

**Settlement Agreement
between
Horizon Air Industries, Inc.
and
Association of Flight Attendants-CWA**


**Reserves Scheduled into Day Off
Grievance No. 6-99-2-20-21**

In full and final settlement of Grievance No. 6-99-2-20-21, Horizon Air Industries, Inc. ("the Company") and the Association of Flight Attendants-CWA ("the Association") agree as follows:

1. The Company will not assign or reassign reserve flight attendants to fly into a day off, regardless of whether their schedule at the time contains minimum or more than minimum days off.
2. This agreement does not preclude the Company from requiring a reserve to continue their existing flight segment, which, due to operational reasons will result in the reserve performing work on their day off. In this situation, if the flying on the day off is part of the same duty period as the flying on the last day of the reserve block:
 - a. The reserve will receive premium pay pursuant to Article 3.E.2.a.1 for any flying after midnight; and
 - b. If the reserve is released after 00:15, and if the reserve's schedule is at minimum days off at the time of the assignment, she/he will be compensated pursuant to Article 7.B.4.
3. Pursuant to Article 6.I.8, as amended, the Company may request a reserve flight attendant to work a trip that begins on or carries into a day off. The Company will inform the reserve that they may decline the request. If the reserve agrees to accept the assignment, they will receive premium pay for the trip above guarantee, with flying on the day off considered a separate trip for credit-driver purposes.
4. The parties will execute the Sideletter amending Article 6.I.8, attached as Exhibit A.

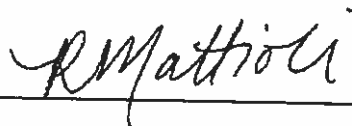
5. Any flight attendant who was involuntarily assigned a flight segment scheduled to end on a day off on or after August 1, 2021, and who is still employed as a flight attendant at Horizon as of the date this Agreement is signed will be paid the difference (if any) between the compensation the reserve received for that flying and what the reserve would have been paid under Paragraph 2 of this Agreement.
6. AFA will withdraw Grievance No. 6-99-2-20-21.

Association of Flight Attendants-CWA



Lisa Davis-Warren
MEC President, Horizon

Horizon Air Industries, Inc.



Rachael Mattioli
Managing Director, Inflight