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AFA and management met on November 5-7, 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. Joe Salamon, another AFA lawyer, also joined us. Management was represented by Shelly Parker, Vice President Station Ops and Inflight; William Casalins-Altimar, Manager, Inflight Labor and Performance; Mark Schick from Finance; Latrice Lee, Senior Corporate Counsel, Alaska Legal; and Molly Gabel, outside legal counsel.

To start the session, management passed its proposal for Article 3, Compensation. While they were quick to say that the proposal was not their final offer, it would be a massive understatement to say that we were disappointed. They addressed only the wage scale and did not respond at all to our other items, such as boarding pay. Overall, the proposal would increase wages by 1% on date of signing—including no raise whatsoever for Flight Attendants at the top of scale. Obviously, this was unacceptable. We even offered them the chance to withdraw the proposal and start over, but they declined.

AFA then passed our first comprehensive (entire contract) proposal. We decided to call their bluff, as they have been saying all year that they want to "put the money in the wages." We left our wage scale where it was (at Alaska TA wages) but withdrew all other open issues. We made it very clear that it was a take-it-or-leave-it option because we wanted the ability to put items back on the table if the wage scale was rejected.

To no one's surprise, management agreed to removing open issues but proposed a very sad wage scale. It offered a 22% increase for first-year Flight Attendants. The increases at later steps varied with the goal of making Horizon second or third highest in the regional industry at each step. The overall increase would be about 5.5%. Here is a copy of their proposed wage scale. See where you land—and if you're junior, see where you'd end up!

Step	Wage Rate	% Increase above current Scale
First 6mo	\$ 25.21	22.0%
Second 6mo	\$ 25.51	22.0%
Year 2	\$ 27.98	9.5%
Year 3	\$ 28.46	4.0%
Year 4	\$ 29.52	1.0%
Year 5	\$ 30.91	1.5%
Year 6	\$ 32.33	1.0%
Year 7	\$ 33.73	1.5%
Year 8	\$ 34.88	2.1%
Year 9	\$ 36.12	3.0%
Year 10	\$ 37.17	3.2%
Year 11	\$ 38.21	1.8%
Year 12	\$ 39.23	2.0%
Year 13	\$ 39.89	2.1%
Year 14	\$ 40.87	2.9%
Year 15	\$ 41.40	1.9%
Year 16	\$ 42.88	1.0%
Year 17	\$ 43.52	1.0%
Year 18	\$ 44.14	1.0%
Year 19	\$ 44.74	1.0%
Year 20-24	\$ 45.82	2.0%

Pay scale to increase one and one-half percent (1.5%) on anniversary date of contract in years 2-6. Keep \$1.00 per credit hour longevity pay in Article 3.A.2

Keep in mind that inflation has increased by about 22% since the contract was signed in May 2020. Also, keep in mind that we signed the current contract just as COVID-19 was hitting the world, and no one knew what that would do to the industry. And the contract before that was "commit to compete" where we settled for a substandard contract in order to bring jets to Horizon. When we pointed out that promises made by management in Commit to Compete had not been kept, management protested that the Company had changed business plans. We countered that any change in business plans was a) not our fault and b) management should have taken promises made to us into consideration.

We then asked whether Jason Berry and Ben Minicucci were up to date on our negotiations since it was clear that the people on the management's side of the table were not the ultimate decision-makers. Management said that Ben was not involved at this time. They also said that they had told Jason what AFA was saying at the table but that they did not know how the Flight Attendants felt. We jumped on that and explained that the Flight Attendants were AFA. Until management understands this, we are going to keep hammering that home.

AFA will pass the next comprehensive proposal when we return to the table. We may make changes to best position ourselves for mediation. We are ramping up our mobilization efforts—please make sure you wear your AFA pin whenever you're on duty. Send selfies of yourself or snaps of your co-workers (with their permission) in uniform and wearing your pin to negotiations@afahorizon.org. Your local officers, and those Flight Attendants who have attended our mobilization training, have pins to pass out if you needs one. And remember to remind your flying partners to wear their pin as well!! And don't forget to let management know that your Negotiating Committee speaks for you!

If management does not present a reasonable proposal in December, we will confer with the AFA International President, Sara Nelson, and decide whether mediation should be our next step. Stay tuned—and meanwhile, please read the FAQ at the end of this update.

We will update you again after our next session, which will be December 3-5. Until then, remember that we are Stronger Together, Better Together.

FREQUENTLY ASKED QUESTIONS

We're adding a new section to our updates where we'll answer the questions we get the most! If you have any questions you would like to see answered in one of our updates, you can send them to negotiations@afahorizon.org

Q. Can we wear the red AFA pin now?
 A. Not yet. The red pin is worn to show that negotiations are heating up. The MEC must first approve a resolution authorizing Flight Attendants to wear the red pin. If you can imagine a pan of boiling water, we are at the point where the water is getting hot, but you can still stick your finger in it without burning yourself. The red pin comes out when bubbles start appearing on the surface. We would take a strike vote when the water reaches a rolling boil. Ideally, we would reach an agreement before that becomes necessary. But rest assured, a lot of work is happening behind the scenes to be sure we're ready if and when the time comes.

Q. Why is Horizon being so cheap when Alaska Air Group is earning hundreds of millions of dollars?
 A. We have the same question! They seem to be saying that AAG profits could rise and rise and that they would never offer more than other regional Flight Attendants earn. Remember, they might cease to exist! (Please read this in the sarcasm font.) We don't believe that, nor are we moved by their threat to give all the regional flying to SkyWest. Of course, we want them to stay profitable, but paying us a living wage will not bankrupt AAG.

Q. Why can they offer the Alaska Flight Attendants more than a 30% increase but think we should be content with a 5.5% raise (most of which would go to junior Flight Attendants)?
 A. Management has only articulated that it is because we're regional Flight Attendants. Our response is that we do the same job and often work harder (longer duty day, more legs, etc.). Obtaining mainline wages may be an incremental process, but there is no justification for not at least paying us enough to live on. We're asking for a living wage, not Ben Minicucci's salary.