

HORIZON AIR MASTER EXECUTIVE COUNCIL

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AFA-CWA, AFL-CIO



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AFA and management met May 6-8, 2024, to continue negotiations for our new contract. The AFA Committee consists of MECP Lisa Davis Warren (SEA), Heather Coleman (PAE), and Lexie Massey (SEA), who are all current Flight Attendants, and our Staff Attorney and Negotiator, Kimberley Chaput. Management was represented by Shelly Parker, Vice President Station Ops and Inflight; William Casalins Altimar, Manager, Inflight Labor and Performance; Amber Hopkins, Director, Finance; Latrice Lee, Senior Corporate Counsel, Alaska Legal; and Molly Gabel, Partner, Labor and Employment (outside legal counsel).

In this session, we discussed four different Articles, with mixed results. Here's what we talked about:

Article 4 (Duty-Time Expenses) and Sideletter 7 (Hotel Minimum Standards)

As you may know, the pilots recently reached an agreement that allowed them to choose between compensation and a day room. AFA proposed identical language for flight attendants, and management accepted it, subject to an overall agreement on economic issues. Assuming this proposal holds, flight attendants would receive \$60 if they declined a scheduled day room and \$90 if they request a day room and the Company cannot obtain one. "Scheduled" day room means scheduled in the bid packet or, in the case of a rolling delay, the point at which it is determined that the layover will exceed four hours (using the same methodology as today).

We also discussed situations in which a given hotel did not have adequate food options. The idea would be to compensate the flight attendant for the cost of having food delivered (the delivery fees, not the food itself). We are still trying to determine where and under what circumstances this would occur.

Article 9 (Sick Leave)

While we, of course, proposed greater sick accruals, the primary issue at the table this week was the implementation of state paid sick leave (PSL) laws. We began discussing this topic last summer and continued until these Section 6 negotiations started in November. At the time those talks broke off, we were close to an overall agreement, and AFA believed that we would pick up where we left off when we returned to this topic.

Management did not agree. Their response to our proposal from January was to renege on previous agreements and substitute language much less favorable to flight attendants. AFA, to put it mildly, expressed our outrage and disappointment. We then responded with a proposal that included continuing our current system—any absence covered by sick leave would not have any disciplinary consequence. We shared our research, which showed that sick leave use over the past year is at historic lows, and there has been no impact on the operation.

Although the Company did not respond in writing to our proposal, they indicated that they would give it serious consideration. We will see what happens next time.

Article 11 (Vacation)

Management did not make a written response to AFA's proposal from March. They shared some ideas to make more vacation weeks available to bid but at the price of losing our ability to carry over vacation. This was presented at the tail end of the last day, so we did not have the opportunity to explore this in depth. Please share your thoughts on this with your Negotiating Committee before our next session.

Article 19 (Benefits)

AFA continued to propose improvements to our benefits, including health insurance, pass travel, and 401(k) match. So far, management has no interest in changing anything in any way that would help flight attendants. We do not expect to see significant movement prior to a comprehensive proposal (if then).

Next Session June 12-14

Next month, we will pick up where we left off. Currently, the only article we have not discussed in the table is Compensation (Article 3).

As always, please wear your AFA pins as a symbol of solidarity. We are in the slog part of negotiations, but we hope things will pick up as we dive into comprehensive proposals in the coming months. When that happens, you'll know—and more importantly, management will know.

We will update you again after our next session.

Until then, remember that we are **Stronger Together, Better Together!**