

Change Summary	Change Description	Process Implementation
Preamble	Added language with the National Mediation Board certification from June 28, 2016	DOR
1.2 Nondiscrimination	Added gender identity to Nondiscrimination	DOR
5 Definitions - International	Added definition of International flying: destinations outside the contiguous 48 states and within North/Central/South America	DOR
6.2 (A-C) New Hire class seniority number ordering	Modified New Hire Flight Attendant seniority: A) Internal Transfers will be senior to external New Hires B) Seniority for Internal Transfers is based on Company seniority (then date of birth, older being more senior) C) New Hires determined by date of birth with older being more senior	New Hire Class starting 11/14/2016
8.2.A.1.b Check-in at outstation	Report time at outstations for planned -800 aircraft will be 45 minutes. This is for working flights, not deadheads.	First day of a bid period following technology implementation. Company will provide at least 30 days notice.
8.2.A.1.c Report time to aircraft	Required time at the aircraft for planned -800 aircraft: 45 minutes.	Same implementation date as 8.2.A.1.b
8.2.A.1.d MBL for a RR flight	When MBL'ing for a RR flight, requirement to be at the aircraft 45 minutes before scheduled departure.	01/01/2017
8.2.A.1.f "24 in 7" one hour late	Clarification when a "24 in 7" occurs when running exactly one hour late.	DOR
8.2.A.1.f.2 "24 in 7" report time adjustment	Adjusting report time for a "24 in 7" break will conform with 8.2.A.1.c (45 minute report for -800 flight)	Same implementation date as 8.2.A.1.b
8.2.A.1.g.2 "24 in 7" report time adjustment	Adjusting report time for a "24 in 7" break will conform with 8.2.A.1.c (45 minute report for -800 flight)	Same implementation date as 8.2.A.1.b
8.2.C.2 Extended duty day and RT pull/pay	Included Recurrent Training in applicable work following a duty period over 12:30 hours	12/01/2016
8.2.C.2, 8.2.C.5.b Adjustments within 60 minutes of release of pairing	Increased timeframe for exercising options related to duty periods over 12:30 hours to 60 minutes following release of pairing (instead of by release of pairing).	12/01/2016

8.3.B.1.b Reduced rest in domicile on last day of pairing	If a Flight Attendant has reduced rest in the pairing domicile and it is the last day of a pairing she/he can be pulled on the overnight.	12/01/2016
9.2.C.4, 9.3.C.2, 9.4.A Adjustments within 60 minutes of release of pairing	Increased timeframe for exercising options related to receiving days off as a result of being JA'd to 60 minutes following release of pairing (instead of by release of pairing).	12/01/2016
10.1.A.1, 10.1.A.5, 10.1.A.6, 10.1.B.1, 10.1.B.4, 10.1.B.5, 10.3.A.2, 10.4.A.2, 10.5.A.1, 10.5.A.2, and 10.5.B.1 Remove VRU requirement	Removes the requirement for VRU technology, allowing for its eventual retirement. Necessary VRU functions will be replicated in other 'electronic means' before the VRU is retired.	DOR
10.2.B Removed galley and liquor kit and added -800 aircraft to list of responsibilities	Removed reference to galley and liquor kit responsibilities and stipulated area of aircraft responsibilities for -800 aircraft.	DOR
10.5 DRT during overlap period	During overlap period, DRT can be offered/awarded for Reserve blocks.	First day of a bid period following technology implementation. Company will provide at least 30 days notice.
10.5.C Secondary DRT amounts and timeframe	Scheduling can offer up to the entire DRT offering in SDRT slots. The offering can be of a specific assignment length (e.g. 3-day assignments or 2-day assignments, etc.). The SDRT slots will be posted no later than 0400 local domicile time.	First day of a bid period following technology implementation. Company will provide at least 30 days notice.
10.9.K (All) Changing domiciles	New options for positioning to a new domicile when a Reserve block is involved and FA does not have a day off between assignments.	DEC-JAN Overlap
10.10.D Report time to aircraft	Report time to an aircraft will be in accordance with Article 8.2.A.1.c	Same implementation date as 8.2.A.1.b
10.12.F.2 Report time to aircraft originating with a deadhead	Report time to an aircraft will be in accordance with Article 8.2.A.1.c	Same implementation date as 8.2.A.1.b
11.5.B Remove VRU requirement	Removes the requirement for VRU technology, allowing for its eventual retirement. Necessary VRU functions will be replicated in other 'electronic means' before the VRU is retired.	DOR

11.12.B.3 Unscheduled RON on Reserve	Give 60 minutes after completion of pairing with an unscheduled overnight while on Reserve to make schedule adjustment. Also stipulates the options for situations when there are no Reserve days left in the current bid month.	12/01/2016
11.13.F (All) Changing domiciles	New options for positioning to a new domicile when a Reserve block is involved and FA does not have a day off between assignments.	DEC-JAN Overlap
11.14.C Reserve timeliness of reporting sick	Modified the "Reported Illness Less Than Two (2) Hours" to check-in (instead of departure).	01/01/2017
12.2 VRU reference removal	Removes the requirement for VRU technology, allowing for its eventual retirement. Necessary VRU functions will be replicated in other 'electronic means' before the VRU is retired.	DOR
12.6, 12.6.A Jetway Trade timeframes	Jetway Trades no longer require both FA's to be in the Jetway. Also incorporated Side Letter 10 - Added the distinction for the minimum time a Jetway Trade can happen right before a non-Regulatory or a RR flight.	12/01/2016
12.6.A.1 Jetway Trades	Removing the requirement for both FA's to be present for a Jetway Trade.	12/01/2016
12.6.F.1 Jetway Trades at overnights	For the FA giving the Jetway Trade away, the release time (including per diem pay) will end in accordance with Article 8.2	12/01/2016
12.6.F.2 Jetway Trades at overnights	For the FA accepting the Jetway Trade, the report time (and per diem start) will be in accordance with Article 8.2. The FA accepting the assignment will be given the hotel room unless otherwise specified on the call.	12/01/2016
12.6.G Jetway Trade new pairing	The portion of the Jetway Trade given away will be considered a separate pairing for illegalities.	12/01/2016
12.6.H Jetway Trade original pairing	The portion of a Jetway Trade left will be considered the original pairing for purposes of Article 9.3.C.	12/01/2016
13.2 Uniforms sets	Modified "required uniform" to "set of uniforms".	DOR
13.3 Replace retired pieces	Clarification that the Company will pay for new replacement uniform pieces if the Company elects to replace retired pieces.	DOR
13.4.A Probationary allotment	Removed reference to "required" uniform pieces.	DOR
13.4.B Uniform credit	Stipulated the uniform accounts will be credited on the first day of the month following the Flight Attendant hire date anniversary.	01/01/2017

13.4.C Uniform purchases in excess of accrued balance	Purchases in excess of the accrued balance must be paid for by the Flight Attendant directly to the uniform vendor.	12/01/2016
13.12 Stolen Luggage	Removed reference to Company issued luggage and requirement to replace stolen luggage.	DOR
13.14 Uniform pants length	All uniform pants will be available in three (3) lengths for purchase.	DOR
19.1.A Holiday clarification	Notice of disciplinary action shall be given within 7 working days excluding weekends and <i>Company designated</i> holidays.	DOR
19.1.H Mandatory meeting pay	Mandatory meeting will pay VJA and Holiday premiums, if applicable, at the time the meeting is scheduled.	12/01/2016
20.14.(c) Arbitration Panel	Stipulates how the parties will maintain panel of Arbitrators.	DOR
20.18 FA waiving Union representation at BOA or arbitration hearing	Union can be present (with limitations) in BOA or arbitration when FA releases the Union from the case.	DOR
21.9 Recurrent Training Pay	RT will pay trips missed, 5.5 TFP, or 0.65 TFP per scheduled hour, whichever is greater. Online RT will be 0.5 TFP per scheduled hour.	01/01/2017
21.11 Other Training	Other Training will pay: Classroom: 4.0 TFP or 0.65 TFP per scheduled hour, whichever is greater. Online: 0.5 TFP per scheduled hour.	01/01/2017
22.2.G (All) Hotel Irregularities	Stipulations for situations where Crew Scheduling is unable to secure hotel accommodations.	12/01/2016
24.6 Contract Reopener	Clarification of aircraft types and international destinations applicable to the CBA.	DOR
24.9 Issues at International locations	Stipulates the Company and Union will meet regularly to discuss matters of concern related to International flying.	DOR
25.5 Cabin environment measurements	Added air quality and temperature to the information.	DOR
27.1 Contract copies	The Company will make an electronic version of the Contract available within a reasonable amount of time and provide printed copies upon request	DOR
29.2.E.1 Moving expenses per FA	Clarified the 18,000 pounds or 1,800 cubic feet will be per Flight Attendant.	DOR
29.2.E.2 Moving expenses per mile	Increased paid moving expenses to twenty four (24) cents per mile for the first vehicle and eighteen (18) cents per mile for a second vehicle.	DOR

29.2.F (All) Moving out of a "new domicile"	A FA who voluntarily transfers from the "new domicile" in less than six months from moving there will be required to repay the Company for the move.	DOR
29.3.G Vacancy Protest Period	Increased Vacancy Protest Period to 72 hours and eliminated the requirement for the VRU.	Vacancy for Jan 2017 (This vacancy will close on 11/28/16 at noon Central time.)
32.2, 32.2.a), 32.2.b), 32.3.c), 32.3.e), 32.3.f), 32.5.b).i, 32.5.b).ii, 32.6 Timeliness of reporting sick	Modified the "Reported Illness Less Than Two (2) Hours" to check-in (instead of departure).	01/01/2017
32.6 MBL before RR flight	When MBL'ing for a RR flight, requirement to be at the aircraft 45 minutes before scheduled departure.	01/01/2017
32.6 Bonus MBL	Added one bonus MBL per calendar year.	01/01/2017
33.4.B Waived deadhead check-in timeframes	Report time at outstations for planned -800 aircraft will be 45 minutes. This is for working flights, not deadheads.	Same implementation date as 8.2.A.1.b