

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

**Red Leg Trips – Red Legs: Open Time  
Grievance No. 6-99-2-52-20**

In full and final settlement of Grievance No. 6-99-2-52-20, Horizon Air Industries, Inc. ("the Company") and the Association of Flight Attendants-CWA ("the Association") agree as follows:

1. The Company will implement a process of repairing all red leg(s) trips that exist on Flight Attendant bids in the current or following Bid Month before trip trading opens on the 16<sup>th</sup> of the current month. The process will be as follows:
  - a. Bids are published on the 16<sup>th</sup> of the month.
  - b. After bids are published, but before trip trading opens on the 16<sup>th</sup> of the month, Crew Scheduling will repair all red leg(s) trips that exist in the published bids.
    - i. Example 1: Starting May 16<sup>th</sup>, Crew Scheduling will be able to repair a red leg(s) trip that touches the months of May or June.
    - ii. Example 2: Starting May 16<sup>th</sup>, Crew Scheduling will be unable to repair a red leg(s) trip that touches the month of July.
  - c. When trip trading opens on the 16<sup>th</sup> of the month, the published bids will not contain red leg(s) trips and trip trading will not be impacted.
  
2. If, absent "Circumstances Beyond the Company's Control" defined in Paragraph 4, below, a trip contains a red leg(s) after trip trading opens on the 16<sup>th</sup> of the month and a Flight Attendant wants to trade, giveaway, or drop the red leg(s) trip, the following processes will apply:
  - a. The Flight Attendant must attempt to trade, giveaway, or drop the red leg(s) trip.
  - b. If the Flight Attendant is unable to trade, give away or drop the red leg(s) trip, the Flight Attendant will receive two (2) hours of pay and credit if they complete the "Red Leg(s) Trip Form", submit said form electronically within twenty-four (24) hours of the attempt to trade, giveaway, or drop and the Company validates that the denied attempt was due to the red leg(s) status of the trip. The two (2) hours will be paid and credited above guarantee.
  - c. A Flight Attendant may not receive more than two (2) hours of pay and credit for a denied attempt to trade, giveaway, or drop a red leg(s) trip within any twenty-four (24) hour period beginning with the initial denied attempt. Examples:

- i. If a Flight Attendant has a single red-leg trip on their line, and they attempt to trade it, they will be limited to a single two (2) credit payment per 24-hour period, no matter how many trades involving that trip are attempted.
  - ii. If a Flight Attendant has more than one red-leg trip on their line and attempts to trade any or all of the trips, they will be limited to a single two (2) credit payment per 24-hour period per-red leg trip, no matter how many trades involving that trip are attempted. If the Flight Attendant has three red-leg trips and tries to trade all of them all, they will receive six (6) hours of pay and credit. If they attempt to trade two of them, they will receive four (4) hours of pay and credit. If they attempt to trade one of them, they will receive two (2) hours of pay and credit.
3. If trips become red leg(s) after trip trading opens on the 16<sup>th</sup> of the month due to "Circumstances Beyond of the Company's Control", the Company will meet with the Association in an effort to determine solutions and/or remedies for the inability to trade, drop, or give away these red leg(s) trips.
4. "Circumstance Beyond the Company's Control" includes but is not limited to: a natural disaster; grounding or repossession of a substantial number of aircraft operated by the Company by a government agency or court order; loss or destruction of the Company's aircraft; involuntary reduction in flight operations because of a governmental action(s)/requirement(s) or a decrease in available fuel supply or other critical materials for the Company's operations; revocation of the Company's operating certificate; war emergency; a terrorist act; pandemic of a disease as declared by the World Health Organization (WHO); provided that as to any of the above circumstances, the applicable occurrence has a material and substantial negative impact on the Company's flight operations or is the cause of a substantial reduction or cancellation of service.
5. The Flight Attendants on the attached list (Exhibit A) will each be paid and credited two (2) hours above guarantee for each incident in which they were unable to trade red leg trip(s), provided that they are still Company Flight Attendants. Upon confirmation of payment, AFA will withdraw the above-referenced grievance, with prejudice and precedent.

Association of Flight Attendants-CWA



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Lisa Davis-Warren  
MEC President, Horizon

Horizon Air Industries, Inc.



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Shelly Parker  
Vice President, Inflight & Stations