

# HORIZON AIR MASTER EXECUTIVE COUNCIL

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AFA-CWA, AFL-CIO



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AFA and management again met for a mediated session from May 19-20 at the NMB office in Chicago. The AFA Committee consists of MECP Lisa Davis Warren (PDX), Heather Coleman (PAE), and 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; Mark Schuck from Finance; and Cheri Ruger, Vice President Inflight and Labor Relations.

During this session, we continued working with “supposals” (off-the-record non-binding discussions). Supposals are intended to encourage movement toward an agreement by allowing the parties more flexibility than traditional proposals. Both parties agreed to release certain economic details so that Flight Attendants have a better idea of where things currently stand.

It’s important to remember that nothing is final, and every item remains in play, until a full tentative agreement on the entire agreement is reached. As negotiations continue, either party may move pieces around as needed. This doesn’t always happen, and while agreed-upon items should remain as they are, there may still be some movement. For example, a party might make a better proposal on one open item and reduce its proposal on another, as part of its next package proposal. The information below reflects the current position of both parties on several key issues:

## **Industry-Standard Boarding Pay**

We have reached agreement on boarding pay (which, keep in mind, *could* change as part of a full TA). Under this agreement, Flight Attendants would receive 30 minutes of credit per boarding, paid at 50% of your hourly rate. This is the same formula used by Delta, United, American, SkyWest and Republic/Mesa. For easy computation, this equals 15 minutes of pay for each boarding. The monthly amount will vary by Flight Attendant based on your pay step and how many legs you fly. Examples:

- If you fly 15 days a month and average 3 boardings per a day, you would board 45 flights a month. At .25 credits per boarding, you would be paid and credited 11.25 hours per month, above guarantee, in addition to your flight pay.

- If you fly 21 days a month and average 4 boardings a day, you would board 84 flights per month, so you would receive an additional 21 hours of pay and credit.
- And if you fly 2-leg days 12 days a month, you would be paid for 24 boardings, or 6 additional hours.

You can calculate the dollar amounts based on your pay step. Keep in mind that the pay rates included in a new contract will be higher, so the dollar amount of your boarding pay will also be higher than what it would be based on today's pay scale. The best part about boarding pay is that it is additional pay for the work we are currently doing that is unpaid at this time.

### **Per Diem**

AFA is proposing \$2.50 per hour on date of ratification (the day the new contract would take effect), with an additional 5 cents every year of the agreement. Management wants to keep our per diem at \$2.25 until DOR + 2 when they have proposed a 5-cent increase, with no further increases.

### **Pay Scale**

AFA's wage proposal is built around ensuring that Horizon Air Flight Attendants receive increase comparable to those achieved by Alaska Flight Attendants in their most recent agreement. Their increases upon ratification averaged just under 25%. We have also proposed 3% increases in each subsequent year of the contract. This will cover inflation since the last contract and hopefully keep up with inflation during the terms of a new contract. The only exception is the first two steps at of our scale, which are a little higher so that they match SkyWest's new hire pay.

Management's proposal has different percentages at most steps, with a minimum 4% increase. They frame this as ensuring that we would be at least third in the regional industry at every step. They are also proposing a 2% increase in each subsequent year of the contract. HOWEVER, they also want to remove the \$2.50 per hour reserve override and have instead added that into the first few pay steps. AFA's proposal assumes the override would continue to be paid in addition to the pay steps we proposed.

Fellow Flight Attendants, management, as well as senior leaders at Alaska Airlines, consistently tell us we are the best in the industry. We are NOT third best. We are THE best in the industry, and our compensation must reflect this. They need to walk their talk!

Step	Current QX Rates	QX Supposal Wage Rate	QX Increase %	AFA Supposal Wage Rate	AFA increase %
First 6mo	\$20.66	\$27.92	<b>35.1%</b>	\$30.32	<b>46.8%</b>
Second 6mo	\$20.91	\$28.26	<b>35.1%</b>	\$30.32	<b>45.0%</b>
Year 2	\$25.55	\$29.01	<b>13.5%</b>	\$31.78	<b>24.4%</b>
Year 3	\$27.37	\$30.01	<b>9.6%</b>	\$34.04	<b>24.4%</b>
Year 4	\$29.23	\$31.01	<b>6.1%</b>	\$36.35	<b>24.4%</b>
Year 5	\$30.45	\$32.47	<b>6.6%</b>	\$37.87	<b>24.4%</b>
Year 6	\$32.01	\$33.63	<b>5.1%</b>	\$39.81	<b>24.4%</b>
Year 7	\$33.23	\$35.30	<b>6.2%</b>	\$41.33	<b>24.4%</b>
Year 8	\$34.16	\$36.81	<b>7.8%</b>	\$42.49	<b>24.4%</b>
Year 9	\$35.07	\$38.13	<b>8.7%</b>	\$43.62	<b>24.4%</b>
Year 10	\$36.01	\$39.23	<b>8.9%</b>	\$44.79	<b>24.4%</b>
Year 11	\$37.54	\$40.34	<b>7.5%</b>	\$46.69	<b>24.4%</b>
Year 12	\$38.46	\$41.40	<b>7.6%</b>	\$47.83	<b>24.4%</b>
Year 13	\$39.07	\$42.10	<b>7.8%</b>	\$48.59	<b>24.4%</b>
Year 14	\$39.70	\$43.15	<b>8.7%</b>	\$49.38	<b>24.4%</b>
Year 15	\$40.62	\$44.01	<b>8.3%</b>	\$50.52	<b>24.4%</b>
Year 16	\$42.46	\$44.26	<b>4.2%</b>	\$52.81	<b>24.4%</b>
Year 17	\$43.09	\$44.82	<b>4.0%</b>	\$53.59	<b>24.4%</b>
Year 18	\$43.70	\$45.45	<b>4.0%</b>	\$54.35	<b>24.4%</b>
Year 19	\$44.30	\$46.07	<b>4.0%</b>	\$55.10	<b>24.4%</b>
Year 20-24	\$44.92	\$46.72	<b>4.0%</b>	\$55.87	<b>24.4%</b>

## Benefits

Management continues to refuse to make any improvements to our insurance, HSA contributions, or 401(k) plan. This is not acceptable, particularly when other labor groups have achieved improvements. AFA has proposed that Flight Attendants receive, at a minimum, the same as the pilots. Neither side has moved on this issue in months.

## Strike Authorization Vote

These are the issues directly affecting our careers, our families and our future at Horizon Air. There are other items that are still in discussions, but we believe the issues above are what you need to know now, before you vote.

The strike authorization vote opens on May 27th and closes on June 16th. You will receive an information booklet and voting instructions in the mail. This vote is about demonstrating unity and sending management a clear message that Horizon Air Flight Attendants deserve competitive wage increases, meaningful improvements, and a contract that reflects the value of the work we perform every day. A strong participation rate matters. An overwhelming "YES" vote authorizes the MEC to call a strike when it becomes legally permissible under the Railway Labor Act and it is strategic to do so.

Mobilizers will be available throughout the voting period, to answer questions and assist you with the voting process. Voting is ALWAYS confidential, and no one, including management, will know how, or even if, you voted, unless you choose to disclose this information.

We encourage every Flight Attendant to stay informed, speak with your mobilizers, review the information above and in the booklet that will be mailed to you carefully, and most importantly VOTE!

Together we will show management that their current proposals are inadequate and that Horizon Air Flight Attendants are united in demanding the contract we have earned and deserve.

Please [register](#) to join our next virtual Negotiations Update, Thursday, May 28th from 1500 - 1600. And we'll update you again after the next session, which will be June 23-25.

In the meantime, stay tuned for more information coming from the Mobilization Committee and continue to monitor our website, [www.afahorizon.org](http://www.afahorizon.org).

In Unity,

Lisa Davis Warren, Kimberley Chaput, Heather Coleman and Lexie Massey  
AFA MEC Negotiating Committee

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