

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

**Order of Assignment: APSB
Grievance No. 6-99-2-9-23**

In full and final settlement of Grievance No. 6-99-2-9-23, Horizon Air Industries, Inc. ("the Company") and the Association of Flight Attendants-CWA ("the Association") agree as follows:

1. The Company will continue its practice of considering Airport Standby ("APSB") as a four-day trip with a credit value of five (5.0) hours, for the purpose of order of assignment under Article 7.E.4. Accordingly, when Crew Scheduling needs to assign a reserve to APSB, it first looks to reserves with four (4) days of availability; if there are none, then to reserves with three (3) days of availability; if there are none, then to reserves with two (2) days of availability; and finally, if there are none, then to reserves with one (1) day of availability.
2. Crew Scheduling will apply flying preferences under Article 7.E.2 and 7.E.4 to APSB assignments, subject to the limitations on APSB provided by Article 7.F.13. and subject to adjustment under 7.E.9.
 - a. Order of assignment guidelines used by Crew Scheduling for the purposes of assigning APSB will be as follows:
 - i. Type of Reserve (AM/PM)
 - ii. Days of Availability [Four (4) days or more first, then three (3), then two (2), then one (1)]
 - iii. FST preference
 1. If more than one (1) "FST" reserve, choose the reserve with lowest credit. If credit is equal, choose the most senior "FST" reserve.
 - iv. No preference
 1. If more than one (1) "no preference" reserve, choose the reserve with lowest credit.
 - v. LST preference
 1. If more than one (1) "LST" reserve, choose the reserve with lowest credit. If credit is equal, choose the most junior "LST" reserve.
 - b. The only exception to using the above guidelines is if the selected Flight Attendant has already been assigned to APSB four (4) times in that Bid

Month. In this case, Crew Scheduling can bypass them in the order of assignment and select the next Flight Attendant reserve on the list.

3. Any Flight Attendant who had reserve day(s) on their line between February 2023 and May 2023 on the same calendar day in which APSB was assigned in that base, and any Flight Attendant reserve in that base had a FST or LST on the same calendar day will receive one (1) hour of pay and credit for each such bid month with applicable reserve day(s). To be eligible for this payment, the Flight Attendant must also be on the Horizon Air Flight Attendant System Seniority List as of the date of signing of this Agreement.
4. The Company will cease and desist from denying flying preferences with respect to Airport Standby assignments.
5. AFA will withdraw the above-referenced grievance, with prejudice and precedent, upon verification that all affected flight attendants have been compensated.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding this 24th day of October 2024.

Association of Flight Attendants-CWA

Horizon Air Industries, Inc.



Lisa Davis-Warren
MEC President, Horizon Air



Shelly Parker
Vice President, Station Ops & Inflight

Eligible for Payout: Assigned to reserve on a day when we had APSB and FST/LST the same calendar day

ID	Crew Name	Total Months/Credits Owed
42854	ARAI Maki	3
50267	ATWOOD Daniel	4
19543	AUKER Guy	4
73768	BALLARD Frayne (EUG)	1
86709	BENNETT Lora	3
46546	BOAN Briggs	2
48087	BURKHART Katelin	4
44066	CAMPFIELD Julie	2
33337	CARLLSON Alexandria	4
39200	CHAPMAN Anneliese (O)	1
26996	CISNEROS Dorinda (Ci)	4
33856	COLBURN Maureen (Mo)	4
4266	CROUSE Ralph	1
46548	DAVIS Emily	4
59458	DAVIS Kate	4
28838	DENNIS Carrie	2
30377	DERR Jennifer	4
72361	DIETRICH Joyce	1
35335	DOBSON Jiulina	4
14041	FIALA Terree	1
46612	GEBHART Tonia	1
28808	GURULE Stacy	1
11869	HIRKO Lillian (Diane)	1
15935	HOWELL Jay	2
30417	ICKERT Pamela	4
44936	JONES Lisa	4
44887	KANTOR Svetlana	4
17235	KEIR Alanna	4
10333	KORDOSKY Lori	1
48106	LOPEZ Martin (Marty)	2
31885	MALAMED Mindy (NP)	1
24931	MCCLOSKEY Molly (PDX)	3
82775	MCINNIS Stephanie	2
54485	MCMANUS Tasha	1
25247	MORROW Janice	1
45978	NGO Khoa	2
86677	NOWAK Zachary (SLC)	2
48201	ORDUNO Denisse	4
87594	PEARSON Noelle (PHX)	3
25102	POLENSKY Celeste	2
42521	PROCTOR Shannon	4
44078	REECE Marissa	1

88553	SCHLOSSER Correnna	2
50286	SMITS Cindy	2
17268	SPENCER Sara	4
68662	SPOTTED EAGLE Angeli	4
53050	TANCEL Jodi	4
38107	THOMPSON Mark W	2
31883	TRAN Christine (LIH)	2
34623	VON BORSTEL Kay	1
26098	WILLIAMS Christi (SN)	3
57306	ZANON Gretchen	1
33411	AUCKLAND Lindsey	1
50354	BALLARD-MAINS Akeyla	4
46509	BERTRAM Madeline	4
31887	CHACON Jennifer (RNO)	1
46908	CHANG Maria	4
33927	CLARK Allison	4
29714	CROSS Tessa (HLN)	2
42868	FERNANDO Einstein Jo	3
46587	HAWKINS Amanda	4
50269	JOHNSON Cherie (CJ)	4
46589	JONES Jayme	4
87346	KEBO Darnell (PDX)	3
42847	KELLY-HACKETT Kylie	3
50323	MOLINA LUCIANO Joel	4
14668	MOORE Jamie	1
44019	MORQUECHO Grace	2
48089	NELA Elpida	3
48104	NOVOA Valerie	4
26104	ROSELLI Angela (Angi)	1
72604	ROSQUIST Debra (HLN)	3
33865	SA Christopher	2
33256	SAAD Jean	1
33238	SAARANEN Amanda	1
44889	SCHMUNK Kathleen	4
17228	SHARKEY Carolyn (PDX)	1
36264	WALTHERS Lane	4
96940	FLYNN Jennifer	1
55097	HAHN Bonnie	1
50319	JENSON Gretchen	1
46508	MELVIN Natalie	2
42848	MIDKIFF Dawn	1
24268	MISCHAIKOV Angela (B)	1
46564	NEWMAN Amber (NP)	2
36297	NORRIS Julie (Jules)	1
46582	OWENS Allenia	2
50264	PEOPLES Michael (SEA)	2
25823	SCHUELLER Mary (Susy)	1

50326	CASILLAS Maddison (A	2
33929	HAMPTON Laurel	2
44858	MAYNARD Paulalynn	1
48116	MOORE Linda (Lindy)	1
60532	SUTTON Evan	2
31156	WADE Darlene	1
48144	XIONG Mai Nhia (FAT)	2
37109	BARRERA Megan	3
31116	AYALA Melody (NO MEX	2
43490	COLEMAN Heather	1
50276	DIXON Raeven	1
33306	ERICKSON Rebecca (Be	1
31248	HOLUBIK Melanie	1
44819	INOUE Hiroki	1
35485	KELSO Jeffrey (SEA)	2
37107	LEYDE Alexandra (Ale	1
35239	MICHEL Cheryl	2
35536	MITCHELL Brook	1
35826	ORINES Dianne-Mauree	1
42909	WRIGHT Kristin	1