

**Summary of Changes
2023 Tentative Agreement**

The following is offered as a highlight of various aspects of the Tentative Agreement which has been submitted to you for ratification. When considering your decision concerning ratification, please understand that there is no substitute for a close and comprehensive reading and understanding of the actual language of the Tentative Agreement.

Better	Neutral	Worse
Section 28 Retirement (Pension Benefits)		
<p>Pilot Choice:</p> <ul style="list-style-type: none"> • Legacy Pension Plan: Existing benefit formulas with FAE cap increased from \$260K to \$325K at DOS (28.B.3.c.); then: <ul style="list-style-type: none"> ○ January 1, 2025: \$330K ○ January 1, 2027: \$338K ○ Note: Age and service multipliers in 28.B.4. will be applied to the increased FAE limit <p style="text-align: center; margin: 10px 0;"><i>OR</i></p> <ul style="list-style-type: none"> • Transition into Market Based Cash Balance Plan (MBCBP) with FAE cap increased from \$260K to \$290K at DOS (28.B.3.b., LOA A.2.a.) <ul style="list-style-type: none"> ○ <i>See below for further highlights on the MBCBP</i> 		

For pilots with a Date of Hire prior to the effective date of the CBA:

- **Participants** in Pension Plan (LOA A.2.)

Choices

- Default Choice: Remain in the Pension Plan
 - Existing benefit formulas with increased Final Average Earnings (FAE) cap from \$260K to \$325K at DOS; then (28.B.3.c.):
 - January 1, 2025: \$330K
 - January 1, 2027: \$338K

[Includes pilots who retire during ratification period (TA to DOS)]

OR

- Transition into the MBCBP
 - Company Contribution 11% of earnings up to the IRC 401(a)(17) limit (28.C.7.)
 - *See below for further highlights on the MBCBP*
 - For prior credited service in the Pension Plan
 - FAE cap Increased from \$260K to \$290K (28.B.3.b., LOA A.2.a.)
 - Will continue to accrue under Pension Plan (LOA A.2.b.)
 - Earnings for FAE
 - Vesting service

<ul style="list-style-type: none">• Years of credited service under Pension Plan calculated and frozen as of pilot's entry into MBCBP (LOA A.2.c.) • Non-Participants in Pension Plan (LOA A.1.) Choices<ul style="list-style-type: none">○ Default Choice: Participate in the MBCBP<ul style="list-style-type: none">▪ Company Contribution 11% of earnings up to the IRC 401(a)(17) limit (28.C.7.)▪ MBCBP recovery: account balance credited on the effective date of the MBCBP with the Compensation Credits that would have accrued if the MBCBP had been established prior to the pilot's DOH (LOA A.1.a.)▪ <i>See below for further highlights on the MBCBP</i> OR○ Elect to participate in the Pension Plan<ul style="list-style-type: none">▪ Existing benefit with increased FAE cap from \$260K to \$325K at DOS (28.B.3.c.); then:<ul style="list-style-type: none">• January 1, 2025: \$330K;• January 1, 2027: \$338K		
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<p>For pilots with a Date of Hire <u>on or after</u> the effective date of the CBA: the MBCBP (28.B.11; 28.C.6.b.)</p> <ul style="list-style-type: none"> ○ See below for further highlights on the MBCBP 		
<p>The Market Based Cash Balance Plan (MBCBP):</p> <ul style="list-style-type: none"> • A Defined Benefit Plan with assets held by the Company in a trust (28.C.2.) • Company Contribution 11% of earnings up to the IRC401(a)(17) limit (28.C.7.) <ul style="list-style-type: none"> ○ Benefit Accruals under the MBCBP shall equal Compensation Credits plus Interest Credits <ul style="list-style-type: none"> ▪ Compensation Credits under the MBCBP shall be 11% of Compensation <ul style="list-style-type: none"> • Includes provisions for LTD pilots and military leave ▪ Will use a market-based Interest Credit, using a professionally managed, CBA guided portfolio. ○ No Years of credited service limit • Effective January 2025 (28.C.1.) <ul style="list-style-type: none"> ○ MBCBP recovery: an account balance will be credited on the effective date of the MBCBP with the Compensation Credits that would have accrued as if the MBCBP had been established prior to the pilot's DOH (for a non- 		

<p>participant) or June 1, 2024 (for a participant who has 25 years of credited service) (LOA A.1.a., 2.e.)</p> <ul style="list-style-type: none"> • Distributions (28.C.9.) <ul style="list-style-type: none"> ○ In-service distribution available at age 59.5. ○ Forms of distribution <ul style="list-style-type: none"> ▪ Full lump sum benefit (must be affirmatively elected) ▪ Straight Life Annuity (normal/default form for unmarried participants) ▪ 50% Joint and Survivor Annuity (normal/default form for married participants and QJSA) ▪ 75% Joint and Survivor Annuity; and ▪ 100% Joint and Survivor Annuity, including associated pop-up Annuity options as defined in the Pension Plan 		
<p>Enhanced flexibility regarding Section 28.F. Advanced Notice of Retirement for eligible pilots (28 Letter)</p>		

Ancillary Items		
Pension Plan: Extended protection for a pilot's beneficiary when a pilot passes away prior to the pilots benefit commencement date (28.B.8.)		
	Company may remove a PRSP investment option with less than 2% of PRSP assets after consulting with ALPA. ALPA consent required for a removal of any PRSP investment option with more than 2% of PRSP assets. (28.D.2.a. and c.)	
	ALPA must agree to the addition of any White Label Funds in excess of or different from the two funds previously agreed to (28.D.2.b.)	
Updated provision with Fidelity products and retained language to that in the event the recordkeeper is replaced, pilots will be allowed access to similar account management services, to the extent offered by the successor recordkeeper at the cost of the Company (28.D.10.)		
Company will now send out a FCIF at the end of the 2nd and 3rd quarter regarding PRSP contributions related to 415(c) limits, including after-tax, pre-tax, Roth, Excess Sick Contribution, Company Match, and Non-Elective contributions (28.D.16.)		
	Pilots will be limited to a maximum of 98% of assets invested in the brokerage (28.D.17.)	
PRSP: Pilots can elect the source from which the distributions occurs (28.D.19.)		
End of Career Sick Leave/Advance Notice of Planned Retirement Bonus (28.F.)		

<ul style="list-style-type: none"> • Section 28.F.4.a. excess threshold increased from \$520K to \$580K (moves to 2x \$290K cap above) • Section 28.F.4.c. value moves from \$110K to \$150K 		
<p>Provide 28.F.5. “re-notice” opportunity for current pilots who originally noticed 12/31/2022 (28 Letter)</p>		
	<p>End of Career Sick Leave/Advanced Notice of Planned Retirement Bonus: Changed the word “month” to “day” to codify current practice. Also added language to codify current practice for pilots retiring in the month of their 65th birthday that allows them to adjust their retirement date within the month and still be eligible for the bonus (if the date still provides a 12 month notice and the Company is notified of the change at least 90 days prior to the original retirement date) (28.F.5.)</p>	
<p>End of Career Sick Leave/Advanced Notice of Planned Retirement Bonus: Pilots who are deemed to have a valid notice but die after valid submission of notice will remain eligible for the bonus (28.F.9.)</p>		
<p>Expenses of the Defined Contribution Plan: Pilots will not be required to pay fees for hardship distribution (28.L.)</p>		<p>Pilots will be required to pay fees for in-service distributions</p>
<p>Selection of a Recordkeeper for the PRSP: ALPA must be included in future RFPs for the PRSP recordkeeper (28.M.)</p>		
<p>The Company must consult with ALPA prior to purchase of annuities for retiree participants. (Pension Plan, Plan Document Section 4.05)</p>		

Section 3 Compensation

Accelerated Pay Rates Top of Scale from 15 to 12 years:
 DOS: 15th year rate at 14
 DOS + 6 months: 15th year rate at 13
 DOS + 18 months: 15th year rate at 12

Hourly rate increases (3.C.):

Effective First Day of Bid Period:	Raise	WBC Top of Scale Pay Rate
DOS (August 2023 Bid Period)	14%	\$382.53
DOS + 6 Months (Feb'24 BP)	3%	\$394.00
DOS + 18 Months (Feb'25 BP)	4%	\$409.76
DOS + 30 Months (Feb'26 BP)	3%	\$422.05
DOS + 42 Months (Feb'27 BP)	3%	\$434.71

Effective First Day of Bid Period:	Raise	NBC Top of Scale Pay Rate
DOS (August 2023 Bid Period)	14%	\$329.75
DOS + 6 Months (Feb'24 BP)	3%	\$339.64
DOS + 18 Months (Feb'25 BP)	4%	\$353.22
DOS + 30 Months (Feb'26 BP)	3%	\$363.81
DOS + 42 Months (Feb'27 BP)	3%	\$374.72

<p>Amendable Period Recovery Payment:</p> <p>Total possible for Captain: \$30,450 (\$1,450 per bid period)</p> <p>Total possible for F/O: \$19,950 (\$950 per bid period)</p> <ul style="list-style-type: none"> • Based on active status during Amendable Period (November 2, 2021, through July 30, 2023) • Pensionable (DB and DC) 		
<p>FDA Minimum: not less than 70% of Narrow Body First Officer, Year 2 Longevity Group (3.C.6.)</p>		
New Hire		
<p>New hire pilots paid 2.25 CH per day (63 CH in 4 week bid month, 78.75 CH in 5 week bid month) (3.A.)</p> <ul style="list-style-type: none"> • Durable, goes up with pay rates 		

Section 1 Recognition, Scope and Successorship		
New Scope Penalty Rate codifies required crew complement and pay rate (Definition)		
	Simplified formula for determining scope payments (1.B.6.)	
	Annual Computation vs broken into bid months	
Greater transparency		
Captures all wet lease flying in penalty computation (removes 2 free bid periods and requirement for “regular and historical flying”)		
		Provides Company with more flexibility to utilize wet lease BHs throughout year. (Removes bid period restrictions, i.e., 4 month limit and requirement for 3 consecutive bid months)
		In some circumstances, increases allowable wet lease BHs before penalty payment required <ul style="list-style-type: none"> • Lower penalty payments
Payment of previous year scope penalties by the end of the first quarter of the fiscal year		
Codified ability of ALPA Scope Committee to get answers to specific questions about 1.B.4. wet leasing (ensures transparency on Belly freight) (1.B.9.)		
Prevents Company from entering into new wet lease agreements during MBPG reductions in 4.A.2.c. (1.B.10.)		

<p>During furlough, additional penalty payments for every wet lease BH flown (1.B.11.)</p> <ul style="list-style-type: none"> • Excess penalty payment goes directly to furloughed pilots 		
Section 4 Minimum Guarantees and Other Pay Provisions		
<p>System-wide Average Metric (SAM) will include the weighted CH average of all average BLGs (excluding secondary lines) (Definition)</p>		
	<p>FDA Recurrent training pay timing (4.I.4.a.i.): With the change in the 2015 CBA from “attends” to “scheduled for,” training is now added to BLG, with payment the month of the training (not the following month). Thus, the delay in pay deductions for phase-in conflicts that Paragraph S of the FDA LOA provided for is no longer needed. Paragraph S will be deleted.</p>	
<p>Pay for maintaining currency: Pay will no longer be at the Company’s discretion, now a set formula (paid so long as the pilot did not need to use the simulator to maintain landing currency (LCT) in the prior 90 days) (4.I.6.c.)</p> <ul style="list-style-type: none"> • Resolve Administrative Grievance 17-13: compensate “affected pilots” 2:15 CH at their applicable pay rate as of the date of the denial. “Affected pilots” are the pilots who were denied pay for maintaining landing currency in the simulator from March 2017 through the present 		
<p>Codification that Base Standby pay will be the higher of trip rig or R-day value for each local base day (4.O.1.)</p>		

Codification that if a pilot on base hotel standby blocks out on a trip overage will be calculated based upon that trip (4.O.4.)		
VLT, AVA, Draft, and CMU (4.Q.)		
	VLT (150%), DRF (150%), CMU (150%) remain the same	
	<p>AVA: Three tiers based on “final awarded BLG/RLG” and “earned CH”</p> <ul style="list-style-type: none"> • “final awarded BLG/RLG”: the post-View/Add window BLG/RLG value (in the case of a regular or reserve line holder), or the BLG/RLG value of the pilot’s finalized secondary line (in the case of a secondary line holder) • “Earned CH” exclusion list 	
AVA: If the pilot’s “final awarded BLG/RLG” is greater than or equal to MBPG and the sum of the pilot’s non-AVA earned CH is greater than or equal to MBPG: 175% for all earned AVA CH	AVA: If the pilot’s “final awarded BLG/RLG” is greater than or equal to MBPG, but the sum of the pilot’s non-AVA earned CH is below MBPG: 150% for that portion of all earned AVA CH which, when added to the pilot’s non-AVA earned CH, is above MBPG	AVA: If the pilot’s “final awarded BLG/RLG” is greater than or equal to MBPG, but the sum of the pilot’s non-AVA earned CH is below MBPG: 100% for that portion of all earned AVA CH which, when added to the pilot’s non-AVA earned CH, is still below MBPG
(end)		
PNP status will be retained for the bid period the pilot was eligible and one additional bid period, then revert to general make-up (4.T.)		
Disruptions: See 25.S. below		
	Critical Pay Events: Included GSO in exceptions, does not pay (4.GG.2.). Current practice.	Included LGG in exceptions, does not pay (4.GG.2.)

Section 5 Traveling Expenses

<p>Per Diem increases (5.A.1. & 2.):</p> <p>Domestic: \$2.25 to \$2.65; then \$2.85 June 2025</p> <p>International: \$3.05 to \$3.65; then \$3.85 June 2025</p>		
<p>Expense reports: Improvements on receipt submission for expense reports (5.A.7.)</p> <ul style="list-style-type: none"> • Notification of specific receipt discrepancy • Notification of specific dollar amount discrepancy • Second notification provided at least 7 days after first notice • Payroll deduction notice with 14 days to address discrepancy regardless of expense report or receipt deadline 		
Hotels and Rest Facilities (5.B.)		
		<p>Sleep room substitute for hotel room available during day domestic duty period with intermediate stop (as in MEM) (5.B.1.h.)</p>
<p>Hotel Criteria, Selection, and Maintenance (5.B.3.)</p> <ul style="list-style-type: none"> • Creation of Joint Hotel Criteria List (5.B.3.a.) <ul style="list-style-type: none"> ○ Addition of “safe” and “quiet” criterion (5.B.3.a.i.) ○ Addition of “adequate in-room environmental controls (e.g., heating, air, and blackout shades” added to criterion (5.B.3.a.v.) 		

<ul style="list-style-type: none"> • Creation of joint Approved Hotel List (5.B.3.b.) <ul style="list-style-type: none"> ○ Requirement to use hotels on the list with unavailability exception ○ Dispute process for changes to the list, with designation of hotels unsatisfactory to ALPA 		
A pilot will not be required to provide a receipt/folio with the pilot's expense report (5.B.4.)		
Section 7 Vacation		
Ability to waive the 24 hour international duty free buffer following a vacation footprint (7.G.1.)		
Elimination of the 40% limitation in vacation buy back (7.G.6.)		
Vacation cancellations (7.1.)		
Voluntary: Must be done in crew position seniority order (7.1.2.)		Voluntary: Additional 24 CH paid only if pilot's earned CHs meet Minimum Bid Period Guarantee
Involuntary (7.1.3.) <ul style="list-style-type: none"> • Company must request at least 2 voluntary cancellations prior to involuntary cancellations • Must be done in crew position reverse seniority order • 30 day notification period extended • Additional CH increased from 24 CH to 36 CH 		
Clarification of vacation cancellation provisions for FPS/TAA, Check Airman, and Instructor Pilots (BPO Pilot) (7.1.4.)		

Section 8 Deadheading		
Codification that the Company must book economy class tickets with an opportunity for seat selection when its available on a commercial flight (8.A.5.a.)		
	Incorporation of prior settlement agreement regarding the timing of the purchase of higher class of service tickets (8.A.5.d.)	
No reduction in CBA deviation bank for 3 months (8.C.2.a.ii.) <ul style="list-style-type: none"> • reduction of 50% moved to the fourth bid period (currently the next bid period) • codification of applying remaining balance “oldest to newest” 		reduction to zero in the fifth month
Seat selection fees distinction of flight segment (\$40) v. positioning sequence (\$80) eliminated, and amount increased to \$100 (8.C.3.a.iii.)		
Rental cars added to allowable/reimbursable surface transportation deviation expense (8.C.3.b.ii.)		
A pilot may use a hotel room over SUB Window as a new allowable/reimbursable expense charged to the deviation bank (8.C.3.d.iv.)		
Receipt not required for expense report increased from \$25 to \$75 (8.C.5.b.)		

Section 12 Hours of Service

After calling fatigue on trip, the pilot will no longer be “automatic well” after conclusion of the trip, now providing the pilot 24 hours from the trip removal (12.A.9.b.iii.)		
Company will develop and implement system for improved pilot access and/or notification of updated ETAs and ETDs, and when possible, revised GT (12.B.1.a.)		
		Pilot launched on trip from base airport standby subject to operational limits (prior VP approval no longer required) (12.B.3.a.iii.)
Unless the pilot consents, a trip launched from base hotel standby is now limited to no more than 36 hours (domestic)/84 hours (international) into time previously scheduled free from duty at base. Includes extensions. (12.B.3.b.ix.)		
8-in-24 (scheduled to exceed): Minimum rest of 9 hours increased to 9:30 (12.C.2.b.) <ul style="list-style-type: none"> Minimum of 8 hours increased to 9 if the pilot does not receive the rest due to headwinds, ATC delays, etc. (12.C.2.c.ii.(a)) 		
Exception Pairings		
	SIG may approve bid pack Exception Pairings of scheduled rest with at least 12 hours (12.C.2.d.i.(c))	Scheduled rest remains 13:00 hours, but may now be operationally reduced from 12 to 11 (12.C.2.d.i.(c); 12.C.6.b.ii.)
Exception Pairings will now be designated in the bid pack and in VIPS (12.C.2.d.iii.)		
(end)		

<p>Scheduled Domestic Layover Minimum (Crew Planning Limitations): Minimum layover preceding DH duty increased from 8 to 8:30 (12.C.3.a.)</p>		
<p>If/When sunrise sort returns, created a New Sunrise Sort Hard Parameter (no unilateral Company withdrawal): Unless approved by the SIG, a "Sunrise Sort Duty Period" cannot be scheduled with a follow-on minimum layover of less than 18 hours prior to an operating leg (see also 25 Appendix A, Hard Parameters, Domestic)</p>		
<p>Domestic Rest Provisions (12.C.6.a.)</p> <ul style="list-style-type: none"> • Scheduled 9 hours increased to 9:30; operational 8 increased to 9 • Scheduled 8 hours increased to 8:30 when followed by DH only duty period; operational 8 increased to 8:30 • 8-in-24: if exceed, operational reduction in rest no longer "to FAR limitations," now will not be less than 11 hours (12.C.6.b.i.) 		
		<p>24 hour international duty free buffer prior to start will not apply to trips scheduled to domestic parameters under 12.D.1.c.i. (trips that operate entirely within Alaska; or within or between Canada, Mexico, Bermuda, and Puerto Rico, or between any of these locations and the contiguous 48 states) (12.D.1.d.i.)</p>
	<p>Company may augment with 3 pilot or 4 pilot crew (12.D.1.f.) (prior double crew):</p>	

	<ul style="list-style-type: none"> • When Company reasonable anticipates crew may be required due to extended block hours or duty time • If directed by VP Flight Ops for the sole purpose of safety • with SIG approval (12.D.1.f.) 	
Section 21 System Board of Adjustment		
New Letter of Agreement (LOA) creating a Mediation Process <ul style="list-style-type: none"> • Neutral Mediator • Possible 12 cases a year 		
Section 25 Scheduling		
Known base hotel standbys required to be in the bid pack (25.A.3.; 25.B.1.)		
Construction of base hotel standbys now limited to the planning process. No base hotel standbys may be constructed beyond the end of the secondary line construction process (25.A.9.)		
		Ending of the limited number of printed bid packs at bases (25.B.3.)
New monthly bidding timelines that will result in secondary lines being published earlier (1 day earlier for Captains; 5 hours for FOs) (25.C.4.; 25.C.11.; 25.E.2., 3., and 6.)		

Student Lines (25.C.13.)		
	<ul style="list-style-type: none"> • A given LCA’s line may not be designated as a student line in consecutive bid periods 	LCA (only) lines may be designated as student lines <ul style="list-style-type: none"> • Limited to 40% of the total number of LCAs bidding in a non-pay only status per bid pack
<ul style="list-style-type: none"> • Bid during View/Add with SMU • Remaining SMU CH after View/Add awards published are placed in SMU Bank. • Trips or R-days awarded in SMU status at 125% (during the View/Add or after) 	Lines will still be awarded to FOs (FOs may opt out of being awarded a student line) <ul style="list-style-type: none"> • Will be removed from line during Conflict Processing Window, and eligible for new “Student Make Up” (SMU) 	
(end)		
During the monthly bid, all-in-one for waiver of min days off for phase-in and recurrent (25.E.1.a.)		
View/Add window “build up” submission (25.E.4.b.) <ul style="list-style-type: none"> • Pilot may elect to have their line “built up” and make a “build up” submission for desired types of trips during the View/Add window 		

<ul style="list-style-type: none"> • If BLG/RLG is less than MBPG after View/Add bids are awarded, Company attempts to build up CH value of the line to MBPG, but no more than Awarded BLG/RLG plus 6 CH • If no submission or insufficient submissions, Company will attempt to build up line using existing trips available in open time. 		
A pilot may now elect a hotel room in base for use during the Substitution Window as an allowable/reimbursable deviation expense (25.H.4.; 8.C.3.d.iv.)		
	PMU added to list of trips that may not be traded, proffered, or dropped (25.L.1.h.)	
Ability of the Company to add R-day blocks to address reserve staffing, but will not be considered in the Max Open formula or Reserve Forecast (25.L.2.c.)		
	If PNP trip is dropped, the hours revert to general make-up (25.L.5.d.). Current Practice.	
Pilots may now trade a block of R-Days with another pilot's trip or trips (25.L.9.c.)		
Open trip notification system: Pilots will have ability to submit criteria for open time and elect to receive text messages (25.L.16.)		
Reserve (25.M.)		
R-16 with a true long call replaces R-24		
R-16 to base hotel standby: must be an existing hotel standby in open time (25.M.3.a.vii.)		

<p>First fly may now preference for a specific activity or a general submission that includes limitations (e.g., west coast, weekend layover) (25.M.4.)</p>		
<p>Assignments:</p> <ul style="list-style-type: none"> • 60 or less TAFB: seniority order from first fly first, then lowest leveling position, etc. (25.M.6.a.i.) • Elimination of first fly after accrual of 75% RLG limit (25.M.6.) 	<ul style="list-style-type: none"> • More than 60 TAFB: first fly in seniority order given priority (25.M.6.b.i.) 	
(end)		
		<p>AVA (25.N.4.c.): Restriction of obtaining AVA on a day(s) formerly covered by a trip for which he was scheduled and subsequently removed via bid line adjustment as provided in Sections 25.L.3.a. (Dropping Trips and R-days), L.3.d. (Contingency Bid Line Adjustment), and L.8. (Trading with Open Time).</p> <p>No changes to VLT or Draft</p>
<p>Draft: Pilots may now elect to receive text messages and/or crew notifications for DRF, with responses within 15 minutes for trips with more than 4 hours until showtime. Company assignment will then be among those who responded and based on number of DRF CH earned in the preceding 180 days (like VLT). If less than 4 hours until showtime, responses processed in order received. (25.O.)</p>		

Disruptions (25.S.; 4.W.)		
Added PRO to eligibility codes		
Landing Disruption (4.W.1.a.): All landings now pay 1:30 CH (removal of first landing at :30 CH)		
Duty Period Disruption (25.S.2.b.) <ul style="list-style-type: none"> • New trigger for a deadhead deleted at the <u>beginning</u> of the trip 		
Layover Disruption (4.W.1.c.; 25.S.2.c.) <ul style="list-style-type: none"> • Prior “more than 50%” that paid 1:30 CH per trip now modified to two tiers: <ul style="list-style-type: none"> ○ “50% or more” and now 3 CH per trip ○ “75% or more” and now 4 CH per trip 		
New Day to Critical Disruption trigger that will pay 1:30 CH per trip. (4.W.1.g.; 25.S.2.g.) <ul style="list-style-type: none"> • more than half of the original scheduled revenue duty periods in a trip began in the day duty period and did not touch the critical period, and more than half of the revenue duty periods in the trip, as operated, touch the critical duty period 		
(end)		
Extra Duty Period (25.V.) added PRO to eligibility		
Jury Service (25.Y.)		
		Provide Company notice of jury duty no later than 3 business days pilot acquires knowledge (prior 18 days from original notice) (25.Y.1.)

		When call-in converted to in-person, pilot shall promptly notify the PAC (25.Y.3.)
		If released, pilot shall notify PAC within next business day (25.Y.4.)
		The Company may request of the appropriate authorities to defer or establish an alternate date(s) for a pilot's jury service. If December, and the appropriate authority provides an alternate date(s) to the pilot that does not unreasonably conflict or interfere with the pilot's personal obligation(s), the pilot shall be required to make a good faith attempt to defer or establish an alternate date(s). (25.Y.5.)
Section 26 General		
<p>New definition of "Flight Data" that includes the prior definitions of FDR and CVR, captures the data previously included under "Inflight Data" while removing "alleged incident/event," and captures any "other device/equipment/system/instrument installed onboard an aircraft"</p> <ul style="list-style-type: none"> • Flight Data also includes any information derived from those devices • Clarification and codification that ACARS messages and like are not Flight Data 		
<p>Improved Flight Data protections (26.A.1.)</p> <ul style="list-style-type: none"> • Flight Data shall not be used in or referred to in any Section 11, 15, 19 or related 20/21 proceeding, or any non-Agreement legal or administrative proceeding • Flight Data shall not be used in, referred to, or constitute grounds for placement in, any Section 11 training, any Enhanced 		

<p>Oversight Program, or any other similar program and/or training</p> <ul style="list-style-type: none"> • Flight Data cannot be used to audit a pilot or crew (as previously protected), along with the prohibition of use “for use in a potential corrective action or performance improvement discussion” • Creation of broad protections for programs like MyFlight <ul style="list-style-type: none"> ○ Must be voluntary ○ The data can only be shared with the Captain and/or FO designated as the Standard Crew on the flight ○ The use or non-use by the pilot cannot be tracked ○ The same Flight Data protections also apply here 		
	<p>Updated Company’s use of data in training programs with the new definition of Flight Data</p> <ul style="list-style-type: none"> • Ability to use voices of pilots provided, but only with the consent of all pilots involved and the CASC Chairman (26.A.2.) 	
	<p>Updated and modernized third party disclosure and release of Flight Data (26.A.3.)</p> <ul style="list-style-type: none"> • When required by law, new provisions provide (26.A.3.a.): <ul style="list-style-type: none"> ○ Disclosure of the minimum necessary to comply with such required law and ○ Written notice by the VP of Safety to the MEC Chairman prior to responding to any request or discovery in litigation seeking Flight Data 	

	<ul style="list-style-type: none"> • When not required by law, new provisions provide (26.A.3.b.): <ul style="list-style-type: none"> ○ More involved prior engagement with ALPA (26.A.3.b.) for new types of disclosure ○ Requires third party vendors to sign agreed to non-disclosure agreements 	
New prohibition of video recordings on aircraft (26.A.4.)		
For any new program or device, the same process involving more prior engagement with ALPA (26.A.3.b.) will apply (26.A.5.)		
		VIPS notice for passport expiration extended from 30 days to 210, with the pilot validating renewed passport by 0900 the day prior to the start of a trip that are within 180 days from the passport expiration date (26.M.)
	Pilot may elect printed CBA (26.Q.3.)	
Section 31 Effect of Prior Agreements, Effective Date and Duration		
<ul style="list-style-type: none"> • Effective Date of Agreement: First day of August 2023 bid period (July 31) • Amendable Date: First day of February 2028 bid period (Jan. 31, 2028) • Opening window: Up to 150 days prior to the amendable date (Sept. 2, 2027) 		