

Our current Collective Bargaining Agreement (CBA) becomes amendable on May 1, 2024. The Master Executive Council (MEC) will be conducting initial interviews for the Negotiating Committee on June 14, 2023. Two Negotiating Committee positions are up for interview and consideration. Per the [AFA Constitution & Bylaws](#), the MEC President is the chairperson of the Negotiating Committee and rounds out the Committee as the third member. Committee Members are selected by the MEC ([AFA-CWA Policy Manual](#), Section VI.A.1. Appointment). Candidates for the Negotiating Committee must be active members in good standing and submit a resume to the MEC to be considered. To ensure the broadest representation possible, candidates of all seniorities, experience levels, and backgrounds are encouraged to apply.

The Negotiating Committee is charged to negotiate and institute the needs and desires of the Flight Attendants into an effective CBA. The Committee should have a good working knowledge of the current [CBA](#) and be willing to devote their full time to the Committee during negotiations. After negotiations conclude and a tentative agreement is ratified, the members of the Committee continue to serve as the Contractual Interpretation Committee until a new agreement is completed.

Term of Appointment

The Negotiating Committee remains active until the next Negotiating Committee is selected.

Committee Member Duties & Responsibilities

This list is a summarized version of the Negotiating Committee duties and responsibilities outlined in Section VI.A.2 of the [AFA International Policy Manual](#) and Article VIII. Page 38-39 of the [Horizon Air MEC Policy and Procedure Manual](#).

Negotiations Preparation & Training

- Update with previous Negotiating Committee Members and review history of negotiations on the property.
- Attend training prior to writing the Opening Proposal.
- Assess the priorities and needs of the Members.
- Utilize AFA facilities and resources and the experience and knowledge of AFA Officers, International Office staff and AFA study committees (e.g., Legal, Retirement and Insurance, Wage and Working Conditions, etc.).
- Establish goals and translate them into the Opening Proposal. Prepare the Opening Proposal with the advice of the Staff Negotiator.
- Communicate objectives to the MEC as part of the presentation of the Opening Proposal.
- Communicate objectives to the Members through the Roadshow Opening Proposal presentation.
- Determine individual responsibilities within the Negotiating Committee.

Communications

- Provide information to and take direction from the MEC.

- Be familiar with AFA policy and keep informed about new developments in the industry.
- Keep the Members and the MEC informed in a timely fashion throughout the bargaining using established communications platforms.
- Maintain contact, through the MEC President, with IBT, TWU, AMFA, and other applicable labor unions on property.
- Work to continuously understand the wishes of the flight attendant group with respect to wages, working conditions, and work rules. Utilize established feedback channels such as surveys, listening tours, town hall meetings, feedback forms, and other platforms as determined by the MEC.

Documentation & Recordkeeping

- Maintain a current record of the:
 - Financial condition of the company.
 - Management lines of authority and methods of communication.
 - Operations statistics and experiences of the airline which may be used in bargaining, grievances, litigation, etc.
- Maintain a complete record of the negotiations, including proposals, notes, and communications. Collate notes, opener, and proposal books for MEC and International Office files (all records are property of AFA).

Tentative Agreement Preparation, Presentation, & Implementation

- Review tentative agreement with the MEC.
- Prepare membership summary package and Roadshow schedule.
- Present the complete proposed agreement to the Members. Ensure that there are no missing or incomplete sections prior to distribution to the Members.
- Proof CBA language and agree with the Company on implementation and effective dates.
- Proof the printed agreement and prepare CBA index.

Contractual Interpretation

- Prepare CBA interpretations for new concepts.
- Remain available as a resource for interpretations.

Flight Pay Loss Reimbursement

Flight pay loss (FPL) reimbursement will be provided to Negotiating Committee Members at the rate of 4.5 credit for each day of work. FPL is not provided on days that solely contain travel to/from an activity.

Expressing Interest and Interview Scheduling

The MEC will hold interviews of eligible candidates on June 14th, 2023, in PDX. Specific time and location TBD. If you're interested in interviewing, plan to bid around these dates or adjust your schedule accordingly to accommodate. All interviews will be conducted in person. Interested candidates should submit an expression of interest, bio or resume highlighting their applicable experience using [this link](#). The deadline for submissions is 1700 PM (Pacific Time) on June 7th, 2023. After the submission deadline, MEC Secretary-Treasurer Aimee Baird will contact eligible candidates to arrange a specific interview time.

Please note that to submit an expression of interest, you must have a Google account. If you do not have a Google account, you may create one for free at <https://accounts.google.com/signup>.

Questions?

Any questions regarding the Negotiating Committee positions or application process should be directed to MEC President Lisa Davis-Warren at lisadaviswarren@afahorizon.org.