

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

**MEDFORD-BASED FLIGHT ATTENDANT OPTIONS FOR AUGUST-OCTOBER 2022**

This Memorandum of Understanding ("MOU") is entered into between Horizon Air Industries, Inc. ("the Company") and The Association of Flight Attendants-CWA ("the Association").

**WHEREAS**, the Company and the Association are parties to a collective-bargaining agreement ("CBA") setting forth the rates of pay, rules and terms and conditions of employment for the Company's Flight Attendants; and

**WHEREAS**, the Company has decided to transition the MFR domicile from a Q-400 pilot base to an E-175 pilot base; and

**WHEREAS**, all Flight Attendants in active status system-wide will be adversely impacted from August through October 2022, due to the Company's decision to close the Q-400 pilot base at MFR and send all MFR-based Q-400 based captains to E-175 training; and

**WHEREAS**, the parties recognize that the CBA, as written, does not provide adequate protections for Flight Attendants during this transition.

**WHEREAS**, the parties wish to provide procedures to mitigate the impact of the transition on Flight Attendants to the extent possible;

**NOW THEREFORE**, the Company and the Association agree as follows:

A. Options for MFR-domiciled Flight Attendants

1. The Company will not build regular lines in MFR for the August, September and October 2022 bid months. To minimize the impact on MFR-domiciled Flight Attendants, they may choose among the following options, on a month-by-month basis:
  - a. Bid for and be awarded a MFR reserve line;
  - b. Bid for and be awarded temporary duty ("TDY") in any Horizon Flight Attendant domicile, other than MFR.
  - c. Bid for and be awarded a Company-offered leaves of absence ("COLA"). The Company will offer sufficient COLAs in MFR for at least 50% of MFR Flight Attendants to be awarded a COLA. For example, if there are 24 Flight Attendants in MFR, the Company will offer at least 12 COLAs. Flight Attendants on a CLOA will continue to receive insurance benefits provided they pay the employee share of the cost, and will, as with any CLOA, continue to accrue Flight Attendant and Company seniority (for retirement and other purposes) for the duration of the CLOA.
2. MFR Flight Attendants may select any of the above choices for each of the three bid months, and they may bid in the alternative. For example, a MFR Flight Attendant could choose (these are not the only possibilities):

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- a. To work TDY in ANC in August, then TDY in PDX in September and TDY in SEA in October.
  - b. CLOA for all three months (if sufficiently senior to hold a COLA);
  - c. CLOA for August (if sufficiently senior to hold a COLA), TDY in GEG in September, then fly reserve in MFR in October.
  - d. CLOA for all three months, but if unable to hold the COLA, then TDY in BOI for any of the months COLA was not awarded.
3. MFR Flight Attendants will submit their bid for one, two or three months of CLOAS or their selection of TDY or reserve for the August bid month no later than 1000 on June 15<sup>th</sup>, 2022, via an email to the Managing Director of Inflight. Flight Attendants not bidding for a CLOA will submit their choices for reserve or TDY via email to the Managing Director of Inflight no later than 1000 on July 1 for the September bid month, and no later than 1000 on August 1 for the October bid month.
- B. MFR Reserve Lines
1. No MFR pairings will be built in August, September or October 2022.
  2. MFR Flight Attendants electing the reserve option will bid in PBS for AM or PM reserve lines.
  2. All provisions of Article 7 will apply, except that Reserves will not be able to self-assign trips as there will be no MFR trips. They will be able to self-assign to airport standby if they have at least five (5) remaining days of availability.
- C. TDY
1. The following provisions apply only to MFR Flight Attendants choosing TDY from August through October 2022.
  2. MFR Flight Attendants may choose TDY even in a month in which they have a leave of absence for less than the full month, or in which they have been awarded vacation. Their vacation will be honored at the temporary domicile.
  3. All provisions of Article 16.G.2 will apply. In addition, MFR Flight Attendants will:
    - a. Be reimbursed mileage expenses for driving one vehicle to/from MFR and the TDY domicile. This provision does not apply to Flight Attendants choosing TDY in ANC.
      - i. Should TDY be elected in consecutive months in the same TDY domicile, round-trip mileage will be paid once, regardless of the number of months.
      - ii. Should TDY be elected in consecutive months but in different TDY domiciles, the Company will reimburse the Flight Attendant for mileage expenses from MFR to the first TDY domicile, then from that domicile to the second (or subsequent) TDY domicile, and then from the final TDY

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domicile back to MFR.

- b. Receive Company-paid parking in both MFR and the TDY domicile.
    - i. Flight Attendants on TDY will need to coordinate transportation with the TDY hotel if they do not drive to their TDY base.
  - 4. Should the needs of the operation require additional TDY, the Company will strictly follow all provisions of Article 16.G.
- D. Provisions Applicable to Flight Attendants System-Wide
- 1. Any Flight Attendant who was in active status during the August, September and/or October 2022 bid months will be paid and credited, above guarantee, for three (3) hours for each such bid month in active status. The maximum credit will be nine (9) hours. Payout for all months will be made on November 5, 2022.
    - a. Should the company have an initial class after August of 2022 those new Flight Attendants will not qualify for this payout.
  - 2. Should a MFR Flight Attendant(s) on TDY be awarded a reduced-credit line, the Company will award an additional reduced-credit line(s) to a Flight Attendant(s) permanently based in that domicile, provided that a permanently based Flight Attendant was denied the reduced credit line because it was awarded to a TDY Flight Attendant(s).
- E. This Memorandum of Understanding will apply only to the August, September and October 2022 bid periods.
- F. The parties acknowledge that this MOU varies from their collective-bargaining agreement in certain ways. This variance is specifically in response to the transition from a Q400 Pilot Base to an E175 Pilot Base and is agreed to be non-precedent setting.

**IN WITNESS WHEREOF**, the parties hereto have signed this **MEMORANDUM OF UNDERSTANDING** this 10<sup>th</sup> day of June, 2022.

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



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Lisa Davis-Warren  
Master Executive Council President

FOR HORIZON AIR, INC.



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Rachael Mattioli  
Managing Director, Inflight