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

CLARIFICATION ON WATER FOR OVERNIGHTS

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 health and safety of our Flight Attendants is important; and that Flight Attendants need to remain hydrated while on duty and during overnights;

NOW THEREFORE, they agree that Flight Attendants may take one water bottle, of any size, that is stocked on board an aircraft, or use the onboard water to fill a personal refillable water bottle, to be consumed during an overnight if a Flight Attendant has deemed it impractical to eat at a restaurant after arrival.

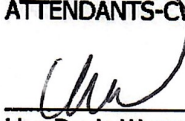
Water bottles that are stocked on board an aircraft may not be removed from the aircraft upon return to base at the completion of a trip.

Absent an egregious abuse of the above terms, water bottles removed from an aircraft will not trigger discipline.

The terms of this MOU will be implemented immediately.


IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding this 15th day of June 2021.

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



Lisa Davis Warren
Horizon MEC President

FOR:
HORIZON AIR INDUSTRIES, INC.



Matt Prainito
Vice President, Airport and Inflight Operations