



Horizon Air Council 16 Agenda

October 5th, 2021

Teams Meeting 1100-1330

Call to Order 11:02 AM by Joelle Jaeger

Approval of Agenda, yes

Approval of meeting minutes from last meeting, yes per Joelle, need to end in to AFA int.

President's Report: Joelle

-Thanks to all reps who volunteer and welcome to our new reps Shannon Powell for GEG scheduling and Jennifer Turnbow for Leave & Benefits

-Committee 101 class for new reps will be Nov 8th with Jamie

-Open enrollment for AFA Supplemental Insurance Nov 8th-

-QX yearly benefits opening October 15th

-Uniform bank, can roll over 2 years, use the \$50 shoe reimbursement

-Vacation bidding has started. Try to bid all weeks, if not you may lose the money owed if in position of excess in vacation bank.

-PAX incidents are increasing, alcohol, masks, threats

-No idea yet for what will happen for non-vaccinated employees, federal mandate to have all vaccinated in company. Dec 8th deadline. Waiting to hear from leadership regarding guidelines and have conversation with union leaders. Many FA's holding on to vacation time, possible

shortage of FA's if many quit. New hire classes delayed until March. Many reaching out to supervisors for vacation bidding issues.

VP Report: Jennifer Levcun

-Working on lots of Safety & Health, PAX issues & masks compliance, see committee report

Budget Report: Heather Coleman

- Currently \$17,000 under budget, many trainings are coming up for Safety and EAP reps.

-Past Due Bills were sent out for last 2 year to all FA's owing past dues. Dues obligation for first 90 days while out on a leave. CBA Article 22 Helped over 50 FA's get things straightened out.

Committee Reports

Air Safety & Health-Jennifer Levcun & Bryan Grosvold.

-Pax incidents have increased with intoxication issues, safety of FA's. Stressed importance of using/vocalizing threat levels in reports and to pilots for use to gate. Major issues with mask compliance, COVID variants. Data reporting issues. Data not correct from company. Issues with increasing service levels. We have documented with company that AFA does not approve of increases in levels with multiple COVID variants. 2 new reps Courtney Schilling (MFR) and Lauren Oster (SEA). Working on wildfire protocol, not sure if finalized and signed yet. Weekly FA's being threatened by pax, or pax to pax issues along with other issues being worked.

-hearing testing

-debrief after events

- duty pages and protocols
- training of threat levels
- in person training of scenarios
- pilots to let SOC know of threat levels when pax misbehave
- NARCAN to be put onboard airplanes
- genitalia exposure/sexual harassment
- extreme de-escalation class approved for 2022 (need tools now)
- unwanted video & photography (on safety card, want PA)
- revisiting threshold levels for service with COVID cases, AFA does not believe in increase with more variants, Company (marketing) wants more, believes we have enough PPE in place
- Bill 1310, state of WA law enforcement not helping with disruptive pax. Claiming cannot assist.

Leave & Benefits: Wendy Kaihara

- COVID, mandatory company vaccinations by December 8th 2021. Instructing people who do not agree to go to EEOC. Federal law, for companies that use government contracts and or transport.
- WC workers comp claims still coming in, you have up to a year to file. Can always rescind if not needed. WC may rise as we move into winter months.
- WA cares act, LTD portions, all employees need insurance, AAG choosing for exemption to not pay, taking to court. Many will need to opt out or prove have other insurance if living in the state of WA. Oct 1-Nov 1 Website: wacaresfund.wa.gov
- Oct 15- Nov 21 QX yearly benefits renew/changes HSA FSA CSP and dental will have increases in coverage. Not sure if costs are going up

-Mentor program, reach out no follow up by FA's hard to get it going, maybe trainers should be mentors

-FMLA hours, need 504, rolling calendar year, credit is the duty hours not block.

-Matrix leave needs to be out under DR care for 10 days (14 Days if on probation)

FAB: Heather Coleman

-Nov 4th many changes, beer to be in cans on Q400

-Bringing back much of pre COVID service levels.

-Supply chain issues and substitutions still happening. AFA Not always in agreement about all the changes with COVID cases on the rise in all 50 states.

EAP: Anne Strand

-FADAP training that all reps went to.

-Training for new reps coming up.

-New FA addiction support group using AS program will be implemented.

-Oct 26th AFA Heather Healy to train AS/QX.

-Three new reps going to Chicago for training Oct 19-21

Grievance: Ed Hawes

-Working on implementation issues.

- Hard copy of contracts now available in bases.

-Mediations take place a few times a year for unresolved grievances. Just used National Mediation Board (NMB) for contractual grievances. Significant wins for reserves with back pay,

instructors/trainers' settlement. SAP settlement for waiving to mins, system was not allowing.
FA's who reported will get a payout in the future.

Hotels: Anne Strand

- PAE embassy suites working through some issues.
- GTF, site visit.
- EUG back at the Hilton.
- Hotels with expired contracts, currently keeping if good rates.
- Committee to meet with Traveliance quarterly.
- Updated amenities page on CrewConneX.
- Drivers/taxi's, please wear masks and report if issues

Legislative Affairs: NA

Reserve: Jamie Moore

- Dealing with issues as they come up.
- Split trip error codes is being worked on.
- Drops are being approved. Next adjustment date 10/16

Scheduling:

- Would benefit all to have dedicated schedulers in crew sked that knew our CBA. Pre COVID that was supposed to happen.

Uniforms: be aware of amount in your bank and carry over, amounts vary for full time and part time. Refer to CBA for amounts available.

Open Discussion

-OCT 13th LEC 17 meeting @1000

Adjournment 13:10

Thank you to all who joined in on the meeting, Joelle, Jennifer, Wendy, Bryan, Ed, Guy, Jamie, Kirk, Karen, Courtney, Tami, Anne, Kristina, Kim and Linda