

Horizon Air

Association of Flight Attendants-CWA

MY UNION  MY VOICE

Jan-Mar 2023 newsletter

AFA EAP COMMITTEE'S (Members helping Members) purpose is to assist members, their families and partners who are experiencing personal and/or work-related problems that could and/or are affecting their health and well-being on and/or off the job. The EAP committee is a union sponsored support service provided by flight attendants for flight attendants, their families, and partners. EAP Peer Representatives are trained to provide three distinct, but interrelated services:

- Assessment, Support, and Referral Services
- Professional Standards
- Critical Incident Response

AFA EAP is a confidential resource available to members, demonstrating care and concern for its members individually as well as collectively.

LOCAL EAP- CIRP-PROFESSIONAL STANDARDS CHAIRS

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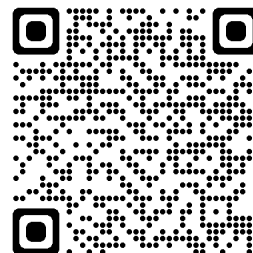
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DID YOU KNOW There's a New Program Called FAAS?

WHAT IS FAAS? FAAS stands for **Flight Attendant Addiction Support**. It's an assistance program developed and run between Horizon Air and AFA EAP. Any non-probationary Flight Attendant is eligible to use the services.

What does FAAS Offer-

- **FAAS** is structured to encourage Flight Attendants to seek help **BEFORE** on the job misconduct occurs. • Those who self-disclose to the company **BEFORE** a work-related performance issue occurs will have access to 30 days of residential treatment at a facility fully paid by the company whether they have Premera BC/BS or NO Insurance.
- During this period of treatment, both AFA EAP and the Director Inflight Operations & Performance will be a part of the recovery support team.
- Should a Flight Attendant's substance use progress to the point that they show up at work under the influence, the Flight Attendant will have access to company funded treatment **IF**:
 1. The Flight Attendant self-discloses before boarding the first flight of the day and before a reasonable suspicion test is requested.
- Should a Flight Attendant's on the job impairment result in a test positive, a pathway to return to flying for Horizon has been developed under the **FAAS** program following their separation.
- **FAAS** is also designed to encourage co-workers to feel comfortable approaching or identifying a Flight Attendant whose impairment is putting the safety of a flight at risk. Under **FAAS**, only the struggling Flight Attendant can put their job in jeopardy by failing to self-disclose before boarding their first flight of the day or before being identified for testing. Even then, the Flight Attendant will have a pathway for reinstatement.

DOES FAAS replace AFA EAP or the Flight Attendant Drug and Alcohol Program (FADAP)

• **NO**, AFA EAP/FADAP offers confidential assistance without company knowledge or involvement. AFA EAP can confidentially help you decide which of these assistance programs is best for you given your individual and/or personal work circumstances. Unlike FAAS, AFA EAP can also work with probationary Flight Attendants and their family members. Don't hesitate to call any of your EAP committee members in a safe, confidential setting.

FADAP: <https://www.fadap.org>

Phone: 855-33-FADAP | 855-333-2327 Direct Line: 202-355-6337

Did you KNOW?

"Wings of Sobriety" Telephonic Meetings

- Meetings are open to all Flight Attendants who are exploring their need for or seeking recovery from substance use disorders.
- Meeting times are scheduled for Wednesday at 3:00 pm EST and Sunday at 5:00 pm EST.
- Each meeting will last between forty-five (45) minutes to one (1) hour.
- The conference call number is 1-855-544-2320.