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MEMORANDUM OF UNDERSTANDING
between
HORIZON AIR INDUSTRIES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA

COMPANY LEAVES OF ABSENCE

This Memorandum of Understanding (MOU) is made between Horizon Air Industries, Inc. ("Company") and the Flight Attendants in the service of Horizon Air Industries, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association (collectively "the parties") recognize that the COVID-19 virus has presented various unique and unprecedented challenges for employees and employers and there is an anticipated need for a reduction in personnel in the near future;

NOW THEREFORE, the parties agree to establish the following benefits when Company Leaves of Absence for staffing reductions are offered:

1. Flight Attendants will retain current health insurance benefits for the duration of the Company Leave of Absence. These health insurance premiums (medical, dental, vision) will be paid for in full by the Company for the duration of the Company Leave of Absence.
2. Flight Attendants will retain online and offline travel privileges for the duration of the Company Leave of Absence.

The terms of this MOU will be implemented immediately and will be in effect for ninety (90) calendar days from the date of this MOU unless extended by mutual agreement. The parties agree to review the provisions outlined herein prior to the termination of the effective period of this MOU.

This agreement is without precedent. The circumstances described herein cannot be used by either party in any other forum.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding this 8th day of April 2020.

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



Lisa Davis Warren
Horizon MEC President

FOR:
HORIZON AIR INDUSTRIES, INC.

Dee Dee Caldwell

Dee Dee Caldwell
Director of Inflight Ops and Labor Relations