

**Memorandum of Understanding  
between  
Horizon Air Industries, Inc.  
and  
Association of Flight Attendants-CWA**

**Clarification of Article 25.D.4**

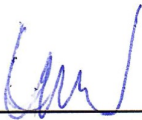
Horizon Air Industries, Inc., and the Association of Flight Attendants ("the parties") wish to clarify the following language, memorialized as Article 25.D.4 in the 2020-2024 collective-bargaining agreement:

The Company and the Flight Attendants will participate in the Flight Attendant Addiction Support Program. The FAAS policy will be no less favorable than that applicable to Alaska Airlines Flight Attendants.

The parties recognize that Alaska Airlines and Horizon Air maintain different health plans for the employees that may have contracts with different medical/treatment facilities. For this reason, the parties agree that the "no less favorable" language does not extend to the selection of eligible medical/treatment facilities.

Association of Flight Attendants-CWA

Horizon Air Industries, Inc.



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Lisa Davis-Warren  
MEC President, Horizon



5/12/21

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