

GRIEVANCE SETTLEMENT

Horizon Air Industries, Inc.
Association of Flight Attendants – CWA

Grievance Number: 06-99-2-4-22
(Uniform Allowance Violation)

In full and final settlement of the above-referenced grievance, Horizon Air Industries, Inc. (the "Company") and the Association of Flight Attendants – CWA (the "Union") agree as follows:

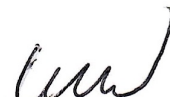
1. The Company will continue to credit the uniform replacement bank of Flight Attendants on January 1 of each year in accordance with the terms of Article 12.D.2 of the Collective Bargaining Agreement ("CBA").
2. Even though the credit will be issued on January 1 of each year, Flight Attendants may not be able to access or spend the credit on January 1 due to administrative delays associated with processing the credit.
3. In December of each year, the Company shall inform Flight Attendants via FAIF of the following: "On January 1, the Company shall credit your uniform replacement bank as set forth in Article 12.D.2 of the Collective Bargaining Agreement. Funds may not be immediately visible in your account or available for use due to processing timelines. If you do not see the credit in your account by January 15th, please contact your inflight leadership team."
4. The Union will withdraw the grievance without prejudice or precedent.

Dated: ~~August~~ *Sept 2*, 2022
For the Company

For the Union



Rachael Mattioli
Managing Director, Inflight Services
Horizon Air Industries, Inc.



Lisa Davis-Warren
MEC President
Horizon Air Flight Attendant