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AFA and management met on December 4th and 5th, 2024, to continue negotiations for our new contract. We usually meet for three days, but this session was shortened due to a funeral, so we could only do two days this month. 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. The Company was represented by Shelly Parker, VP Inflight; William Casalins-Altimar, Manager, Inflight Labor and Performance; Mark Schuck from Finance; Latrice Lee, Senior Corporate Counsel, Alaska Legal; and Molly Gabel, outside legal counsel.

AFA began the session by passing our latest comprehensive proposal. Our last proposal called management's bluff and "put it all in the wages." We did this because management has repeatedly told us they were not agreeing to any of our proposals because they wanted to "put it all in the wages." Their response, as we all know, was...well, whatever the opposite of "all in the wages" is. We agree with you that the overall 5.5% wage increase proposed by management in November was indeed insulting.

Since management did not accept our prior package proposal with the Alaska TA wages, this time we brought back many of our important demands, like boarding pay. We also asked for the same percentage wage increase that Horizon Air agreed to for the Horizon pilots in their most recent pay increase (IBT 2022 Contract Improvements Letter of Agreement).

We passed the proposal at about noon on Wednesday. Management asked a few questions, and we broke for the day. Thursday morning, management informed us that they would not have a response for us that day, even though none of the proposals are new; they have seen them all before. So, unfortunately, we have nothing to report.

We asked to meet almost any day over the following two weeks to receive management's next proposal so we could work on our response between sessions, but they advised that they would not be meeting again until the 24th of December. AFA is currently reviewing our options. Between now and our next session in January, we will reach out to each of our Local Presidents as well as our International President to discuss applying for mediation.

Please double check that you are wearing your AFA pin before heading to the airport and send us more selfies with your flying partners. If you need a white pin, please reach out to your local officers. And email your photos to afanegotiations@afahorizon.org. We continue to update our website with all of your photos.

Remember, we are Stronger Together!