

## NEGOTIATIONS HAVE BEGUN!

AFA and management met this week to begin negotiations for our new contract. The AFA Committee consists of Lisa Davis Warren, Master Executive Council President, Heather Coleman, Lexie Massey (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; Chéri Ruger, Managing Director, People and Labor Relations; Amber Hopkins, Director, Finance; Latrice Lee, Senior Corporate Counsel, Alaska Legal; and Molly Gabel, Partner, Labor and Employment (outside legal counsel).

AFA began our presentation by recapping how we got where we are today. We explained that our last few contracts were negotiated under less-than-ideal circumstances—the 2008 recession; “Commit to Compete” (bringing jets on property); and, most recently, the covid pandemic. We told management that Flight Attendants have worked through covid, unprecedented winter storms, hot summers, and unruly and confrontational passengers—and done it with smiles on our faces. We are facing a significant deficit in contractual gains, and now is the time to make it right.

Industry wages are climbing, and we expect to climb as well. At the same time, we need a better work-life balance. In short, we need a contract that makes us proud to be Horizon Flight Attendants.

AFA then presented our [opening proposal](#). This proposal was based on your responses to our survey, your feedback, suggestions from AFA committee chairs, a review of industry trends and input from AFA International. Management asked a few questions but primarily listened and took notes. They committed to providing their opener at our next session.

We tentatively agreed to the articles that neither side opened on: 1 (Recognition and Scope; 10 (Medical Examinations); 15 (Furlough and Recall); 16 (Transfers between Domiciles); 18 (Hostage Benefits); 22 (Association Security and Dues Check Off); and 24 (No Strike, No Lockout). We will sign those at our next meeting, as they still need to be updated with gender-neutral language.

As you read through this, keep in mind that all agreements made are “tentative.” Generally, a tentative agreement will remain untouched, but this is a long process. We may need to change things to make sure they work with new language in other parts of the contract. Once we have a tentative agreement on the entire contract, you get to vote. Remember, no agreements will go into effect until the contract is ratified.

We discussed:

- Article 13 (Seniority): We are close to agreement on reducing the probationary period to 180 days.
- Article 17 (Moving Expenses): AFA is seeking the same company-paid benefits for all moves, regardless of distance. Management is doing some research and will have more information at our next session.
- Article 20 (Management Rights): We deadlocked on AFA's proposal to eliminate the zipper clause.
- Article 21 (Association Activities): AFA proposed additional company-paid flight pay loss to compensate AFA committee members and a removal of the “override” the company charges on AFA-paid flight pay loss. No agreements have been reached.

- Article 23 (Grievances and System Board of Adjustment): We are making progress on limiting the length of disciplinary actions. In addition, we are still discussing AFA's proposal that the company's failure to answer a grievance within the time limits means that the grievance is granted.

AFA also passed proposals on Articles 8 (Training) and 12 (Uniforms). Management will respond to those at our next session.

One big obstacle we foresee in these negotiations is management's insistence that all "me-toos" be removed from the contract and that no new ones be negotiated. A me-too is contract language that says that if another group obtains a certain item, AFA will get it, too—even if it happens in the middle of our contract term. We have me-toos in multiple places in the contract, such as hotel standards, commuter boarding priority, EAP and more. They exist to ensure that we are not treated worse than our co-workers. But management is adamant that each contract must stand on its own. To us, this feels like an attempt to divide the work groups, which does not benefit labor or the company as a whole.

We ask that wear your AFA pin as a show of support, but please do NOT wear the red AFA pin. While we appreciate the show of support for Alaska negotiations, it is confusing to the public and to both flight attendant groups. Alaska is at a very different point in their negotiations than we are. If, and when, our negotiations heat up, we, too, will wear the red pin!

Secondly, you may have seen Shelly Parker's email about negotiations from management's perspective. You may even have clicked through and seen their website, which has a box for you to submit questions or feedback. Keep in mind this is company propaganda and that they will be putting their own spin on things. If you have questions, please email the [Negotiations Committee](#). We will always be honest with you, and we aim to be your primary source of factual information. If you do want to tell management something using the form they have provided on their "landing page," tell them that your Negotiating Committee speaks for you!

Our next session will be December 6-8. We will update you again after those meetings.

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