

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

DAY ROOM SCHEDULING

This Memorandum of Understanding (MOU) is made between Horizon Air, Inc. ("Company") and the Flight Attendants in the service of Horizon Air, 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 Omicrom Covid related cases have caused concern with shared day rooms; and

WHEREAS, Article 4.A.2 of the parties' collective bargaining agreement states that the Company provide day rooms to Flight Attendants for daytime layovers that are scheduled to exceed four hours, or when the Company reasonably believes a rolling delay will result in a daytime layover exceeding four hours; and

NOW THEREFORE, the parties agree to alter, on a temporary basis, the practice for scheduling day rooms. Effective immediately, the temporary practice will be:

- 1. Same sex Flight Attendants will be given separate rooms to account for social distancing during this time period.

This departure from the contract will remain in effect through the February 24th, 2022. It may be extended by mutual agreement for one bid month at a time.

It is expressly understood that this departure from the past practice is temporary and without precedent or prejudice to either party.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding this 24th day of January 2022.

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

FOR:
HORIZON AIR INDUSTRIES, INC.



Lisa Davis Warren
Horizon MEC President

Rachael Mattioli
Director of Inflight Ops and Labor Relations