



# AFA Grievance Committee Communication

NOVEMBER 8, 2021, MEC GRIEVANCE COMMITTEE

Your Association of Flight Attendants (AFA) grievance representatives have been working overtime to ensure that our AFA contract with Horizon Air management is enforced. When a Flight Attendant believes that a part of the contract has been violated, a grievance ticket is submitted to your local AFA grievance representatives. A case file is then built, and the facts reviewed by a grievance representative. If AFA agrees that the Company's actions violated the contract, we then file a grievance.

If management either denies, or fails to settle the grievance, AFA will submit it to mediation. Several times a year, management and AFA meet with a mediator provided by the National Mediation Board. Although the mediator cannot force management to grant or settle a grievance, they are there to help the parties attempt reach a settlement. About half of our cases settle at mediation. The rest either proceed to arbitration or are withdrawn by AFA based on new information obtained during the process.

The following is a brief review of the grievance outcomes heard during the NMB mediation this past September.

## **06-99-2-53-20 Insufficient Vacation Slots.**

AFA grieved that Inflight management posted far fewer vacation slots than the number of weeks accrued by flight attendants. The parties were not able to resolve this grievance during mediation. It will be scheduled for grievance Arbitration.

## **06-99-2-12-21-Article 7 G 2 Reserves additional \$2.50 block pay while on Deadhead.**


Inflight management and AFA disagree on the interpretation of this contractual language. AFA maintains that a Reserve Flight Attendant who is scheduled for a deadhead as part of their reserve assignment is owed an additional \$2.50 per block hour of deadhead prorated. Inflight management disagrees that article 7. G. 2. covers deadhead segments for the additional \$2.50 per block hour pay. AFA will now forward this case to arbitration.

## **06-99-2-14-21-Article 7 G 2-Reserve additional \$2.50 block pay.**

The parties disagreed as to whether the additional reserve \$2.50 block pay should be applied to either the greater of the scheduled or actual block flown. Currently reserve assignments are paid the additional \$2.50 only on the actual block hour prorated. AFA will now forward this case to arbitration.

## **06-99-2-15-21- Article 25 B FA Cleaning Responsibilities Violation.**

Mid-year, Inflight management sent out a communication regarding the discontinuance of fleet cleaners from the Q400 fleet and the tidying expectation that they have of Horizon Flight Attendants. AFA grieved Inflight management's notice of Flight Attendant tidying responsibilities, because it included tidying duties that exceeded our contractual language. Our contract provides that Flight



Attendant's duties include tidying of the aircraft while in-flight and in between segments of through flights. Management agrees that this is what the contract states in Article 25 B and will align the FAM with the Flight Attendant contract. AFA will withdraw the grievance once the FAM is aligned.

**06-99-2-16-21 - Article 5 A 2.g & 6 C 5 & 6 D 19.a. SAP waivable rules.**

Flight Attendants are allowed to waive contractual limits during SAP down to applicable FAR(s). Several Flight Attendants filed grievances that they were precluded from waiving the contractual calendar day off when using SAP. The case was settled. Inflight management will pay 5 credits to each of the Flight Attendants who filed grievances and will cease and desist from any further violations of these articles. The automated SAP program has been fixed to allow for contractual limits. AFA withdrew the grievance based on the agreed settlement.

**06-99-2-17-21 First Name on Hotel Sign-In Sheet.**

We no longer use first names on our overnight hotel sign in sheets. However, the Hotel Committee continued to receive reports of hotels still requiring crew member first names. Inflight management has agreed that through their vendor, Travelliance, hotels will no longer present sign in sheets that require the first name of a crew member. AFA withdraws the grievance with the understanding that Inflight management will cease and desist. If the problem arises again, we will grieve it again.

**06-99-2-18-21 & 06-99-02-19-21 Article 3 D.**

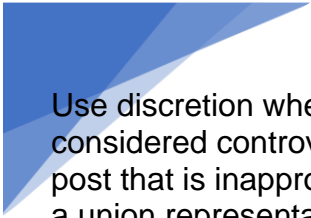
Flight Attendant Instructor/Trainer Compensation. Inflight management was not paying Flight Attendant Instructors & Trainers the additional compensation of the greater of \$16.00 per block or daily allowance of \$60.00 as outlined in article 3 D. Management was paying \$16.00 per block up to a max of \$60.00 per day. Going forward Inflight management will pay the greater of block or daily allowance and will back pay Trainers/Instructors to January 1 for those owed additional compensation.

**Other News from the Grievance Committee**

The current CBA (contract) has been printed in book form. Pick up your yellow contract from any Inflight Supervisor. Electronic updates of our contract are coming soon to our website <https://afahorizon.org/> and the Comply 365 Mobile app.

Since last summer, there has been an increase in the number of flight attendants receiving ARs (Attendance Reviews). CBA language regarding ARs may be found in Article 9, Sick Leave, Section F. 3. When you receive an AR, we encourage you to examine your records with what Inflight management has reported regarding your attendance, and then review your record with your supervisor or a Grievance Representative. Some errors that have been identified are UTCs when there should not have been a UTC, days counted sick instead of Duty Periods, duty periods counted as Sick when returned to a Reserve duty period or rejoining a trip and WP for Passport Renewals. The FAM is in conflict with the CBA on passport renewals. The contract takes precedence over the FAM, and we have asked management to align the manual language with the contract language. With any AR or discipline, we encourage you to use the resources of your Association.

Social Media posts and comments from flight attendants have resulted in several meetings with the Human Resources Department and Inflight. Social media posts are not private (even if your account is private or set to friends only) and can be easily shared or documented in a screen shot and shared.



Use discretion when posting anything related to work or regarding your personal views that may be considered controversial by any of your co-workers. If you come across a co-worker's social media post that is inappropriate in some manner, we highly recommend and encourage you to reach out to a union representative or someone from our EAP Professional Standards Committee so that it may be dealt with confidentiality.

Several investigations regarding behavior during layovers have led to discipline, up to and including termination. Inflight management takes an extremely conservative position on what you can and cannot do during your layover. The union believes that down time is your own time and unless your behavior harms co-workers in some manner or the company in some meaningful way, what you do during your layover should be of no concern to management.

Your MEC Grievance Committee.

Kirk Hansen, MEC Grievance Committee Co-Chair

Marcella Oswald, MEC Grievance Committee Co-Chair

Jamie Moore, Council 17 Grievance Rep

Jennifer Levcun, Council 16 Grievance Rep