

HORIZON AIR MASTER EXECUTIVE COUNCIL

STRONGER TOGETHER ✈️ BETTER TOGETHER

AFA-CWA, AFL-CIO



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November 10, 2025

AFA and management met in Seattle from November 4 to 6. Due to the government shutdown, our federal mediator was unable to join us. The AFA 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 Robin DeMan, Managing Director, Inflight; Latrice Lee, Senior Corporate Counsel, Alaska Legal; Cheri Ruger, Managing Director, Labor Relations; and Mark Schuck from Finance.

Working without the mediator went reasonably well, though we are looking forward to his return. We hammered out a couple issues, although we did not sign off on any complete articles. We achieved a significant gain for Flight Attendants by extending the protection of the Commuter Policy to all Flight Attendants when they are commuting by ground. As long as the Flight Attendant reports a ground commuting issue (such as an accident, flat tire, weather, or unexpected road closure) at least an hour before report time, they will not be assessed an occurrence and will be able to fly when they do get to the airport. They will need to submit proof of the event, like photographs or a screenshot from a map app. Registered commuters will be able to use this provision for their travel to their home airport.

We also agreed that if a Flight Attendant takes a personal leave and enrolls in an accredited class(es), they will not be called back to work before the term ends. To be eligible, the term must end within the original footprint of the leave.

Our next session is scheduled for December 16 through December 18, in Chicago (if the shutdown is over); otherwise, it will be held in Seattle. We will be discussing Articles 5 (Hours of Service), 6 (Scheduling), and 7 (Reserve). These issues are critical to Flight Attendant quality of life and income. We will be joined by Mick Neiman, who oversees Crew Planning.

As always, we will update you following our next session. Remember to wear your red pins whenever you are at work, management does notice! Our mobilization committee is working on a variety of Flight Attendant crew sits, which will be taking

place in the near future, as well as a way to submit videos and written "fire stories". More to come on these ways to participate in our fight for a contract that recognizes the work we do each day.

As we approach the Thanksgiving holiday, we are deeply grateful for each and every one of you and your support as we work towards achieving our industry-leading contract.

One Union, One Voice!

Lisa, Lexie, Heather and Kimberley

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