

SIDELETTER OF AGREEMENT
between
ASSOCIATION OF FLIGHT ATTENDANTS-CWA
and
HORIZON AIR INDUSTRIES, INC.

Part-Time (Reduced-Credit) Bidlines

This agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, between HORIZON AIR INDUSTRIES, INC (hereinafter referred to as the "Company") and the Flight Attendants in the service of HORIZON AIR INDUSTRIES, INC, Inc., as represented by the Association of Flight Attendants-CWA (hereinafter referred to as the "Association").

WHEREAS, the Company and the Association are parties to a collective-bargaining agreement setting forth the terms and conditions of the Flight Attendants' employment; and

WHEREAS, the parties wish to create an option for more Flight Attendants to fly part-time (reduced-credit) bidlines during the reduction of flying due to the COVID-19 pandemic

NOW, THEREFORE, it is mutually agreed to and understood by and between the parties that:

1. For the May and June, 2020, bid months, the Company will increase the number of part-time (reduced-credit) bidlines above the 15% maximum provided by Article 6.N.1. At least 50% of bidlines in each domicile will be offered as part-time reduced-credit) bidlines, which will be awarded by domicile seniority to eligible bidders.
2. Probationary flight attendants will be eligible to bid part time (reduced credit) bidlines.
3. This Letter of Agreement may be extended for subsequent bid months by mutual agreement.


Dated this 24th day of March, 2020.

FOR THE ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

FOR HORIZON AIR INDUSTRIES, INC.

Sara Nelson
International President

Dee Dee Caldwell
Director Inflight Ops & Labor Relations



Lisa Davis-Warren
MEC President

Kimberley Chaput
Senior Staff Negotiator