

Round Two is in the Books!

AFA and management met last week to continue negotiations for our new contract. The AFA Committee consists of MECP Lisa Davis Warren, 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 (not present at this session); Amber Hopkins, Director, Finance; Latrice Lee, Senior Corporate Counsel, Alaska Legal; and Molly Gabel, Partner, Labor and Employment (outside legal counsel).

Management started the session by presenting its opener. You may review the opener [here](#). While it does not seem excessive, the devil is in the details, many of which they were unable to explain in the absence of someone from scheduling. They did, however, make clear that they were committed to a contract that was “competitive with the regional industry.” We made it clear that we do not want *competitive*, we demand *industry leading*.

We continued going through some of the “easier” areas of the contract. These are less complicated sections that do not involve scheduling or compensation. Of course, every section does involve some cost, and we hit a wall in this regard during this session. Management refused to discuss any item that had any cost, insisting that they be back-burnered until we can discuss all economic items at one time. For example, we discussed training, and AFA requested an increase in training pay. Management was willing to talk about non-economic items but refused to discuss the increase in pay. This is not necessarily unusual, since there is a “bank” of money they want to offer (and a different amount that we expect!) and allocating minor sums here or there chips away at the pot—leaving less when we get to the big items. We are not overly concerned about it because we’re planning to start negotiating for Articles, 5, 6 and 7 (Hours of Service, Crew Scheduling and Reserve) in February, so things are moving along!

This week, we discussed the following articles in our contract:

- **8 (Training):** As noted, we did not make progress on the economic issues. We did create a list of minimum hotel standards specifically for training allowing a 30-minute wait for transportation and up to another 30-minute drive from the hotel to training. This is not a concern for recurrent, which is close to PDX but comes into play for company wide trainings such as the recent CARE Retreat. Additionally, it differs for food options. Training hotels would have a requirement for two food options near the hotel. This locks down standards for training hotels for the first time, so they cannot be unilaterally changed.
- **12 (Uniforms):** Management is still rejecting our proposal that they pay for new hire uniforms. We also continued the practice of paying for shoes and cold-weather gear out of our bank. Although we hate to let go of a proposal, we did not feel that the issue was sufficiently important based on our survey results. We are still trying to adjust the numbers for those items based on inflation, but so far management is unwilling to do that. Items in the initial uniform kit are adjusted annually if the aggregate price increases; so far, we have not seen those numbers change in our uniform allowance because management has been absorbing those costs.
- **22 (Association Activities):** AFA proposed increased flight pay loss for Union volunteers. As with other issues that cost them money, management has been unwilling to discuss the concept until we get to economics.
- **23 (Grievance Procedure and System Board of Adjustment).** We agreed to a 60-day cap on the length of disciplinary investigations, measured from when management knew or should

have known of the alleged infraction. This can be extended if the flight attendant being investigated is on sick leave, vacation or leave of absence. Right now, we have no cap—meaning management could call you in for something that happened years ago even if they knew about it! Additionally, management is continuing to refuse our proposal that failing to respond to a grievance within contractual time limits would mean that the grievance is granted.

- **26 (Safety, Health, and Security)** We have proposed additional circumstances that would allow flight attendants to remove themselves from trips for safety reasons—being in the vicinity of an active shooter and assisting with medical care that requires, or requires preparations to use, emergency medical equipment. We have also proposed paid training and flight pay lost for Safety Committee members who participate in ASAP and SMS meetings, along with a request to increase the frequency of Fatigue Review Board meetings from quarterly to monthly. Management has promised to research and respond by our next session.

We reached deadlock on Article 13 (Seniority). The open issue is management’s refusal to remove the provision that the company will not calculate company seniority differently for Flight Attendants than it does for other work groups. They can’t really say why this language should be removed; they just have this new philosophy that Horizon should no longer have any “me-toos” in any contracts. We disagree whole-heartedly with this sentiment.

We signed tentative agreements on the following Articles:

- 1 (Recognition and Scope)
- 10 (Medical Examinations)
- 15 (Furlough and Recall)
- 16 (Transfers between Domiciles)
- 17 (Moving Expenses)
- 18 (Hostage Benefits)
- 22 (Association Security and Dues Check-Off)
- 24 (No Strike, No Lockout)

These Articles were agreed to with only language clean up, including our commitment to using non-binary language in our contract. The only exception was in Article 17, where we agreed that all company-requested moves would be entitled to full moving expenses (packing, unpacking, moving van, storage, insurance, etc.). Currently, moves up to 350 miles only qualify for, in essence, a U-Haul and mileage.

Things are moving along at a reasonable clip. At our next session we will cover Article 9 (Sick Leave) and Article 25 (General), which includes the commuter policy, along with the already-opened Articles. If we have time, we may start on Article 11 (Vacation). Then in February we will begin to tackle scheduling issues. This is quicker than usual, and it is very helpful that management is responding to our proposals in a timely manner, which has not always been the case in past negotiations.

We remain committed to negotiating an industry-leading contract! Our next session will be January 3-5, 2024. We will update you again after those meetings.

Until that time remember to wear your pin. We need to show management that we are in this together.
We are **Stronger Together, Better Together!**