

Horizon Negotiations Update October 2019

AFA and Management met again in Seattle from October 15-17, 2019. AFA's committee members are MEC President Ed Hawes; Flight Attendants Joelle Jaeger and Tanya Phillips; and our professional negotiator and attorney, Kimberley Chaput. MEC Vice President, Lisa Davis-Warren, also attended the session. Management's team consists of Michelle Abidoeye, Managing Director, People and Labor Relations; Rachael Mattioli, MD Inflight Services; DeeDee Caldwell, Director, Inflight Operations & Labor Relations; Jeremy Ellison, Sr. Labor Relations BP; and Amber Hopkins, Director Finance.

Company President Gary Beck met with the group on Wednesday. Gary was very open and receptive to our questions He did not get into the details of the contract or specific proposals. He talked more about the Company's plans and their efforts to continue to grow block hours, even if some of the growth is on the Q400. We expressed our concerns about mixed pairings, our continued contribution to productivity growth without receiving wage growth and not seeing the benefits promised when we made changes to our contract in exchange for jets. Gary was engaged and understood our positions, but he made no promises.

As for actual negotiations, the Company gave us its comprehensive proposal on Tuesday, covering all open articles of the contract. We responded to their comprehensive proposal on Thursday. The following chart shows where the parties are on the key issues. Please note that all items are agreed or open with the context of a package proposal. So, while an item may be marked "agreed" either party may assert that the agreement contingent on the other side accepting the rest of the package.

Item	Company 10/15	AFA 10/17	Status
Pay Steps	1.5% per year for 5 year contract	5% per year for 3 year contract	OPEN
Longevity Pay	NO	Additional pay for 17-40 year F/As (up to \$7 per credit hour)	OPEN
Reserve Guarantee	75 hours	SAME	AGREED
TAFB Rig	1:4 (current)	1:3.5	OPEN
Min day	4 hours	5 hours	OPEN
Average trips value	4 hours per duty period	5 hours per calendar day	OPEN
Boarding Pay	No	0.5 hours for each flight boarded as working crew member	OPEN
Holding Pay	No	Block time for holding with guests prior to block out trigger	Open

Trainers/Instructors	Eliminate override and pay \$16 per credit (above pay scale)	SAME	AGREED
Holidays	Add Memorial Day and Veterans Day	SAME	AGREED
Drug Testing	1 credit pay when sent for testing	SAME	AGREED
Premium Pay	F/A who picked up trip all days of which are later offered for premium will receive premium pay	SAME	AGREED
Hotels	Sideletter with minimum standards	Still researching; have not responded	OPEN
Per Diem	\$2.10/hour, no crew meals	\$2.50 per hour, no crew meals	OPEN
Scheduled Duty Period	12 hours; eliminate table	11.5 hours, eliminate table	OPEN
Max Duty	14 hours, 16 to DH to rest, paid 2x if volunteer to work over 14	14 hours; paid 2x if volunteer to work over 14	OPEN
Days off	Additional day for reserves	SAME	AGREED
RON Rest Periods	10/8 in hotel	10/9 in hotel	OPEN
Mixed Pairings	Yes	No	OPEN
Rescheduling	Before or after check in, same days of trip	After check in or if trip cancelled, within 2 hours of footprint of original trip	OPEN
Cancellations	Within 24 hours, reschedule of 4 credits More than 24 hours—AV days (C/S can add flying up to 24 hours before check in); PP if no flying added; F/A can drop AV days w/o pay	Within 24 hours—will be rescheduled (guaranteed value of trip) More than 24 hours—Same except F/A will be paid greater of-actual or original trip	OPEN
Extensions	If F/A volunteered, drafted or picked up trip, no extension	SAME	AGREED

Open Time	Trades must be made by noon the day prior	Trades must be made at least 4 hours before first trip (current rule)	OPEN
Jet Bridge Trades	No proposal	Trades w/in 3 hours of departure—both F/As must be at airport	OPEN
Co-Domiciles	Change title to co-terminals	Change to co-terminals but adopt AS rules--\$25 per departure; callout time extended if F/A makes best efforts	OPEN
Part-Time Lines	Change title to reduced credit to match PBS Max pick up is 45.5 credits	Change title to reduced credit to match PBS Max pick up remains 9 duty periods total	OPEN
Reserve Types	AM/PM only, with limited number or ER (24 hour) RAPS	AM/PM, airport, long-call; CDO lines if CDO trips	OPEN
Reserve self-assignment	Yes	Yes	AGREED
Sick Leave	10 sick days before attendance review	12 sick days before attendance review	OPEN
Vacation accrual and pay	Accrued at current rate; counts toward line value at current rate; F/A can elect to be paid 21 hours per week. If not enough hours to cover all vacation, days stay as vacation but unpaid	Accrued and paid at 3 hours per day	OPEN
Vacation slide	No	3 days in either direction	OPEN
Uniform bank	\$300 per year, adjusted for price changes annually	Same	AGREED
Shoes	No provision	Can be reimbursed from bank	OPEN
Health Insurance	Current book	No change in premium, benefits	OPEN

		or contribution to HSA for life of contract; me-too with other groups on improvements they obtain	
401(k)	6%	3% for all, even if F/A doesn't contribute then 50% match for next 9%	OPEN
Short-term disability plan	Yes	YES	AGREED (Details TBD)
Tidying	Current Book	Same	AGREED
Commuter policy	Current Book	Commuters have boarding priority over pleasure travel; All F/As receive 4 passes per year that have higher boarding priority than commuters	OPEN
Duration	5 years	3 years	OPEN

We're getting closer, but there's still a long way to go! We need to show management that we're united and that we're serious about making real improvements to our contract, both financial and in our quality of life. We'll be holding a solidarity event on November 6 in PDX and SEA, from 10-3. We urge everyone to come out, even if just for part of the time. Horizon Management and the travelling public will see that we are serious about our future. Come make an impact!

Our updates will also be posted on our website, <https://afahorizon.org/> and on our official Facebook page, HZN AFA. "Like" our page to see posts in your newsfeed.