

## Settlement of Grievances #6-99-2-12-21 & 6-99-2-14-21

The MEC is pleased to inform you that we have settled two grievances relating to the extra \$2.50 per block hour for reserve flying. Management was not paying the \$2.50 on deadhead flights or on the greater of actual or scheduled block time.

Starting January 1, 2022, Horizon will begin paying the \$2.50 on all deadhead legs flown as a reserve. As a backpay settlement, Flight attendants currently on payroll will receive \$10 for every month in which they flew at least one trip from reserve, from April through December 2021. The maximum payment will be \$90. You do not need to have held a reserve line; if you flew a trip on a picked up reserve day, you are also eligible for that month. You will see the added payment on the February 20<sup>th</sup> adjustment check.

We also agreed that the \$2.50 would be paid on the actual block time, not on the greater of actual or scheduled block. We knew that this grievance was weaker than the deadhead grievance, so we settled them together rather than risking losing both at arbitration. (We felt we had a good chance on the deadhead pay, but anything can happen at arbitration!)

Thanks for your support and your willingness to challenge management on contract violations. This is what makes our contract, and our Union, strong.

You can read the full settlement agreement as follows:



**AFA SETTLEMENT AGREEMENT 2022-02-02  
GRIEVANCE NO. 6-99-2-12-21 and 6-99-2-14-21**

**SETTLEMENT AGREEMENT  
between  
HORIZON AIR INDUSTRIES, INC.  
and  
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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**Reserve 7.G.2. Compensation**

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The parties have agreed to resolve Grievances 6-99-2-12-21 & 6-99-2-14-21 as follows:

1. Effective January 1, 2022, for purposes of paying the \$2.50 increment(s) in Article 7.G.2. of the parties' Collective Bargaining Agreement, the Company will pay the \$2.50 increment for "each block hour actually flown on a reserve day" based on the actual block time of both Deadhead flights as well as flights on which the Flight Attendant is a working crewmember.
2. For the period April 1, 2021 through December 31, 2021, each Flight Attendant who is on the seniority list on the date of signing of this settlement will be compensated with \$10.00 for each month in which the Flight Attendant actually flew on a reserve day (including picked up reserve days) up to a maximum of \$90.00 per Flight Attendant. This payment will be made with the adjustment check paid on February 18, 2022.
3. In consideration for this Settlement, AFA withdraws grievances 6-99-2-12-21 & 6-99-2-14-21.
4. The parties acknowledge that this constitutes a full and final settlement of the two referenced grievances. Moreover, this settlement may not be modified except in a writing signed by both of the parties.

FOR ASSOCIATION OF FLIGHT  
ATTENDANTS-CWA, AFL-CIO

FOR HORIZON AIR  
INDUSTRIES, INC.

*Lisa Davis-Warren*

*R. Mattioli*

2/2/2022

Lisa Davis-Warren Date  
MEC President

Rachel Mattioli Date  
Managing Director  
Inflight Services

*Richard P. Wrede 7 Feb 2022*

Richard P. Wrede Date  
Senior Attorney