

**Summary of Major Changes  
AFA-Horizon Tentative Agreement**

**Article 1: Recognition and Scope**

- Card Check: If Horizon acquires a new airline and does not merge it with QX, AFA will represent the F/As if a majority sign AFA authorization cards

**Article 2: Definitions**

- Added definitions for part-time F/A, permanent residence, registered commuter and registered commuter city

**Article 3: Compensation**

- Pay Scale

F/A Longevity	Sept. 1, 2020	May 1, 2021	May 1, 2022	May 1, 2023
1st 6 months	+1%	0%	+0.25%	+0.5%
2nd 6 months	+1%	0%	+0.25%	+0.5%
Years 2-20	+4.75%	0%	+ 2%	+ 1.75%

- Starting September 1, 2020, longevity premium of \$1 per credit hour for F/As with 25 or more years of service
- Reserve guarantee: 75 hours (current is 71.6)
- Reserve show/no-go pay: 3 credits (current cancelled reserve credit is 2 credits)
- Instructor annual override changed to with daily override of \$16 per block hour or \$60 per day
- F/A who picks up OT at straight time will get premium pay if premium pay is later offered on trips covering exact same days
- 2 new holidays: Memorial Day and Veteran’s Day
- 1 hour paid and credited for drug/alcohol testing
- Ground holding pay: \$15 per hour (above trip value and above guarantee) for time over 30 minutes
- Pay for pre-boarding flights: Lineholder may be requested (not required) to preboard a flight s/he is not working/deadheading on. Will be paid and credited 0.5 hours

**Article 4: Duty-Time Expenses**

- Day rooms after 4 hours (currently 5), in or out of base

- New sideletter governing hotel selection; includes minimum standards
- Hotel transportation within 25 minutes (currently 30)
- Option to forego Company-paid parking and be paid \$36 monthly
- Vending machines and catering ordering eliminated (can still consume fresh food on E175 and snacks on all a/c)
- Per Diem
  - \$2.10 on May 1, 2020
  - \$2.25 on May 1, 2021

#### **Article 5: Hours of Service**

- 12-hour maximum scheduled duty period (includes any rescheduling prior to start of duty period)
- Duty table eliminated
- Maximum 6 legs, 5 working, per duty period (currently 8 legs, 7 working)
- Reserve days off increased to 12 in 30 day month, 13 in 31 day month (same as lineholders)
- Golden days
  - 8 per year (currently 6)
  - Can be used in 2, 3 or 4 day blocks (currently 2 or 3 days)
  - Blackout days now only day of, day before, and day after paid holidays (currently any SAP holiday)
- Reschedule to 14 hours, 16 only to DH to place of rest; F/A can agree to work to 16 for 200% pay (hours 14-16)
- F/A must call in sick at least 1 hour prior to check-in

#### **Article 6: Crew Scheduling**

- PBS maximum and minimum credit windows increased
- SAP
  - SAP within 5 hours of original line value (currently 4)
  - Eliminate blackout days on first 3 days of bid
  - Only paid holidays are SAP blackout days
- Rescheduled Trips (after check-in): Must be within footprint or original trip (currently same calendar days) except can go 2 hours later than original release time
- Trip cancellations prior to check-in:
  - Under 24 hours: F/A will be rescheduled under same rules as after check-in
  - More than 24 hours: If F/A is not immediately rescheduled, s/he will be given AV days on days of trip
    - Flying can be added on AV days up to 24 hours before the day
      - If F/A flies, paid greater of new or original trip
      - If no flying added, F/A pay protected for original trip

- F/A can drop AV day, but will not be pay protected—day is not a day off but s/he can pick up from OT or another F/A
- F/As who pick up OT, volunteer for, or are drafted into a trip will not be extended
- Crew Scheduling may assign to reserves trips F/As have posted for give-away; trips will be removed in seniority order
- Jet bridge trades: Can trade under 3 hours if both F/As are in the metro area; trades under 1 hours will be processed if Crew Scheduling can handle
- Trades with OT will be based on number of duty periods, not number of calendar days

## **Article 7: Reserve**

- Entirely new reserve system, similar to Alaska's
- Blocks must be separated by 48 hours (waiveable)
- Reserves cannot be drafted
- Three classifications of reserves
  - AM/PM—14 hours
  - ER—24 hours
  - Lines are AM or PM
  - C/S can convert a reserve day to ER days twice per month
    - Reserves can preference days for conversion
    - If converted and not used, F/A paid and credited 1 hour above guarantee
  - Assignments must commence with reserve period (currently start and finish)
  - Time spent on reserve does not count toward maximum duty period
- Two-hour call out in all domiciles
- AM/PM Reserves may self-assign from Open Time from 1000-1400 the day prior
  - 1-4 days of availability: Must select trip with number of days that matches days of availability
  - No splitting of trips
  - ER reserve may not self-assign
  - 5+ days of availability: may only self-assign to airport standby
  - May not self-assign to a trip that would break reserve's guarantee
- Crew Scheduling can assign trips to reserves starting at 1400 the day before
  - Trips not assigned by 1800 will be returned to Open Time
- Airport Standby (now Airport Reserve)
  - No airport lines; APSB is now an assignment, like a trip
  - Maximum 5 hour shift; paid and credited at 0.1 credit for every 6 minutes
  - Maximum scheduled duty day of 12 hours, starting from time F/A checks-in for APSB
  - Maximum 4 APSB shifts per month; any over that paid at 150% for duty period that includes APSB (premium paid above guarantee)
- Reserve premium of \$2.50 per block hour actually flown from reserve

## **Article 8: Training**

- Instruction time will not exceed 8 hours per day; Company will identify optional portions
- Training Pay
  - More than 4 hours (includes all training and travel days): 4.5 credit hours
  - 1-4 hours: 2 credit hours
  - Under 1 hour: 1 credit hour
  - Videos attached to FAIFs
    - Under 5 minutes—not pay
    - 5+ minutes—Actual time, rounded to nearest quarter hour
- Computer-Based Training (includes videos not attached to FAIF)
  - Recurrent/Requal Homestudy: 1 credit for each 2 hours; minimum of 1 credit and 50% of time in excess of one hour; maximum of 8 hours of training
  - Other CBT: once per calendar quarter or maximum 4 times/year; total maximum of no more than 10 hours
    - Paid at 1 credit for each 2 hours; minimum of 1 credit and 50% of time in excess of one hour
- F/A who attends training or does CBT while on LOA will receive same pay as though active but will not be considered to be in active working status

## **Article 9: Sick Leave**

- Current attendance policy incorporated into contract; cannot be unilaterally changed

## **Article 10: Medical Examinations**

- Process for challenging Company medical examination

## **Article 11: Vacation**

- Incorporated sideletter on 2-round vacation bidding
- Crew scheduling will make every effort to avoid flying F/A into vacation; if that happens, F/A will be paid and credited 3 additional hours for each affected day

## **Article 12: Uniforms**

- Made list of required items less specific
- Increased uniform replacement back to \$300 per year
- F/As may use up to \$50 of their bank to be reimbursed for uniform-compliant shoes

## **Article 13: Seniority**

- F/A who transfer to supervisor at AS or QX accrue seniority for 6 months (currently only at QX)

## **Article 14: Leaves of Absence**

- 6 months of insurance for MLOA and W/C re-starts if F/A returns to work for at least 30 days and then needs additional leave for same condition (currently limited to 6 months for entire condition)
- New provision for parental leave
  - For birth mother—up to one year after birth, including MatLOA and recuperative leave (time after recuperative leave is considered personal leave)
  - For adoptive/foster parents and partners of birth parents—up to 12 months personal leave after birth/adoption/placement of foster child
- Provisions for court appearances
  - Job-related
    - Pay protected if subpoenaed; if on day off, 4.5 credit hours
  - Not job-related
    - Will be released, but will be considered an attendance event and will not be pay protected, unless required by law
- Light duty rules

#### **Article 15: Furlough and Recall**

- No changes

#### **Article 16: Transfers between Domicile**

- Company may post vacancies of up to 3 bid months
  - Awarded in seniority order among those not assigned to that domicile
  - Bid for lines at system seniority
  - Company provides hotel and 24/7 per diem (no double dipping with trip assignments)
  - Positive-space travel to temporary domicile at start and end of vacancy, plus one round trip home per bid month

#### **Article 17: Moving Expenses**

- Short-haul move mileage now greater of 22.5 cents per mile or IRS moving rate (currently just 22.5 cent) per mile

#### **Article 18: Hostage Benefits**

- No changes

#### **Article 19: Benefits**

- Caps on increases to premiums and deductibles (per year)
  - Premiums for employee only cannot increase more than:
    - \$10 per month
    - 15% more than previous year

- An amount that does not increase the company's % share of the premium
  - Dependent coverage will be 50% of premium (same % as current, \$ amount may change)
  - Deductibles (lower of)
    - 20% more than previous year
- New short-term disability plan, with 40% income replacement; F/As can purchase additional coverage (same as Alaska)

**Article 20: Management Rights**

- No changes

**Article 21: Association Activities**

- 4 company-paid days for union business per bid month, selected at MEC discretion for MEC or LEC-level work

**Article 22: Association Security and Dues Collection**

- Provision for payroll deduction of past-due union dues
- Company must provide information to AFA to assist in dues collection

**Article 23: Grievance Procedure and System Board of Adjustment**

- Elimination of grievance worksheet (go straight to grievance)
- Updated procedures for grievance mediation
- Created process for annual selection of panel of arbitrators

**Article 24: No Strikes or Lockouts**

- Adopted Alaska language (which allows informational picketing)

**Article 25: General**

- Adoption of Flight Attendant Addiction Support program (FAAS)
- Commuter Policy
  - Must register as a commuter and designate commuter city served by AAG (including OO on AAG flights) nearest permanent residence
  - May list 72 hours out (currently 48)
  - Commuter boarding priority
    - Valid only on QX metal
    - Up to 15% of F/As on seniority list may hold W-5 status
      - Must be registered commuter
      - Will be awarded by seniority

- Number calculated annually, but F/A may come within that number mid-year, through attrition
- If domicile closes, or F/A displaced, and F/A does not move to new domicile, F/A will have W-5 status for remainder of year, regardless of 15% cap, if would have been senior enough to be in the 15%
  - If closure/displacement occurs in Oct/Nov/Dec, W-5 goes for remainder of year plus following calendar year
- List of minimum crew-lounge amenities
- Incorporated instructor sideletter

#### **Article 26: Safety, Health and Security**

- F/A removed from rest of trip, with no loss of pay or attendance consequence, if involved in certain events
  - Same provision for any trips within the following 7 days
  - At F/A request, AFA may send EAP rep to scene

#### **Article 27: Duration**

- 4 years
- 6-month early reopener

#### **New Sideletters**

- Implementation Agreement
  - General Effective Day May 1, 2020 (“Date of Signing”)
  - New Reserve section (and guarantee/additional day off) April 1, 2021
  - Pay scales: Effective September 1, 2020, but pay increase from 9/1-12/31 will be paid on May 5, 2021
  - Per diem increase effective May 1, 2020
  - Most other economic items: January 1, 2021
- Ratification Bonus
  - \$1,500 on January 5, 2021, paycheck
  - \$750 on May 5, 2021, paycheck