

HORIZON AIR MASTER EXECUTIVE COUNCIL

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AFA-CWA, AFL-CIO



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Horizon Air Flight Attendants,

We want to start by apologizing for the delay in our last update. With only one week between bargaining sessions and several committee members ill, we were not able to communicate as quickly as we would have liked. This message combines updates from both our January and February sessions.

Where We've Been

We met in Chicago January 21st, 22nd, and 23rd and again this week in Portland. Because of the government shutdown, our February meetings took place without the mediator on February 2nd and 3rd. Our mediator joined us virtually on February 4th.

Your AFA Negotiating Committee is made up of current Flight Attendants, MECP Lisa Davis Warren (PDX), Heather Coleman (PAE), and Lexie Massey (SEA) along with our Staff Attorney and Negotiator, Kimberley Chaput. We are at the table every session pushing for a contract that reflects the value of our work and protects our profession.

Representing management for Inflight are Chéri Ruger, VP People, Labor Relations and Inflight Ops, Robin DeMan, Managing Director, Inflight and Mark Shuck, Finance. Latrice Lee, Legal Counsel, and Mick Nieman, Crew Planning, attended as needed.

Progress Made

During the January session, we worked extensively on contract language. While we did not reach a tentative agreement on an entire Article, we made meaningful progress in Scheduling (Article 6), including agreements that would:

- Allow Flight Attendants returning from a leave of absence to bid for trips operating after their release date,
- Permit picking up flying that begins after required recurrent training is complete,

- Allow Crew Scheduling to adjust a trip's report times when the first leg(s) of a trip cancel/s. The trip is pay protected as scheduled prior to the change of report time. If a Flight Attendant does not notice the change and report/s to the airport to check in at the originally scheduled time, their duty will start upon check-in.
- Standardize key bidding deadlines (such as vacation and reduced-credit bids) to fall on the same calendar day each month.

These improvements may seem technical, but they directly affect flexibility, predictability, and quality of life.

The Economics: Why Pressure Matters Now

Between sessions, management and AFA's financial economists began costing economic proposals so negotiations can move forward with a shared understanding of the actual costs and their impact. This process will wrap up in the coming weeks. What happens next will be critical.

While pay rates, per diem, and boarding pay are clearly economic, management also classifies many quality-of-life improvements as "economic" if they would require hiring more Flight Attendants. Examples of this include increasing the credit value assigned to a vacation day, shorter duty days and home reserve time counting as duty hours. This means everything we care about is now on the table at once, and member unity matters more than ever.

February Session and the Turning Point Ahead

In our February session, we reached a deadlock on several non-economic issues. One key issue involved protections for Flight Attendants attending workers' compensation medical appointments after returning to work. Management insists the existing "Company" policy is sufficient. AFA strongly disagrees. Company policies can be changed unilaterally; contracts cannot.

While progress was limited during this session, we secured an important commitment: management will present a "meaningful" comprehensive proposal at the start of our March session, including a new pay proposal.

This is a pivotal moment in our negotiations, and one we have all been waiting more than a year to receive

What We Need From You

When negotiations reach this stage, management will be closely monitoring member engagement. Visibility and participation send a clear message that we are paying

attention, united, and ready to act.

Here's how we can help strengthen our position immediately:

- Wear your lanyards and red AFA pins every opportunity you have, management notices and our passengers see these on every flight, as we move through the airport, and on shuttles to/from hotels.
- Attend the post-session Zoom call on Sunday, February 8 at 10:00 AM ([click here to register](#))
- Engage with our mobilizers when they reach out, upcoming actions will matter. Sign up for our text messaging so you receive information on informational pickets and other events we will be coordinating (Text HZNAFA to 49484)
- Talk with your flying partners about negotiations and what's at stake.

Momentum at the table is built by unity on the line.

Mediation is deliberate by design, but we are now in a critical stage of bargaining. We have been waiting a long time to reach this point and to see a realistic, comprehensive proposal from management. We are finally getting there.

We are all in this fight for the contract we deserve, and we are strongest when we fight together.

In solidarity,

Your AFA Negotiating Committee