

## HORIZON AIR MASTER EXECUTIVE COUNCIL

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AFA-CWA, AFL-CIO



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August 5th, 2025

AFA and management held our second mediation session from July 30 to August 1 at the AFA office in Chicago. The AFA Negotiations Committee consists of MECP Lisa Davis Warren (SEA), Heather Coleman (PAE), Lexie Massey (SEA), who are all current Flight Attendants; and our Staff Attorney and Negotiator, Kimberley Chaput. Management was represented by Shelly Parker, Vice President Station Ops and Inflight; Chéri Ruger, Managing Director, People and Labor Relations; Robin DeMan, Managing Director, Inflight; Mick Neimann, Director, Crew Support; William Casalins-Altimar, Manager, Inflight Labor Performance; Mark Schuck, Financial Analyst; and Latrice Lee, Senior Corporate Counsel, Alaska Legal.

We continued the mediator-conducted process of reviewing every open issue. Although we have touched on all of these in the past months, both sides were more open and forthcoming in these discussions. We only have Article 3, Compensation and one section of Article 4, Duty-Time Expenses, to get through in our next session; then we will begin negotiating specific proposals.

At the mediator's request, we are not able to share specific discussions from this session. This confidentiality allows both sides to discuss their interests more freely. Although the mediator cannot force either party to make or agree to any proposal, he does have the authority to determine how sessions are conducted.

Of course, open Articles like Crew Scheduling and Compensation will consume the lion's share of upcoming sessions. Other Articles have relatively few open items of lesser significance. All of this takes time, but we want to build momentum to carry us into the end game. AFA is cautiously optimistic that we are moving in the right direction.

We were able to schedule a few sessions into 2026, so we are holding dates versus trying to find time close in. And we added two dates in October. Previously, this was a month we were not going to meet due to scheduling issues with all parties.

Our next session will be held September 16 to September 18 in Chicago. As always, we will update you afterwards. Remember to wear your **RED** pin on your uniform when you are at work—management does notice! If you need a pin, look for a

member of the Mobilizing Committee—they wear special identifying tags on their lanyards. And feel free to let us and the mobilizers know your thoughts—we are here to speak for the Flight Attendants. You may email us at [negotiations@afahorizon.org](mailto:negotiations@afahorizon.org).

If you missed attending a previously scheduled mobilization rep training session, we have one more date coming up to plan for, September 8th. This will be a virtual session. The time and registration form will be coming out soon.

Seven Bases, One Union, One Voice!

Lisa, Lexie, Heather and Kimberley

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