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# **Negotiations Update** April 4, 2025

Your AFA committee recently met internally to prepare for our upcoming session. As you may recall, we have agreed to meet without the mediator from April 13-15 to attempt to resolve any outstanding noneconomic issues.

In going through the open Articles of our contract, it quickly became apparent that almost everything has tentacles that reach into economics. Scheduling? Work rules that would limit rescheduling or drafting cost money. Hours of service? Shorter duty days or longer rest cost money. In a sense, there are few, if any, purely non-economic issues. Nevertheless, we agreed with management to discuss Article 23, grievance Procedures and System Board of Adjustment, where there are a couple of open issues. We will also discuss ways to ensure that Flight Attendants receive their legally required meal and rest breaks. Breaks are very hard to schedule with the short legs we typically fly. While the talks may or may not be successful, we will have to face the issue at some time during negotiations.

Meanwhile, we continue our mobilizing efforts. We are pleased to introduce our Mobilizing Committee Chairs below!

We will update you again after our session. Remember, we are better together, stronger together.

**Council 16 Mobilization Committee Co-Chairs - Nina Litven and Zoie Brewer** 

Nina

Hello fellow FA's

For those who don't know me my name is Nina Litven and I've been a FA at QX for 26 years. All in SEA, except for 18 months when I flew F9 Jet Express out of DEN. While in DEN I contributed to one of F9 attempt to organize to become a part of AFA.



I became active in the Union many years ago becoming a Rep for Government Affairs and have been active in many other committees too. Most recently I am part of the LOSA team and now

Council #16 Co-chair for the Mobilization committee. This is will be my 5th contract and a lot has changed since then. I feel getting our voice heard during this negotiation is very important to me and I have the voice to do it with. We deserve a living wage at the least!

When I'm not working I enjoy being a "Gra" and spending time at our family cabin in the mountains.

Please feel free to reach out to me if you have any questions or concerns during this time.

In Unity!

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#### Zoie



Zoie Brewer has been a flight attendant with Horizon Air for 18 years. She began her flying career as a Denver based flight attendant and then transferred to SEA after the DEN base closed in 2007. In the years since she's seen significant change in the commercial airline industry as well as in the regional airline Industry having worked through the economic recession of 2008 as well as the pandemic of 2020. Even through the challenging times and the dynamic nature of the career she still enjoys her job and the exciting opportunities and experiences it brings!

She has become increasingly passionate about fighting against the pay disparity that exists within the commercial airline industry. Over her years of flying she's witnessed the invisible line that has come to exist in the passenger experience between mainline and regional carriers. She's also become more conscious of the lack of difference in the work load and expectations of the flight attendant position as well as the entry requirements. She's a strong advocate of regional

flight attendants being paid a similar wage and being treated with equal respect and regard within the AAG as well as the greater airline industry.

Zoie currently resides in her hometown of Seattle, WA where she is also based. She spends a fair amount of her off time commuting back and forth between Bozeman, MT where her partner lives. Favorite activities include quiet time at home, spending time with family and friends, studying yoga, dining out, hosting dinners, enjoying nature, and traveling when possible.

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**Council 17** Mobilization Committee Co-Chairs - Anneliese Chapman and Jolene Vallelunga-Heller

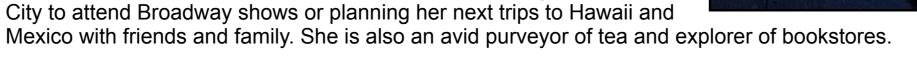
# Anneliese

Anneliese is a native Oregonian who enjoys traveling and hospitality. She has returned to her "bookend career" having worked as a Flight Attendant in the 1990's here at Horizon Air and returned to this career in 2019. In the 22 year interim she raised two children, instructed students in Theatre Arts and was co-owner of Camera Acting for All. In 2025, Anneliese and her husband will be celebrating 30 years of marriage and have newly adopted a Persian kitten named "Little T".

Anneliese began her involvement with AFA by volunteering with the mentor program. Then in 2024 she joined the Hotel and Transportation Committee. Anneliese's desire to be involved with our union stemmed from watching her husband's participation as a shop steward with Teamsters at UPS. She believes there is great value in advocating for strong contract language that continues to improve the work environment and the lives of those working in this career.

Throughout the years she has volunteered in one capacity or another with different nonprofits. From Cat Adoption Team (CAT), the largest cat shelter in the Pacific Northwest, to Friends of the Library and Omega NW who helps empower women to rebuild their lives.

When Anneliese is not at work she can be found traveling to New York City to attend Broadway shows or planning her next trips to Hawaii and





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#### Jolene



Jolene has been flying high in the aviation industry for 40 years! She started her journey at World Airways in reservations and then soared to new heights as a Flight Attendant with Northwest Airlines.

In 1987 she landed at Horizon Air, As a flight attendant. She worked in the training department for 9 years before returning to the line as a full-time Flight Attendant.

Throughout her career, Jolene has been a dedicated member of various AFA committees, and she's currently busy as the PDX Scheduling Rep, Mobilization Co-Chair, and recently PDX Base Rep.

She's also passionate about supporting her colleagues and serves on the EAF Board for Horizon.

Jolene believes strongly in fair treatment and is ready to fight for a contract that gives all flight attendants the respect they deserve.

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