



# *Horizon Air*

Association of Flight Attendants, AFL-CIO

## AFA UPDATE – Q400/AC Tidying

AFA and Inflight management disagree over when a Flight Attendant must tidy on the Q-400 aircraft. AFA believes that the contract language is clear, and that we tidy only in the air or on the ground on through flights. Management disagrees.

Your AFA leadership met with inflight management and asked them to align the Flight Attendant Manual (FAM) with the Flight Attendant Contract (CBA) language regarding passport renewals (Article 4 F) and aircraft tidying (Article 25 B), as well as a request for them to audit the FAM for any other areas that were inconsistent with the CBA. We assumed that their agreement to do this meant they had agreed to the entire request. But, in this instance, we have found out that they meant that their agreement applied only to passport renewal FAM/CBA alignment and not FAM/CBA aircraft tidying alignment, nor a full audit of the FAM for any, and all, instances where Flight Attendant contract language should be cited. You should receive a FAM revision soon on the passport renewal alignment with the CBA language.

Flight Attendant contractual language takes precedence over any policies, procedures, or company rule, even when the company policy, procedure, or rule conflicts with the CBA. For clarity, having the FAM and CBA aligned is preferable but not required of management. Therefore, it is important that we all know the CBA and reference it when you have any doubt about a policy, procedure, and/or rule.

We recently received notice from flight attendants that they were being coached by management for not tidying the aircraft in accordance with the FAM. We have filed an MEC Grievance on this coaching on behalf of all flight attendants asking the company to cease and desist these coachings and to follow the clear contract language regarding when tidying of an aircraft is required by the working flight attendants. Inflight management notified AFA that they do not agree with our grievance communication regarding tidying as published in our previous communication. Given this notification, and until this grievance has been resolved, you should tidy the aircraft as directed by the FAM and/or an inflight level supervisor or manager. We will continue to update you on any developments. If you have any questions about this issue, please reach out to one of your local officers.

In solidarity,

Horizon AFA MEC Grievance Committee

Kirk Hansen and Marcella Oswald, MEC Grievance Committee Co-Chairs

Jamie Moore, Council 17 Grievance Rep

Jennifer Levkun, Council 16 Grievance Re