



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

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Temporary Job Assignment (TJA) / Inflight Onboard Catering Specialist Support Position

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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 the need to have a Temporary Inflight Onboard Catering Support position given a current vacancy/need in the department.

NOW THEREFORE, the parties agree:

1. Inflight may create and fill a temporary Inflight Onboard Catering Support position. This position will begin July 25, 2022, and will end on December 25, 2022, unless the parties mutually agree to extend the duration.
2. This position will report to the Director, Inflight Training and Standards. The primary duties and workresponsibilities will be set by the Managing Director, People and Labor Relations and forwarded to the AFA MECP for review and approval that it is contractually compliant.
3. The following provisions will apply:
  - a. They will be on a no-bid status for the duration of the assignment but may pick up flying after the publication of the final bid award.
  - b. Each admin day will be paid and credited with 4.5 credit per day at their contractual rate, including the instructor add on pay. They will not be required to work more than eight hours per day, exclusive of meal breaks. If the company is not able to provide a minimum of 16 admin days, they will receive their minimum guarantee pay. They will receive the contractual minimum days off for each month they are in this position.
  - c. They will take their bid vacation or may trade for open vacation at their option.
  - d. If the office is open on a Company holiday, they will work the holiday if it is one of their scheduled workdays. If the office is closed, and the holiday falls on a scheduled workday, they will have the day off with no loss of pay.



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- e. All other provisions of the collective-bargaining agreement will apply.
  
- f. The Company may remove a flight attendant from the TJA if performance is unsatisfactory. They will be returned to the line. Such removal will not be considered a disciplinary event. Notwithstanding the above, the Company retains the ability to discipline or discharge the Inflight Training Administrative Support position for just cause.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding

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

FOR:  
  
HORIZON AIR INDUSTRIES, INC.

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Lisa Davis Warren  
Horizon Air MEC President

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Rachael Mattioli  
Managing Director of Inflight

7/14/2022