


Memorandum of Understanding
between
Association of Flight Attendants-CWA and Horizon Air Industries, Inc.
Co-Domiciles: Reserve Assignments

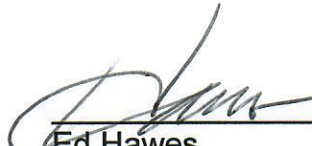
The parties have reached the following understandings regarding Article 6.M:

1. SEA-based reserve flight attendants may designate PAE or SEA as their primary airport for short-call assignments.
 - a. If no designation is made, the default designation will be SEA.
 - b. Designations may be made on a block-by-block basis, up to 48 hours prior to the reserve availability period on the first day of the reserve block. Designations will remain for the remainder of the bid period unless changed.
 - c. The credit-sort list will show the primary-airport designation for each reserve flight attendant.
2. Crew Scheduling will assign reserve trips as follows:
 - a. Except as permitted in c, below, a PAE trip will be assigned to the PAE-designated reserve closest to the top of the credit sort list who has at least the number of days of availability as the length of the trip.
 - b. Except as permitted in d, below, a SEA trip will be assigned to the SEA-designated reserve closest to the top of the credit sort list who has at least the number of days of availability as the length of the trip.
 - c. If there is no PAE-designated reserve with sufficient days of availability, Crew Scheduling will assign the trip to the SEA-designated reserve who would receive the trip if it were a SEA trip.
 - d. If there is no SEA-designated reserve with sufficient days of availability, Crew Scheduling will assign the trip to the PAE-designated reserve who would receive the trip if it were a PAE trip.

Dated: October 23, 2019



Rachael Mattioli
Managing Director, Inflight Services



Ed Hawes
MEC President