



A Response to All Company Meeting Info on AMFA's Economic Proposal

For The AMFA Horizon Negotiating Committee

It is unfortunate that Horizon's VP of Maintenance Celia Sherbeck chose to circumvent the negotiation process and respond to AMFA's Economic Opener in an All Company publication and meetings forum. The proper response would have been to present their counter proposal in a timely manner. It is true that AMFA proposed increases to many of the economic items, and added some new categories like longevity pay to reward those employees who are topped out and want to make working at Horizon Air their career. However, her statement that we want to increase Horizons costs by 70% is not accurate. Our wage related proposal would increase the costs by some 21.5%. The "Other Economics" include improvements in vacation and holidays, plus the creation of a Defined Contribution Plan that would provide a retirement for those AMFA members who cannot afford to contribute to a 401K plan. Additionally, AMFA's proposal includes a Retro proposal that would provide DOS wages back to the amendable date. The retro portion is the single largest component, in dollar value, of our economic opener. Retro pay is a one time payout that would be valued over the term of the proposed contract. Also, many of the Other Economic items do not show the current value of the benefits, but only the increased value of the proposal. If she included the current base costs of the benefits in calculating the percentage increase it would be significantly lower than "70%".

Whether it is due to inexperience in negotiations, or if it is a deliberate attempt to fill the membership with inaccurate information the Company failed to recognize that this was AMFA's OPENING proposal, which everyone realizes will change as negotiations proceed.

The Company needs to stick to the business at hand and negotiate with AMFA at the table and stop trying to negotiate in the court of public opinion.

Stay United.