sick Leave per month (0.875 hour  
161       per pay period) up to a cap of one-hundred and five (105) hours.

### 162   B. Remaining on L-VX Sick Leave Policy through Implementation of Full Integration

- 163       1. Notwithstanding the creation of the Sick Leave Bank in A., above, L-VX Flight Attendants will  
164       remain under the L-VX Sick Leave Policy as outlined in the Work Rules. No Sick Leave usage  
165       will be deducted from a Flight Attendant's PeopleSoft Sick Leave Banks except for Catastrophic  
166       Sick Leave used while on a Medical Leave of Absence.
- 167       2. Sick calls not related to Medical Leaves of Absences will not be debited from the above  
168       PeopleSoft sick leave bank and will be paid in accordance with the Work Rules.

### 169   C. Establish Final Sick Leave Bank Balance at Full Integration

170 Each L-VX Flight Attendant's "Alaska Airlines Sick Leave Bank balance" will be calculated on the  
171 first day of the bid month following the implementation of JCTE. The below method will be  
172 followed to establish each individual Flight Attendant's Sick Leave Bank.

173 1. The Company will do a "lookback" for each L-VX Flight Attendant and calculate the following:

174 a. Career-total credit hours paid up through implementation of JCTE minus any paid Sick  
175 Leave credit, calculated in 1.b. below, to mirror the Alaska practice of not accruing Sick  
176 Leave on paid Sick Leave.

177 b. Career-total credit hours paid in Sick Leave through implementation of JCTE. Vacation  
178 utilized as Sick Leave will not be included in this calculation.

179 2. Each L-VX Flight Attendant's final individual Sick Leave Bank balance will be determined using  
180 the below calculation:

181 a. The total possible Sick Leave Bank balance will be determined by calculating ten percent  
182 (10%) of the career-total credit hours paid, plus six and two-tenths (6.2) block hours  
183 (equivalent of seven (7) TFP) for any month on a leave of absence, minus any Sick Leave  
184 hours paid as determined in C.1.a., above.

185 b. The actual Sick Leave Bank balance will be determined by taking the total possible Sick  
186 Leave bank balance in C.2.a., above, and subtracting the career-total Sick Leave credit  
187 hours paid in C.1.b., above.

188 c. Any hours remaining in a L-VX Flight Attendant's Catastrophic Sick Leave Bank (converted  
189 at three and one-half (3.5) hours per day) in PeopleSoft will be added to the balance in  
190 C.2.b., above.

191 d. All hours in the bank balance in C.2.c., above, will be converted to TFP using one and  
192 thirteen-tenths (1.13) TFP/Block Hour. This TFP balance will be the L-VX Flight  
193 Attendant's new Sick Leave Bank for the purposes of the Alaska Sick Leave Policy, JCBA,  
194 Section 16, subject to II.D., below.

195 D. Effective upon Full Integration, L-VX Flight Attendants will no longer be under the Sick Leave  
196 Program outlined in the Work Rules. They will be subject to the Section 16: Sick Leave Provisions  
197 in the JCBA.

198 E. Sick Leave Bank Calculation Schematic

199 **Total Hours Paid** = Total Career Credit Hours paid

200 **Total Sick Hours Used** = Total Career Sick Leave Hours paid (not including vacation)



202 **(10 % Total Hours Paid + 6.2 hours per month on LOA) - Total Sick Hours Used =**

203 **Total Accrued Sick Leave**



205 **Total Accrued Sick Leave + Catastrophic Hours =**

206 **Final Sick Leave Alaska Bank Balance in Hours**



208 **Final Sick Leave Alaska Bank Balance in Hours x 1.13 TFP =**

209 **Final Sick Leave Balance in TFP**

212 **Section 21: Compensation**

213 A. The JCBA Rates of Pay will apply, as amended by the "VX Red Circle" Letter of Agreement, on  
214 DOR. The Rates of Pay will be retroactive to January 1, 2018.

215 B. Section 21.G. "A" Pay

216 "A" Pay will apply in accordance with the ITL Transition Provision Below.

217 C. Section 21.H. Holiday Pay: Holiday Pay Premium of two times (2x) block will apply effective DOR,  
218 and retroactively to January 1, 2018, to include the New Year's Day Holiday.

219 D. Section 21.J.2. Actual Flight Time Exceeding Scheduled Flight Time

220 **[Change: On 3.24.18, AFA and management agreed that Block or Better will be retroactive**  
221 **to 1.1.18]**

222 1. Effective DOR, L-VX Flight Attendants will be paid the greater of actual or scheduled block  
223 time on a segment-by-segment basis.

224 2. The greater of actual or scheduled block time on a segment-by-segment basis will be  
225 calculated for the flights worked by individual L-VX Flight Attendants **retroactive to the first**  
226 **day of the bid month of DOR**. The difference in compensation calculated under 21.J.2. and  
227 that paid under the Virgin America Inflight Work Rules calculating monthly scheduled and  
228 actual duration will be paid to the L-VX Flight Attendant.

229 E. Section 21.L. Deadhead Pay

230 Effective DOR, any Flight Attendant who deadheads on a flight at the Company's request will  
231 receive one-hundred percent (100%) block hour credit for pay purposes. This provision will be  
232 retroactive to the first day of the bid month of DOR.

233 F. Section 21.R. Productivity Premium Program (formerly QPP): L-VX Flight Attendants will remain  
234 on the Incentive Pay provision outlined in the Work Rules until Full Integration.

235 G. Section 21.T. The below Sit Time provisions will apply effective DOR:

236 1. Section 21.T.1. Scheduled or actual ground time in excess of two (2) hours between flights  
237 in the same duty period will be paid an additional one (1) ~~block hour~~ TFP equivalent (fifty-  
238 three block-minutes (0:53)). Sit pay will also apply to first flight of the day if there is an  
239 actual delay in excess of two (2) hours prior to the departure of the first flight of the day.

240 2. Section 21.T.3. Sit Pay will be paid above a Reserve's guarantee.

241 3. Section 21.T.4. Sick Leave, pay protection and/or premium pay will not be paid on Sit Pay.  
242

## 243 **Section 22: Expenses**

244 A. 22.A. Per Diem. Effective DOR, per diem will be two dollars and fifty cents (\$2.50) per hour away  
245 from domicile. This per diem rate will be retroactive to January 1, 2018.  
246

## 247 **Section 26: Association Security**

248 A. The monthly Association dues obligation outlined in Section 26: Association Security will apply to  
249 L-VX Flight Attendants effective on the third full month following DOR.

## 250 **Section 28: Domiciles**

251 B. Section 28.A.9. [Voluntary temporary base trade (swap)] will apply to L-VX Flight Attendants  
252 effective DOR. However, L-VX Flight Attendants may only swap domiciles with other L-VX Flight  
253 Attendants.

254 C. Section 14.L. allowing Flight Attendants to carry their awarded vacation with them during the  
255 term of the base swap will apply for the duration of the base swap.  
256

## 257 **Section 29: Profit Sharing and Retirement**

258 A. 401(k) Company Match

259 1. L-VX Flight Attendants will be transitioned over to the L-AS 401(k) Plan with the seven and  
260 one-half percent (7.5%) Company Match effective DOR plus three (3) months.  
261

## 262 **Section 30: Training: Boeing Transition Training**

263 A. Bidding for Classroom Training

- 264 1. All active Flight Attendants will bid electronically for training dates.
- 265 2. Transition training will take place from July 2018 thru October 2018.
- 266 3. The training date will be bid on a monthly basis.
- 267 4. Bidding will open by 2000 SFO time on the twenty-first (21<sup>st</sup>) calendar day of the month prior
- 268 and will close at 0900 SFO time on the twenty-seventh (27<sup>th</sup>) calendar day of the month prior.
- 269 5. Training will be awarded in inflight base seniority order. If training is not offered in a Flight
- 270 Attendant's domicile, training will be awarded in accordance with §30.A.3.d of the CBA.
- 271 6. If not enough Flight Attendants bid for the available training events per month, FLICA will
- 272 assign events in reverse seniority order so all events are filled to capacity.
- 273 7. FLICA will not award a training event that conflicts with a pre-planned absences (vacation,
- 274 recurrent training, etc.)
- 275 8. Students enrolled in Initial Training classes will be awarded training in the following ways:
- 276 a. Will be included in the next monthly transition training bid; or
- 277 b. Awarded any remaining training dates in the published month so as not to violate seniority
- 278 of any other Flight Attendant.
- 279 B. Trading of Training
- 280 1. After training dates are awarded, Flight Attendants may trade their dates using FLICA with
- 281 another Flight Attendant from the same base, and only with Flight Attendants who are
- 282 scheduled to attend during the same month.
- 283 2. Transition Training trading will open by 2000 SFO time on the twenty-eighth (28<sup>th</sup>) of the
- 284 month prior. The trade needs to be submitted no later than seven (7) calendar days prior to
- 285 the training class date.
- 286 3. To submit a Transition Training Trade:
- 287 a. From FLICA, go to the "Transition Trades" folder; click "submit or view requests"
- 288 b. At the top of the next screen, click the "Other" button
- 289 c. Type a brief text request that must include all of the following information:
- 290 i. The date of your scheduled Transition Training;
- 291 ii. The date you want to trade to (i.e., the date the other teammate was scheduled for);
- 292 iii. The ID # of the Flight Attendant with whom you are trading.
- 293 d. Click to submit request.
- 294 4. Both Flight Attendants must submit requests in FLICA for the trade to be approved. Flight
- 295 Attendants may trade their vacation on top of previously awarded training dates subject to
- 296 vacation trading deadlines. If such transaction is completed, the Flight Attendant is still
- 297 required to attend training. The Flight Attendant will be paid for both vacation and training
- 298 on any overlapping days.

**Section 32 – Attendance Policy**

- 301 A. L-VX Flight Attendants will transition to the Attendance Policy program contained in Section 32:  
302 Attendance Policy of the JCBA upon Full Integration.
- 303 B. Each L-VX Flight Attendant's points balance from the L-VX Reliability Program will transfer to the  
304 Alaska Section 32: Attendance Policy program and those provisions will be effective upon Full  
305 Integration.
- 306 C. Prior to the balances transferring to the Alaska Attendance Policy program, the Company will  
307 review all accounts to ensure that the following has been accomplished:
- 308 1. All points associated with a FMLA sick call will be removed.
  - 309 2. All points which would expire under the L-VX Reliability Program by the date of transfer to  
310 the L-AS system will be removed.
- 311 D. Effective with date of the transition, all L-VX Flight Attendants will receive a credit of two (2)  
312 attendance points applied to their point balance, which may result in up to two (2) bank point.
- 313 E. After the transition to the L-AS Policy, any points assessed to a L-VX Flight Attendant under the  
314 L-VX Reliability Program will be removed twelve (12) months from their accrual date(s). This will  
315 be accomplished any time a Flight Attendant is subject to any Attendance Policy Disciplinary  
316 Action. The Performance Supervisor will review the Flight Attendant's attendance record and  
317 remove any points twelve (12) months or older assessed under the L-VX Reliability Program prior  
318 to taking disciplinary action. Points assessed under the L-AS Policy will be governed by the roll-  
319 off provision contained in that policy.

320

**Section 32: Attendance Policy Points System**

<u>Occurrences</u>	<u>Points Assigned</u>	<u>Reference</u>
No Show	3	C.1.
<u>Late Report</u>	1	C.2.
Reported Illness or Sick Leave On-Line Using Quarterly Point Reduction	0	C.3.
Reported Illness or Sick Leave On-Line after or without Using Quarterly Point Reduction.	½ point per day or partial day on the sick list, with a maximum of 2½ points per single continuous occurrence.	C.4. and C.8.
Short Sick Call	2½	C.5.
Sick Leave On-Line After Scheduled Check-In	Additional ½ point to Sick Leave On-Line	C.6.
Sick Leave On-Line	½ point per day or partial day on the sick list, with a maximum of 2 ½ points per single continuous occurrence (unless reduced by Quarterly Point Reduction)	C.7. and C.8.
Might Be Late (M.B.L.) - When FA does not scan-in and reports to gate, or scan-in is more than 5 mins after scheduled report time	½	C.9.
M.B.L. - When scan-in is before scheduled report time or within the 5 min grace period	0	C.9.
Failure to Report to Training Class	1	C.10.
JA with a doctor's note	0	C.12.
JA without a doctor's note	½ point per with a maximum of 2½ points per single continuous	C.12.
Management Drop	½ per day	C.14.
Unavailable for Contact	1 ½	C.15.
Late Arrival to an Aircraft	0 (performance issue)	C.16.

321

**Section 33 – Charter Compensation**

2. Section 33.C.1. Charter Pay of two times (2x) block credit will apply at DOR to any charter trip.

**Section 34 – Hotels**

Section A.1. and A.2. effective DOR all newly sourced hotels will be required to meet these provisions. Effective upon Full Implementation, all existing hotels must meet the provided standards.

**III. L-VX INTEGRATION TRANSITION ISSUES – NOT ADDRESSED IN THE JCBA**

The below provisions, which are not contained in the JCBA, will apply to the L-VX Flight Attendants on the effective dates indicated and as provided below during the transition period and prior to Full Integration.

**Maintaining L-VX and L-AS Partition****A. Separation of Groups**

Until Full Integration, the Company will maintain separate flight operations with regard to L-VX and L-AS Flight Attendants. During this period of separate operations, the Company shall provide the following protections:

1. The Company will not utilize in its flight operations of one partition, a Flight Attendant from the other partition
2. No Flight Attendant of either L-VX or L-AS shall fly as a crewmember on an aircraft in the fleet of the other partition. The "Fleet" of each airline shall be defined to include all aircraft in the service of or stored by the pre-merger airline, or on order or option by the airline, as of April 1, 2016. In addition, L-VX Flight Attendants will not fly on Boeing aircraft and L-AS Flight Attendants will not fly on Airbus aircraft except for purposes of Transition Training and deadheading.
3. The Company will not open a new Flight Attendant domicile in any location in which either Alaska Airlines or Virgin America had an existing Flight Attendant domicile as of January 1, 2018.

**Operational Assignment**

- A. In the event a L-VX Flight Attendant is operationally assigned per the Work Rules in Chapter 7, Section C.4., the premium of 10.G.5.b. [\$10 per block hour of the trip operationally assigned] will be changed to the provision below.

356 B. Effective DOR, any L-VX Flight Attendant operationally assigned a trip will be paid one and a half  
357 times (1.5x) the value of the trip in block hours.  
358

### 359 Seniority

360 A. Seniority for Flight Attendants in L-VX Inflight supervisor or other non-flying duty positions directly  
361 related to the Flight Attendant duties at DOR will have their seniority addressed as follows:

362 1. If her/his service as a L-VX Inflight supervisor or other non-flying duty positions directly  
363 related to the Flight Attendant duties was longer than or equal to h/his service as a L-VX Flight  
364 Attendant, s/he will continue to retain, but not accrue seniority.

365 2. If her/is service as a L-VX Inflight supervisor or other non-flying duty positions directly related  
366 to the Flight Attendant duties was less than her/his service as a L-VX Flight Attendant, then  
367 s/he will continue to accrue seniority until such time her/his total tenure as a supervisor or  
368 other non-flying duty positions directly related to the Flight Attendant duties (L-VX and AS) is  
369 equal to her or his service as a L-VX Flight Attendant, at which point s/he will retain but not  
370 accrue seniority.

371 **Example:** A L-VX Inflight supervisor accrued three (3) years as a L-VX Flight Attendant and  
372 has been a L-VX Inflight supervisor for two (2) years. At DOR s/he may only accrue seniority  
373 for one (1) more year. S/he may then retain that seniority, but s/he will no longer accrue  
374 unless s/he transfers back as an active Flight Attendant.

375 3. Under no circumstance will a L-VX Inflight supervisor or other non-flying duty positions directly  
376 related to the Flight Attendant duties have her/his seniority accrual negatively adjusted at  
377 DOR.

378 **Example:** A L-VX Inflight supervisor accrued three (3) years as a L-VX Flight Attendant and  
379 has been a L-VX Inflight supervisor for seven (7) years. At DOR s/he will retain the ten (10)  
380 years of seniority but no longer accrue seniority unless s/he transfers back as an active Flight  
381 Attendant.

382 4. For the limited purposes of this seniority integration agreement, "L-VX Inflight supervisor or  
383 other non-flying duty positions directly related to Flight Attendant Duties" will include  
384 Catering, Inflight Policy and Procedures and Flight Attendant Training management. The  
385 inclusion of the above positions will remain in effect provided that they continue to report to  
386 the Inflight division following full operational integration.

387 B. Seniority protocol for L-VX employees holding a seniority number on the certified Integrated List  
388 (ISL) who are neither L-VX Flight Attendants nor hold L-VX Inflight supervisory or other non-flying  
389 duty positions directly related to the Flight Attendant duties.

- 390 1. L-VX employees holding a position on the certified Integrated Seniority List (ISL) who are not  
391 Flight Attendants at DOR and who are not L-VX Inflight supervisors or who hold other non-flying  
392 duty positions directly related to Flight Attendant duties will have six (6) months from DOR to  
393 transfer back as an active Flight Attendant or to an Inflight supervisory or other non-flying duty  
394 position directly related to Flight Attendant duties; otherwise s/he will be removed from the  
395 seniority list. S/he will be subject to the provisions of A.1-3., above, during this six (6) month  
396 period.
- 397 C. Respecting the partitions between L-AS and L-VX prior to Full Implementation
- 398 1. A L-AS Flight Attendant may not transfer into the L-VX partition to occupy a L-VX Flight  
399 Attendant position. Likewise, a L-VX Flight Attendant may not transfer into the L-AS partition  
400 to occupy a L-AS Flight Attendant position.
- 401 2. A L-VX employee on the L-VX Flight Attendant Seniority List who works in the capacity of a  
402 Flight Attendant, manager, supervisor or individual involved in Flight Attendant duties as  
403 described in A., above, may transfer to a non-Flight Attendant position described in A., above,  
404 on the L-AS partition and remain on the L-VX seniority list in accordance with this section.  
405 That individual may transfer back into the L-VX partition as a Flight Attendant.
- 406

#### 407 **Ability to Trade Trips Below Seventy (70) Block Hours**

408 A. *Effective DOR, the Work Rules Chapter 7.B.2.d.iii. will be amended as indicated below:*

409 d. *A request will not be approved if it would result in any of the following:*

410 i. *A violation of any FAR.*

411 ii. *A violation of any InFlight Work Rule.*

412 iii. *A projected credit of less than 70 hours ~~or more than 135 hours~~ for the bid period.*

413 *However, Flight Attendants may trade trips with other Flight Attendant (Lineholders, and*  
414 *reserves on their days off and within the established parameters) such that her/his*  
415 *projected credit is less than 70 hours. However, Flight Attendants may not initiate a trade*  
416 *which would put their projected credit below fifty (50) hours.*

417 B. *Chapter 9.C.2.a.ii. will be amended as indicated below:*

418 2. **SCHEDULING PERSONAL DAYS:**

419 ii. *An ITM Flight Attendant may ask to use a personal day on a scheduled day off, by*  
420 *submitting the request via FLICA before the last day of the bid period.*

421 a. *An ITM who adds a personal day to a scheduled day off after the bid has been awarded*  
422 *may have the personal day returned to his/her bank by emailing*  
423 *ecc.stp@virginamerica.com vxocc.inflight@alaskaair.com provided that all of the*  
424 *following conditions are met:*

425 i. *The date the personal day was placed on has not yet passed.*

426                   ii. *The teammate will maintain at least ~~70~~ 50 hours of credit upon removal of the*  
427                   *personal day.*

428           C. *Appendix K: Glossary Definitions*

429           *APPENDIX K: GLOSSARY*

430           ***Minimum Monthly Credit Requirement*** – *The minimum credit value an ITM must maintain*  
431           *within the bid month, as set by the Manager of CSS and InFlight Leadership. The Minimum*  
432           *Monthly Credit Requirement is ~~70~~ 50 hours within a bid period. Trades, drops, or swaps that drop*  
433           *an ITM below the Minimum Monthly Credit Requirement will not be approved.*

434

#### 435 **Personal Day Cash-Out**

436           Any accrued and unused Personal Days will be paid out as of JCTE at a rate of three and one-half  
437           (3.5) block hours per day. Until JCTE, Flight Attendants will continue to accrue Personal Days in  
438           accordance with the Playbook.

439

#### 440 **Show/No Go**

441           If a Flight Attendant reports to the airport and his/her flight assignment is cancelled, then s/he will  
442           be paid "show/no go" pay valued at ~~three and thirty nine hundredths (3.39) block hours~~ two hours  
443           and thirty-nine minutes (2:39). Such compensation shall be paid toward the guarantee and shall be  
444           in addition to any other compensation for the cancelled assignment.

445

#### 446 **JCTE Cutover**

- 447           A. In order to facilitate the addition of the L-VX Flight Attendants onto JCTE for purposes of Full  
448           Integration. The month prior to Full Implementation shall be referred to as the "cutover month"  
449           and the last five (5) days of the cutover month shall be referred to as the "cutover period" The  
450           following timeline will apply:
- 451           1. In the cutover month, L-AS and L-VX Flight Attendants will bid in Navblue for the first full  
452           month of integration under all applicable JCBA provisions and following the L-AS bidding  
453           schedule. Bids will be awarded based on the ISL.
  - 454           2. On the 10<sup>th</sup> of the cutover month, L-VX Flight Attendants will have any trips that touch the  
455           last five (5) days of the cutover month frozen to allow for in-tracking of overlapping trips, this  
456           will be referred to as the "cutover period".
  - 457           3. On the 14<sup>th</sup> of the cutover month, L-VX Flight Attendants may continue to trade any cutover  
458           month trips (excluding trips touching the "cutover period") in FLICA.
  - 459           4. On the 15<sup>th</sup> of the cutover month for Flight Attendant to Flight Attendant trades, and on the  
460           16<sup>th</sup> , L-VX Flight Attendants may trade for trips operating in the Full Integration month,  
461           (excluding trips touching the "cutover period") in JCTE under all applicable JCBA timelines  
462           and provisions.

- 463 B. L-VX Open Time for the "cutover month" (prior to Full Integration month) will be blocked from  
 464 picking up or trading electronically for any trip touching the last five (5) days of the month. CSS  
 465 will offer Open Time at the rate 1.5X block hours for any trips picked up which touch the last five  
 466 (5) days of the month.  
 467 1. CSS will process pick up's from Open Time that touch the last five (5) days of the month, via  
 468 an electronic, time stamp system manually.  
 469 C. If a L-VX Flight Attendant has assigned flying touching the last five (5) days of the month prior  
 470 to Full Integration and has an unavoidable emergency s/he can request a Management Drop  
 471 without points.  
 472 1. If Management is able to verify the following the drop will be granted without points:  
 473 a. That event is an unavoidable emergency; and  
 474 b. The L-VX Flight Attendant made a reasonable attempt to trade away or avoid the trip (via  
 475 PBS preference) in advance of the trip  
 476 2. In addition AFA and Management will meet to review any situation in which points were  
 477 assessed for a drop, on a case-by-case basis to determine if the points were assessed  
 478 correctly.  
 479

480 **Delay of JCTE**

481 In the event that Full Implementation is delayed past March 2, 2019, then all pairings will be  
 482 constructed under the provisions outlined in the JCBA in Section 10 [Scheduling]. Additionally, for  
 483 any pairings created after the initial bid award the Company will make every best effort to construct  
 484 the pairing in compliance with Section 10 of the JCBA.  
 485

486 **ITL Transition to L-AS "A" Position Program**

- 487 A. The below provisions indicate the changes made to the L-VX ITL programs in the Work Rules. The  
 488 following implementation schedule and program dates will apply:  
 489 1. The effective date of the first ITL bid will be in the month of DOR.  
 490 2. The second full bid month following DOR will be the first month in which ITLs awarded the  
 491 ITL position in the monthly bid process outlined below will work ITL positions.  
 492 3. The monthly ITL award bid will occur on the twenty-third (23<sup>rd</sup>) of each month, beginning in  
 493 the month of DOR.

- 494 B. The "A" Flight Attendant Program will be incorporated into the Work Rules as below:  
 495 [Virgin America InFlight Teammate Work Rules v.5 provisions, as amended]

496 **1) SENIORITY REQUIREMENTS FOR WORKING THE "A" POSITION**

- 497 a) *New hires with less than four (4) months of InFlight Seniority are not permitted to work the "A" position  
 498 unless the entire cabin crew consists of new hires with less than four (4) months of InFlight Seniority.  
 499 This is to ensure that after completion of initial training, all new hires (even those who have flown  
 500 before) gain experience, confidence, and shared knowledge from working in the cabin alongside  
 501 another L-VX Flight Attendant as much as possible before being required to work as the "A" Flight  
 502 Attendant position.*

- 503 b) *In the event a new hire with less than four (4) months of InFlight Seniority is temporarily slotted into*  
504 *the "A" position, or in the event a new hire with less than four (4) months of InFlight Seniority is a*  
505 *Lineholder and picks up a pairing in the "A" position, the "A" position shall be worked by:*
- 506 i) *The most senior Flight Attendant who volunteers to work the position;*
  - 507 ii) *If no one volunteers, then the most junior Flight Attendant with at least four (4) months of InFlight*  
508 *Seniority on the segment(s) affected must work the position.*
  - 509 iii) *If there is no Flight Attendant with more than four (4) months of InFlight Seniority, then the "A"*  
510 *position will be filled by the new hire Flight Attendant who feels most comfortable working the*  
511 *position. If the new hires cannot agree, the most senior new hire must take the position.*
- 512 c) *In the event CSS assigns a Reserve with more than four (4) months of InFlight Seniority into the "A"*  
513 *position, the Reserve assigned to the "A" position will be responsible for flying the "A" position. A*  
514 *Reserve who has been assigned to work in the "A" position by CSS may, at her/his discretion solicit*  
515 *other crewmembers on the same pairing to voluntarily switch positions.*
- 516 d) *Flight Attendants with more than four (4) months of InFlight Seniority that are awarded a pairing and/or*  
517 *pick up a pairing through open time to work the "A" position will not be forced to give up the "A"*  
518 *position by a more senior Flight Attendant, nor may a more senior Flight Attendant "junior down" the*  
519 *position unless by mutual agreement; except as provided in **Paragraph c.i.-iii** above.*
- 520 e) *The above rules apply:*
- 521 i) *whether a new hire is a Reserve or a Lineholder.*
  - 522 ii) *if a new hire joins the crew mid-pairing*
- 523 f) *It is the responsibility of the Flight Attendant who is working the "A" position to call and inform CSS*  
524 *that they are working the "A" position.*
- 525 g) *If there are any questions over who is entitled or required to work the "A" position, Flight Attendants*  
526 *should contact the InFlight Supervisor, or designee, for clarification.*

## 527 2) "A" POSITION FLIGHT ATTENDANT BIDDING

- 528 a) *On a monthly basis, active Flight Attendants as outlined in **Chapter 6.A.2 – Eligibility for Bidding***  
529 *will have the opportunity to bid for the following month's "A" position line bid period as outlined*  
530 *below;*
- 531 i) *Monthly "A" Position Bid*
    - 532 (1) *On the 22nd calendar day of the month by 2000, crew planning will open the monthly "A"*  
533 *position bid folder in FLICA for the following month's line bid period.*
    - 534 (2) *Crew planning will publish the number of "A" positions available for bidding in each*  
535 *domicile/base.*
    - 536 (3) *All Flight Attendants with 4 months or more of Inflight seniority will be able to bid on being*  
537 *awarded "A" positions pairings within their assigned domicile/base. (This includes Lineholders*  
538 *and Reserves)*
    - 539 (4) *On the 26<sup>th</sup> calendar day of the month at 0900, crew planning will close the monthly "A"*  
540 *position bid folder in FLICA for the following months bid period.*
    - 541 (5) *On the 29th day of the month, the monthly "A" position bids will be awarded by 2000 local*  
542 *SFO time.*
    - 543 (6) *Flight Attendants that are awarded the monthly "A" position will be placed in the "A" position*  
544 *bid folder in FLICA for the month PBS bid that opens on the 1<sup>st</sup> of the month.*
    - 545 (7) *If the Flight Attendant is not awarded an "A" bid she/he will bid in the ITM Bidding Folder in*  
546 *FLICA for the month PBS bid that opens on the 1<sup>st</sup> of the month.*
    - 547 (8) *Flight Attendants that are awarded the monthly "A" position will not be able to voluntarily bid*  
548 *for Reserve.*

550 (9) *Flight Attendants that are awarded the monthly "A" position will not be able to buddy bid*  
 551 *with other Flight Attendants for bid period*  
 552

553 ii) **"A" position Award**

554 (1) *"A" position bids for the month will be awarded in inflight base seniority order until all*  
 555 *positions for the bid month are filled or until all bids are processed and awarded.*

556 (2) *Should crew planning not receive enough bids to fill all required positions, the following rules*  
 557 *will be used to fill the remaining positions:*

558 (a) *Crew planning will use reverse inflight base seniority order.*

559 (b) *Flight Attendants with less than 4 months of service will not be awarded the "A" position*  
 560 *as outlined in 1. C., above.*

561 **Example:** *Crew planning posts 100 "A" positions for the bid month. 75 Flight Attendants*  
 562 *bid for "A" positions leaving 25 open "A" positions for the bid month. 75 Flight Attendants*  
 563 *will be awarded the "A" position. 25 Flight Attendants will need to be assigned "A" positions*  
 564 *using reverse inflight base seniority order among Flight Attendants with 4 months or*  
 565 *greater seniority.*  
 566

**Monthly Bidding Calendar**

<i>1st calendar day by 2000 SFO time</i>	<i>PBS bid opens - Lineholder</i>
<i>7th calendar day @ 0900 SFO time</i>	<i>PBS bid closes – Lineholder</i>
<i>10th calendar day by 2000 SFO time</i>	<i>PBS bid awards published - Lineholder</i>
<i>12th calendar day @ 0900 SFO time</i>	<i>Open time released - Lineholder</i>
<i>12<sup>th</sup> calendar day by 2000 SFO time</i>	<i>Reserve bid opens</i>
<i>17<sup>th</sup> calendar day @ 0900 SFO time</i>	<i>Reserve bid closes</i>
<i>18<sup>th</sup> calendar day by 2000 SFO time</i>	<i>Reserve bid published</i>
<i>18<sup>th</sup> calendar day by 2000 SFO time</i>	<i>Open time released – Reserve</i>
<i>22th calendar day by 2000 SFO time</i>	<i>ITL bid opens for the following month's line bid</i>
<i>23rd calendar day @ 0900 SFO time</i>	<i>ITMs may pick up out-of-base pairings</i>
<i>25th calendar day @0900 SFO time</i>	<i>Split Trip requests opens for the following month</i>
<i>26th calendar day @ 0900 SFO time</i>	<i>ITL bid closes for the following month's line bid</i>
<i>28<sup>th</sup> calendar day by 2359 SFO time</i>	<i>CMF/CML Requests close</i>
<i>29th calendar day by 2000 SFO time</i>	<i>ITL bids awarded for the following month's line bid</i>

567 3) **CHARTER FLYING**

568 *Details on charter flights will be communicated to all crewmembers and the Captain, as appropriate by*  
 569 *InFlight Leadership and/or Catering Team.*

570 4) **VOLUNTARY SCHEDULE ADJUSTMENTS FOR "A" POSITION PAIRINGS**

571 *On the 12<sup>th</sup> day of the month, beginning at 0900 SFO local time all trips with unassigned positions*

572 (including trips with the "A" position unassigned) will be available for schedule adjustments to all Flight  
573 Attendants in that assigned base/domicile.

574 **5) ADDITIONAL EARNINGS**

575 a) "A" Position Pay:

576 i) Effective on the second bid month following DOR, Flight Attendants working the "A" position will  
577 receive the "A" position pay of \$2.26 / block hour (converted equivalent of \$2.00 per flown TFP)  
578 for all actual block hours she/he worked in the "A" position.

579 ii) Effective at the end of the first bid month following DOR, the ITL additional earnings provision of  
580 15% of the ITM's base rate will be discontinued.

581 6) "A" Position – for the duration of the work rules "A" position will replace the ITL term.

582

583 **Overnight Lodging for "Alaska Airbus" Initial Training Trainees**

584 The Company agrees to provide overnight lodging for trainees attending "Alaska Airbus" Initial Training on the  
585 same basis as overnight lodging provided for trainees attending "Alaska Boeing" Initial Training.

586

587 **IV. STATUS OF L-VX LETTERS OF AGREEMENTS CURRENTLY IN FORCE**

588

589 A. The L-VX Letters of Agreement will continue in force according to the provisions outlined below:

590 1. The following Letters of Agreement will continue in force until Full Implementation:

591 a. AFA VX Commuter Policy

592 b. AFA VX Commuter Policy Clarification

593 c. AFA VX LOA Establishing Separate Disciplinary Tracks for Performance and Reliability

594 d. ASAP Additional Provisions LOA

595 2. The following Letter of Agreement will be extinguished at DOR:

596 a. AFA VX LOA One Time Interim Wage Increase

597 3. The following Letter of Agreement will continue in force until Full Implementation with the  
598 below clarifications:

599 a. AFA VX Interim Improvements Letter of Agreement:

600 i. Paragraph C..6. (L-VX Local Council President) will continue in force until such time as  
601 AFA Local Executive Council (LEC) 35 SFO officers are elected pursuant to the AFA-  
602 CWA Constitution & Bylaws.

603 ii. Paragraph C.7. (allocation to AFA officers/members for performance of Union  
604 Business) will continue in force until Full Implementation plus three (3) months and  
605 may be extended by mutual agreement.

606 iii. Paragraph H. (Virgin America Inflight Teammate Work Policies) will be extinguished  
607 at DOR.

608 b. AFA VX Grievance Procedures and System Board of Adjustment Letter of Agreement

609 i. The Grievance Procedure provisions will remain in force until all grievances filed arising  
610 from alleged violations of the Work Rules have been resolved. At the request of the  
611 Association, the Letter of Agreement will be extended to accommodate L-VX  
612 disciplinary grievances appealed to the System Board of Adjustment.  
613

---

614 **V. STATUS OF WORK RULES AFTER DOR**

---

615  
616 Unless otherwise amended by this Legacy Virgin America Flight Attendant Transition Agreement 2018  
617 and all other agreements, which amend the Work Rules, the provisions of the Work Rules will remain  
618 in force. The Work Rules will be considered to be part of the Legacy Virgin America Flight Attendant  
619 Transition Agreement 2018 and are incorporated by reference herein. As such, the Work Rules will  
620 be subject to the enforcement provisions of the AFA VX Grievance Procedures and System Board of  
621 Adjustment Letter of Agreement (6.2.17).

622 IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this 9<sup>th</sup> day of February 2018.

623

624 FOR:

FOR:

625 ASSOCIATION OF FLIGHT

626 ATTENDANTS-CWA, AFL-CIO

ALASKA AIRLINES, INC.

627

628

629 /s/ \_\_\_\_\_

/s/ \_\_\_\_\_

630 Sara Nelson

Jeff Butler

631 International President

Vice President, Inflight & Call Center Svcs

632

633

634 /s/ \_\_\_\_\_

/s/ \_\_\_\_\_

635 Jeffrey Peterson

Greg Mays

636 Master Executive Council President

Vice President, Labor Relations

637

638

639 /s/ \_\_\_\_\_

/s/ \_\_\_\_\_

640 Jennifer Wise MacColl

Elizabeth Ryan

641 Negotiating Committee Member

Managing Director, Labor Relations

642

643

644 /s/ \_\_\_\_\_

/s/ \_\_\_\_\_

645 Jamie Cogen

Emily Kimmel

646 Negotiating Committee Member

Manager, Labor Relations

647

648

649 /s/ \_\_\_\_\_

650 Lindsey Steele

651 Negotiating Committee Member

652

653

654 /s/ \_\_\_\_\_

655 Paula Mastrangelo

656 Senior Staff Negotiator