

**SIDELETTER OF AGREEMENT**  
**between**  
**HORIZON AIR INDUSTRIES, INC.**  
**and the**  
**FLIGHT ATTENDANTS**  
**in the service of**  
**HORIZON AIR INDUSTRIES, INC.**  
**as represented by the**  
**ASSOCIATION OF FLIGHT ATTENDANTS-CWA**

**Assignment of Open Time**

This Letter of Agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between Horizon Air, Industries, Inc. (the "Company") and the Flight Attendants in the service of Horizon Air Industries, Inc. as represented by the Association of Flight Attendants-CWA (the "Association").

WHEREAS, the parties wish to amend the order in which open time is assigned under Article 6.I.8 to include an option for the Company to request that certain reserves fly into their day off.

NOW THEREFORE the Company and Association hereby agree to the following:

I. Article 6.I.8 is amended as follows:

Subject to Paragraph I.2, above, Open time that has not been awarded, or first becomes available, by 14:00 PT on the day before the check-in time for the Trip shall be assigned or awarded in the following order:

- a. If applicable, assign to a Reserve Flight Attendant who has designated the co-domicile as primary; then
- b. Assign to a Reserve Flight Attendant in Domicile; then
- c. Assign to a Reserve Flight Attendant out of Domicile; then
- d. Award to any Flight Attendant who is eligible under the criteria of I.3. above, who volunteers for open time as part of the On Call Assignment provision as specified in paragraph 10, below; then
- e. Request a reserve flight attendant to work a trip that begins on or carries into a Day Off, provided that the day off is immediately adjacent to a reserve block. The Company will inform the reserve that they may decline the request. Requests will be made, in seniority order, first to single-day unassigned reserves in Domicile and then

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to single-day unassigned reserves out of Domicile. Requests will then be made, in seniority order, to reserves in Domicile who are already working a trip on the last day of a reserve block, and then to out-of-Domicile reserves who are already working on the last day of a reserve block.

- f. Assign to an Inflight Management Flight Attendant (the Company may skip this option); then
- g. Subject to the limitations of Section I.10, ~~I-11~~ that follows, Draft the junior Flight Attendant who is legal and available on a Day Off, first in Domicile, then from another Domicile (the Company may opt to skip such Flight Attendant).

III. This Agreement will be effective as of July 29, 2022. All other provisions of the parties' collective-bargaining agreement remain in full force and effect.

IN WITNESS THEREOF, the parties have signed this Letter of Agreement this day of July, 2022.

FOR THE ASSOCIATION OF  
FLIGHT ATTENDANTS-CWA,

FOR HORIZON AIR INDUSTRIES, INC.

By: \_\_\_\_\_

Sara Nelson  
AFA International President

By: R. Mattioli 8/8/22

Rachel Mattioli  
Managing Director, Inflight Services

By: [Signature]

Lisa Davis-Warren  
MEC President

By: \_\_\_\_\_

Kimberley Chaput  
Senior Staff Negotiator