



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

**NONWORK-RELATED EMPLOYEE POSITIVE TEST AND SELF-DIRECTED ISOLATION
DUE TO NONWORK-RELATED COVID EXPOSURE**

This MEMORANDUM OF UNDERSTANDING (MOU) is made between HORIZON AIR, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association (collectively "the parties") wish to mitigate the risk of widespread co-worker exposure by those with no leave protection who may return to work due to disciplinary concerns;

NOW THEREFORE, the parties agree to temporarily allow nonwork-related positive Covid-19 diagnosis absences and nonwork-related self-directed isolation to have absences marked as "non-disciplinary" as follows:

1. A flight attendant, with a proof of a positive COVID-19 test, outside of a workplace exposure, will file a leave request with Matrix. Should the request be denied for not meeting the standard for federal or state approval, or due to the flight attendant not qualifying due to employment length, their absence will be coded as sick (SK) non-actionable and will be entitled to use of any accrued sick and/or vacation time.
2. A flight attendant, with a proof of a positive COVID-19 test from someone that they had close contact with (<6 feet), outside of a workplace exposure, for more than 15 cumulative minutes in any 24-hour period of time, may self-isolate for 14 days from exposure. Any missed duty during the 1-14 day self-quarantine will be coded as sick (SK) non-actionable and entitled to use of any accrued sick and/or vacation time.

The provisions herein will be effective immediately upon execution of this MEMORANDUM OF UNDERSTANDING and will remain in effect through November 20, 2020 unless extended by mutual agreement. This agreement is without precedent, and the circumstances described herein cannot be used by either party in any other forum.



AFA MOU 2020-10-30

IN WITNESS WHEREOF, the parties hereto have signed this MEMORANDUM OF UNDERSTANDING this ___ day of October 2020.

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

Lisa Davis-Warren
MEC President

FOR HORIZON AIR INDUSTRIES, INC.

Rachael Mattioli
Managing Director Inflight Services