



# AFA MEC Communication

AUGUST 8, 2022, MASTER EXECUTIVE PRESIDENT

Hello Fellow Flight Attendant's,

AFA Leadership is writing today to provide further clarity to the Care Session hotel and travel issues for FAs, particularly the SEA and PAE based Flight Attendants as well as potential contract violations in the bid award.

For background purposes, Horizon Air inflight management reached out in November of 2021 to begin work on a Letter of Understanding (LOU) for the Care Sessions. Both management and AFA made several passes with the understanding the sessions would begin in February 2022. Our main concern at the time was that the sessions were being planned for at a time when our operation could not sustain our workgroup being pulled into a mandatory training session on top of the operational challenges we had on the line. We felt this was not a "Caring" time to facilitate the training. The Alaska Airlines' Care project team thankfully agreed with this recommendation and moved the sessions to begin in September 2022.

We hoped to continue to work on the LOU so we would have the shell of the document and our components agreed upon and would only need to enter dates and current per diem amounts as we approached kick off. No further attention was given until just recently when inflight management was getting ready to open CARE bidding.

As further background, hotels, per diem and positive space travel were handled in various ways in past training events. It was not a situation where we "always" did these things. Some of these training events were based on a session lasting two days, some were based on a session starting at noon, for example. Each training event was handled separately and both parties (AFA and inflight management) worked collaboratively to meet the needs of the flight attendants through an executed LOU.

We made a final request of senior management that hotels be provided for our SEA based commuters, our SEA based FAs who live more than 35 miles from the airport and our FAs based in PAE. As in previous training events, the parties have reached a mutual agreement on this issue. We are pleased that we were able to obtain agreement with senior management to ensure that those flight attendants who commute or live a substantial driving distance from the CARE training will be provided a hotel room to ensure proper rest.



We were unsuccessful, however, in our demand for positive space air travel for SEA commuters. We recommend that registered commuters read, and follow, the commuter language in our contract. If at any time your flights are booking up and you will be unable to travel without the required amount of rest in advance of this session, please reach out to an inflight supervisor and/or Duty Officer. If those efforts do not secure your travel, please reach out to your Local Executive Council President (LECP) for further guidance.

For all other FAs outside of PAE and SEA, and for answers to other questions, please look for a FAQ from management this week. We hope they will be answering your questions on how to book your hotel if you are on a by request status, booking your travel for bases outside of PAE/SEA, ground transportation details for PAE, times for airport buses leaving the Care session, etc.

Next, it appears that Flight Attendants who did not bid, or who did not bid enough dates, were assigned Care sessions in seniority order. Under the LOU, they should have been assigned in reverse seniority order (most junior first).

Finally, we believe that the bid was awarded incorrectly in PDX and SEA. There was a junior FA that should have bid in their new base, after their base transfer took effect in September, that was left on the incorrect base. While this does not impact all FAs in those bases it does impact a number of junior FAs that were assigned class dates for Care.

We are currently in discussions with senior management to develop a plan to correct this situation, and we will file a grievance if the Care LOU, in accordance with the Collective Bargaining Agreement, is not followed.

To summarize, we believe this whole Care fiasco, e.g., communications, violations of the LOU on bidding and denied requests for positive space travel for SEA commuters, was the result of yet another shortfall in the planning and foresight of Horizon Air inflight management. After the last two years of a pandemic, our pilot shortage, and the mess within the operations of our airline, AFA Leadership continues to be disappointed by the lack of values in our management team, most specifically care, heart, and doing the right thing.

Stronger Together, Better Together

Lisa Dais-Warren, Todd Anderson, Kirk Hansen, and Jennifer Levkun  
Horizon Air AFA Master Executive Council