



**Reciprocal Flight Attendant Cabin Seat Travel Agreement**  
Unlimited Agreement

HORIZON AIR ("Horizon"), ALASKA AIRLINES, INC. ("Alaska") agree to the mutual provision of transportation privileges for flight attendants under the following terms and conditions.

**I. ELIGIBILITY & REQUIREMENTS**

- A. Any active, current flight attendant of Horizon and Alaska shall be eligible for transportation on the other's aircraft subject to all applicable governmental statutes and regulations and individual carrier policies and procedures and other applicable regulations, including all applicable conditions of carriage of each company.
- B. Transportation is applicable on Horizon and Alaska flights and is on a space available basis. Priority will be given by each Carrier on its own flights to its own employees and their eligible travelers. Thereafter, to other AAG employees according to established priorities. Subsequently to Crewmembers from the other Carriers which have entered into similar agreements with the Carrier will be accorded such transportation on a "first come, first served" basis. (Any applicable taxes or fees are the responsibility of the crewmember.)
- C. Alaska Airlines Flight Attendants and Inflight personnel are authorized to ride in the E175 cabin ACM jumpseat to and from an international destination. Crewmembers from all other airlines are prohibited.
- D. Horizon Air Flight Attendants are authorized to ride in an unoccupied AS Flight Attendant Jumpseat to and from a non-U.S. destination for non-rev travel or commuting.
- E. The order of assignment of the additional crewmember (cabin) jumpseat (ACM) on Horizon is:
  - 1. Flight Attendant Trainees acquiring Initial Operating Experience (IOE).
  - 2. Horizon Air crewmembers deadheading to or from trip coverage or training.
  - 3. Horizon Air Maintenance personnel traveling to or from repairing company aircraft.
  - 4. Inflight personnel (including Flight Attendants, directors, managers, supervisors, specialists, instructors, trainers, and employees current and legal to perform the duties of a Flight Attendant) traveling on Company business.
  - 5. Inflight personnel in the Registered Commuter Program.
  - 6. Inflight personnel (includes Flight Attendants, directors, managers, supervisors, specialists, instructors, trainers, and employees current and legal to perform the duties of a Flight Attendant) traveling for personal reasons.
  - 7. Alaska Airlines Inflight personnel traveling for personal reasons.
  - 8. Horizon pilots, mechanics, and Dispatchers traveling for personal reasons. Assigned only if the flightdeck jumpseat is unavailable.

NOTE: If multiple cabin ACMs have the same priority and there are less available seats than the number of cabin ACMs, priority will be determined by seniority, which will be based on date of hire with longer Company employment having the higher priority.

The order of assignment of unoccupied cabin jumpseats on Alaska is:

- 1. AS-qualified F/A
- 2. QX-qualified F/A
- until 30 minutes prior to departure, then first come, first served among qualified F/As-

NOTE: Commuters do not have priority of J/S - Deadheading QX F/As shall not occupy J/S; when traveling on positive space Company business, QX F/A or QX Inflight personnel may elect to



occupy J/S if no other qualified QX or AS Inflight jumpseater wishes to travel. If F/A requests J/S less than 30 minutes prior to departure, assignment will only be made if CSA has time to accommodate.

- A. The number of seats assigned to other carrier's flight attendants is limited only by the number of open seats in the cabin and weight restrictions of the aircraft. The boarded crewmember must comply with all directions of the Captain and the Flight Attendants in the cabin.

## **II. IDENTIFICATION**

Each flight attendant must produce proper identification upon check-in for his/her flight. All crewmembers must present a valid company ID displaying the word "Crew".

## **III. DRESS CODE**

Any crewmember utilizing transportation under this agreement while in uniform will be expected to conform to proper and complete uniform requirements. Crewmembers that are not in uniform must conform to the normal passenger dress code standards and when occupying the cabin ACM must also wear close toe/heeled shoes.

## **IV. EMBARGOES**

Each carrier may impose its own embargoes on periods of travel and routings, as it, in its sole discretion, deems necessary. Notice of such embargoes will be sent to the other carrier(s) to distribute the information to its offices.



**V. MISCELLANEOUS**

- A.** The carrier receiving service under this agreement undertakes to release, indemnify, defend, and save harmless the carrier providing service, its directors, officers, employees, and agents from and against all liability, damages, claims, suits, theft, penalties or actions of every name and description, including any and all costs and expenses related thereto, including the defense thereof, reasonable attorney's fees and court costs arising out of or resulting from the act or omission of that carrier receiving services or its employee in connection with the services, except to the extent caused by the gross negligence or willful misconduct of the carrier providing service. The parties acknowledge and agree that to the extent that liabilities arise in connection with the services described in this Agreement, each will hold the other harmless only to the extent of its own negligence.
- B.** Except as otherwise required or permitted under this agreement, or by function of law, no party to this agreement will disclose this agreement or any details concerning this agreement to any third party, without first obtaining the written permission of the other.
- C.** No party hereto may assign its rights or the privileges of its crewmembers under this agreement without the prior written consent of the other.
- D.** Each party hereto understands and agrees that the privileges granted under this agreement are granted from one company to another and confer no personal right or entitlement to any employees of the parties hereto. Each party further agrees to communicate the conditions of this privilege to its crewmembers.
- E.** It is agreed that either party hereto will be relieved of its obligations to provide transportation hereunder in the event and to the extent that its performance hereof is delayed or prevented by any cause beyond its control and not caused by the party claiming relief hereunder (*force majeure*). It is understood that a carrier may deny transportation based on good faith concerns relating to flight departure schedules or times and insufficient time to process a particular employee's request under this agreement.
- F.** Except as otherwise specifically provided in this agreement, the parties understand and agree that neither any failure or delay by a party in requiring strict performance or in enforcing any provision of this agreement, nor any prior waiver or forbearance by a party, shall in any way constitute a precedent or a continuing waiver of any provision of this agreement.
- G.** Any party hereto may terminate this Agreement on thirty (30) days prior written notice to the other.
- H.** This agreement is the entire agreement between the parties hereto concerning its subject matter and shall supersede any previous agreements, written or oral made between all parties relating to that subject matter. Any amendment to this agreement must be in writing and signed by an authorized representative of each party.
- I.** The Parties agree that this Agreement will be governed by the laws and Common Law of the United States and State of Minnesota without regard to conflict of laws statutes. The Parties further agree that they consent to the jurisdiction of the federal or state courts located in the Minneapolis Metropolitan Area and waive any claim of lack of jurisdiction or *forum non conveniens*.



- J. Except where specified elsewhere in this Agreement, any and all notices, approvals or demands required or permitted to be given by the Parties hereto will be sufficient if made in writing and sent by certified mail, postage prepaid, overnight courier, or delivered by hand. Where sent by mail, such notices will also be sent by facsimile. Notices will be addressed to Alaska Airlines Vice President, Inflight Services, 19300 International Blvd., Seattle, WA 98188, and to Horizon Air MD Inflight, 19521 International Blvd., PO Box 68977, Seattle, WA 98168-0977, or to such other addresses in the United States as either Party may specify by notice to the other as provided herein. Notices will be deemed served as of actual receipt.
- K. The parties acknowledge and agree that the mutual provision of the privilege described herein is the consideration under this agreement, and no additional or other payment will be due under this agreement.
- L. To the extent that taxes may apply to any service received under this agreement, each party will be responsible for the payment of taxes applicable to it.

IN WITNESS WHEREOF, Alaska Airlines and Horizon Air have caused this agreement to be executed by their authorized representatives effective as of the date signed by both parties.

For: ALASKA AIRLINES, INC.

By: Geri Jarrett

Geri Jarrett  
Director, Inflight Safety and Compliance

Date: 05/30/2024

Carrier Code: AS

Phone:

For: HORIZON AIR

By: Robin DeMan

Robin DeMan  
Managing Director, Inflight

Date: 05.30.24

Carrier Codes: QX

Phone: (916) 759-1229