

Horizon Air

Association of Flight Attendants-CWA



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The Master Executive Council (MEC) and Local Council grievance representatives have been diligently working to ensure disciplinary due process and contractual compliance on your behalf. The following is a recap of disciplinary actions as well as details on contractual grievances.

Subject of Most Recent Discipline

Sick leave discipline (there has been a noted increase in Attendance Reviews and disciplinary levels related to the use of sick leave)

- Drug/alcohol violations
- Harassment
- Social media posts
- Violations of Company Code of Conduct

2021-2022 Disciplinary Arbitration/Mediation

Arbitration	May 26, 2021	Disciplinary Grievance/ outcome return to work
Mediation	March 2021	Disciplinary Grievance/ outcome return to work

Mediation	March 2021	Disciplinary Grievance/ outcome return to work
Mediation	April 2021	Disciplinary Grievance / outcome separation from employment
Mediation	April 2021	Disciplinary Grievance / outcome separation from employment
Mediation	June 2021	Disciplinary Grievance/ outcome separation from employment
Mediation	Sept 2021	Disciplinary Grievance /outcome restoration of pay. Reduction in disciplinary level.

****NEXT SCHEDULED MEDIATION IS ON 08.31.2022**

Contractual Grievances scheduled for Arbitration

Grievance 6-99-2-1-20 MEC AFA Crew Bag Tags

Grievance has been withdrawn but with the right to file if there were any future violations.

Grievance 6-99-2-53-20 MEC Insufficient Vacation bidding weeks

Scheduled to be heard in Arbitration on November 1, 2022

Grievance 6-99-2-6-21 MEC Trip Trades did not process in real time

Scheduled to be heard in Arbitration on November 30, 2022

Grievance 6-99-2-52-20 MEC Trip Trades restricted due to red segments in trip

Scheduled to be heard in Arbitration on December 8, 2022

Final outcomes/settlements will be detailed in a communication as the above scheduled grievances are arbitrated.

Settled Contractual Grievances

Grievance No.: 6-99-2-12-21 Failure to Pay Reserve Flight Attendants \$2.50 per Block on DH flight segment(s).

This grievance alleged that management violated Article 7.G.2., Reserve Compensation, of the CBA when starting on April 1st, 2021, Inflight did not pay reserve Flight Attendants an additional \$2.50 for each assigned deadhead block hour on a reserve day.

Details: Management settled this grievance. Starting January 1, 2022, Horizon began paying the \$2.50 per block hour on all deadhead legs flown as a reserve. As a back pay settlement, Flight Attendants on payroll received \$10 for every month in which they flew at least one trip on reserve, from April through December 2021. [Afa settlement link](#)

Grievance No.: 6-16-2-13-21 Flight Attendant Rescheduled into a Day Off and Outside the Footprint of the Trip.

This grievance alleged that management violated Article 6.F.4.a. Rescheduling, 6.H.2 Trip Extensions, & 6.H.4 of the CBA when Crew Scheduling rescheduled a Flight Attendant, more than 2 hours outside of the original footprint of their trip which resulting in working the Flight Attendant into a day off.

Details: Management settled this grievance and will not reschedule Flight Attendants more than 2 hours outside of the original footprint of the trip. The Flight Attendant received a day off from a trip with pay guarantee.

Grievance No.: 6-99-2-15-21 MEC Flight Attendant Cleaning Responsibilities

This grievance alleged that management violated Article 25.B., Flight Attendant Cleaning Responsibilities, of the CBA when it issued FAIF (Flight Attendant

Information File) 21-049 stating Flight Attendants will be responsible for tidying the Q400 aircraft after customer deplaning beginning June 15th, 2021.

Details: Management settled this grievance and has aligned the FAM with the CBA language in Article 25 B. Communication on this topic sent from Grievance Committee.

Grievance No.: 6-99-2-18-21 & 6-99-2-29-21 MEC Instructor and Trainer Daily Override

This grievance alleged that management violated Article 3.D., Instructor and Trainers Compensation, of the CBA when they failed to compensate the Instructor's & Flight Attendant Trainer's for work performed as detailed in Article 3.D.

Details: Management has settled this grievance and will pay Inflight Instructors and Trainers the greater of \$16.00 per block hour override or \$60.00 per day override, whichever is greater. Instructors and Trainers were paid retroactively as part of the grievance settlement.

Grievance No.: 6-16-1-27-21 Sick Day(s) vs Duty Period

This grievance alleged that Management violated Articles 2.R., Duty Time (Duty Period), 3.C.2.b.4., Credit Hour System, & 9.F.2., Attendance Policy (Absences) of the CBA when they failed to properly denote the Flight Attendant's attendance record when they reported sick for their trip. They were issued four (4) sick absences by inflight management for the missed trip. However, the trip contained (3) three duty periods, not (4) four. Therefore, they should only have been assessed three (3) sick absences as defined Article 9 F.2.

Details: Management has settled this grievance and removed one (1) sick occurrence from the Flight Attendant's record. Sick occurrences are assessed based on duty periods missed, not days missed.

Grievance No.: 6-99-2-20-21 MEC Reserves Flying into their Minimum Day Off

This grievance alleged that management violated Article 7.B.3.a., General (Reserve lines will be constructed as follows;(Reserve Minimum Days off)), & 7.B.7., of CBA when they failed to ensure the Flight Attendants on reserve were returned to their

home domicile for domicile rest at the end of their reserve block of days. Therefore, they were scheduled for and received less than the minimum of twelve (12) days off in a thirty (30) day bid month and less than the minimum of thirteen (13) days off in a thirty-one (31) day bid month. Reserves were scheduled into their minimum required day(s) off and assigned an additional duty period.

Details: Management has agreed to settle this grievance. Settlement is awaiting AFA International Office signatures and will be published when finalized.

Grievance No.: 6-99-2-2-22 MEC Excess of 14 Duty Hours

This grievance alleged that Management violated Articles 5.B., Rescheduling Limitations, & 5.C., Actual duty Limitations, of the CBA when they assigned multiple Flight Attendants duty days exceeding 14 hours on December 27th, 28th, 29th, 30th and 31st. 2021, without the Flight Attendant's consent.

Details: Management has settled this grievance and those Flight Attendants who grieved the violation received a settlement.

Grievance No.: 6-16-2-12-22 Open Time Trip Trade Violation

This grievance alleged that management violated Article 6.1.2., Assignment of Open Time and Trip Adds, of the CBA when a Flight Attendant was denied the opportunity to trip trade. The Flight Attendant received an error message that said, "trip drops may not be allowed in ANC".

Details: Management has settled this grievance and the Flight Attendant who grieved received a settlement.

Grievance No.: 6-17-2-17-22 No Day Room Provided

This grievance alleged that management violated Articles 4.A.2.a., Day Rooms, & 4.B., Transportation, when the Flight Attendant was not provided with a day room for a scheduled sit of more than four (4) hours.

Details: Management has settled this grievance and the Flight Attendant who grieved the violation received a settlement.

Grievance No.: 6-99-2-14-22 MEC Trip Extension violation

This grievance alleged that management violated Articles 6.F. Rescheduling, & 6.H., Trip Extension, of the CBA when Crew Scheduling Services extended and rescheduled a Flight Attendant at the end of the trip which created an additional overnight, as well as an additional duty period.

Details: Management has settled this grievance and the Flight Attendant(s) who grieved this violation received 4.0 credits of additional pay in settlement.

Grievance No.: 6-99-2-20-22 MEC Ongoing Day Room Violation(s)

This grievance alleged that management was in violation of Articles 4.A.2.a. & 4.B. when Flight Attendants were not provided with a day room on a scheduled sit of longer than four (4) hours.

Details: Management has settled this grievance and the Flight Attendants who grieved this violation received 4.0 credits of additional pay in settlement. Management will cease and desist from further violations. Currently the MEC is working on a Letter of Understanding regarding unplanned day rooms, e.g., when a Flight Attendant is entitled to a day room from an unscheduled break of four (4) hours or more during duty.

Grievances Filed and Awaiting a Response from Management

Grievance No.: 6-99-2-13-22 MEC IOE Trainer Trip(s) Restricted from Trades

This grievance alleged that management is in violation of Articles 6.I.2., 6.J.4 when a Flight Attendant trainer is not able to electronically split/drop non-IOE pairing segment(s). This puts the trainer at a disadvantage given that they must utilize inflight management during office hours to set up a manual process of a split/drop of non-IOE segment for their IOE trip.

Details Management has agreed to settle this grievance. The process going forward will be as follows; once all Trainers have had their students assigned, the Trainer's trip will be split up. For any flight leg that does not have a student assigned, there will be a separate trip allowing for trip trades in the trip trade system. The Trainer will not need to check-in for split portions of their original trip. If the trip is split out of base,

there will be LMO legs added to the trips to ensure they are properly based. The LMO legs will be built one-minute apart to capture original duty and rest times. The original trip will be Pay Guaranteed to ensure no credit value loss. Any trades made by the trainer for the trip will be paid out per the established CBA trip trade rules. Awaiting settlement letter.

Grievance No.:6-99-2-16-22 MEC New Hires Precluded from SAP on First Bid Award

This grievance alleges that management is in violation of Article 6.D.19.a.(1), of the CBA, by prohibiting newly hired Flight Attendants, with a seniority date as a Flight Attendant, and who have received a line in PBS, from participating in the Scheduled Adjustment Period (SAP)

Details: Awaiting updated response from management after settlement talks. Concern from management regarding full eCrew access and ability to limit access to SAP only. Scheduled for Mediation with the National Mediation Board August 31-September 1

Grievance No.: MEC 6-99-2-18-22 Programing Changes

This grievance alleges that management failed to notify the Association of imminent changes to the computer programming used by Flight Attendants. AFA was notified of unilateral AIMS programing changes on May 19th,2022 and was not provided the opportunity to participate in the development of the upcoming changes. This is a violation of past practice, and Settlement Agreement 06-99-02-46-15 as well as associated articles of the CBA related to programming changes impacting Flight Attendants electronic systems.

Details: Scheduled for Mediation with the National Mediation Board August 31-September 1, 2022.

Grievance No.: 6-99-2-21-22 MEC Open Time Error

This grievance alleges that management was in violation of 6.J of the CBA from June 8th, 2022, through June 20th, 2022, when some of our Flight Attendants received a “range check error message” when attempting to execute their open time trade

request. This error message prevented these Flight Attendants from completing their requested transaction(s).

Details: The issue which caused the “range check error” has been found and corrected. Awaiting further response from management to address the impact on those Flight Attendants who were affected by the violation.

Pre-Grievances

Bidding “Pass” in FLICA for Recurrent Training

In March 2021, it was brought forward that a Flight Attendant should have been awarded their bid for a “Pass”. While we were working through the potential grievance, it was confirmed that the system was not properly awarding class dates in FLICA. Flight Attendants that bid for a “Pass” should be assigned a Recurrent class only after those who did not submit a bid. In this case the flight attendant was assigned recurrent while those who did not bid were not assigned a recurrent class date. The flight attendant was made whole. The company agreed to cease and desist the violation, and the company agreed to manually ensure that recurrent assignments were properly awarded. Recently a flight attendant contacted AFA to notify us that they bid a “Pass” for the month of August 2022 in FLICA but were awarded a Recurrent date. They believed their bid for a pass should have been awarded. In working with the training department, we discovered that the person who manually corrected any award errors in FLICA, had left the department at the end of 2021. The result of this personnel change resulted in FLICA awards not being verified and adjusted. Because of this oversight, 19 flight attendants since late 2021 were not properly awarded their bid for a “Pass”. Management has agreed to pay guarantee three flight attendants who were not awarded their “Pass” bid for the month of August and drop their Recurrent date. If they accepted this resolution, they were given the opportunity to bid for Recurrent in September. The remaining 16 flight attendants affected by the violation will be pay guaranteed as settlement. Management will cease and desist this violation and resume manually verifying the awards in the FLICA program until the scheduled, new programming is implemented which will ensure it is contractually compliant going forward.

In Solidarity,

Horizon Air MEC – Lisa Davis-Warren, Todd Anderson, Aimee Baird, Jennifer Levcun
and Kirk Hansen