

April 13, 2020

Dear AFA Horizon Member:

This has been a quite a month. We're all concerned about our health, our loved ones and our careers. Literally days before this crisis, we reached a tentative agreement with Horizon management. We worked hard over the last 13 months to meet your needs and wants, as expressed through the negotiations survey and your ongoing feedback. The TA includes, among other things, increases in our hourly rates and per diem, scheduling improvements, a completely new reserve section, a short-term disability plan and a cap on increases to our insurance premiums. In the end, we still have the best contract in the regional airline industry!

We're going to be honest here: This TA is not everything we wanted, nor everything we deserve. Yet every member of the Negotiating Committee and the MEC believes that we pushed management as hard and as far as we could. We did not know how bad things would get at the time we reached the TA, and most of it was agreed to before the first case of Covid-19 was even reported. We are fortunate to face this new reality with a significantly improved agreement. In the last month, and even more so in the last couple of weeks, the coronavirus pandemic has struck hard at the airline industry and all of us in the Pacific Northwest. Alaska has announced drastic reductions in flying and Horizon has offered an unprecedented number of leaves and part-time lines. The world is a very different place than it was a few weeks ago.

A summary of changes to the contract and a full copy of the TA will be available at www.afahorizon.org. Please read both thoroughly before voting so that you can make an informed decision. **Due to new Department of Labor guidance, you cannot change your vote once you have cast it.** Please make sure that you educate yourself on the TA before voting.

Due to travel and social-distancing restrictions, we will be conducting roadshows via Zoom webinar. To participate, you will need to create a Zoom account at www.zoom.us before the roadshows. Zoom also has a free app available for both Android and Apple devices (download from Google Play or the Apple App Store).

The Negotiation Committee will conduct Zoom webinars on Wednesday, April 15th, and Saturday, April 18th at 12:30 PDT. Aviation economist Dan Akins and AFA's Director of Collective Bargaining, Joe Burns, will speak during the April 15th program. On Thursday, April 16th and Friday, April 17th and daily Sunday, April through Tuesday, April 28th. We will host question-and-answer sessions at 12:30 PDT. We will send out the meeting codes when we get them. You may log in to any webinar, and after they are completed, they will be available for replaying at your convenience.

Once again, the TA contains a lot of improvements and we strongly believe that it represents the best deal we could achieve. We also believe we would not get more if we continued negotiating, especially in the current environment. Therefore, the MEC and the Negotiation Committee unanimously recommend a YES vote on the new contract.

In solidarity,

Lisa Davis-Warren, MEC President

Kirk Hansen, Council 17 President

Joelle Jaeger, Council 16 President & Negotiating Committee Member

Tanya Phillips, Negotiating Committee Member

Kimberley Chaput, AFA Senior Staff Attorney and Negotiator