

LETTER OF AGREEMENT
between
HORIZON AIR INDUSTRIES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA

Commuter Policy

This Letter of Agreement ("LOA") is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Horizon Air Industries, Inc. ("Company") and the Association of Flight Attendants ("AFA"). The Company and AFA are referred to collectively as the "Parties."

WHEREAS, AFA and Company are parties to a collective-bargaining agreement ("CBA") covering the rates of pay, rules and working conditions of the Flight Attendants in the service of the Company; and

WHEREAS, the Company and the Union desire to provide enhancements to the Commuter Policy.

NOW, THEREFORE, the Parties agree as follows:

CBA Articles 25.E is amended as follows:

E. Commuter Policy

1. General

- c. This commuter policy applies only if the Flight Attendant commutes on Horizon Air, Alaska Airlines, or any other airline accessible for listing via "FLY", the Company's employee travel portal, which currently includes id90travel.com and/or myidtravel.com, has listed themselves ~~herself/himself~~ with the Inflight Services Department as a commuter and has designated an airport served by the Company or Alaska Airlines as their point of commuter origination.

2. Listing for Travel

- a. Any Flight Attendant commuting to an assignment must list themselves on flights accessible for listing via "FLY", the Company's employee travel system, including the airline industry non-revenue travel sites id90travel.com and/or myidtravel.com. The Flight Attendant must be listed on an appropriate flight, not more than seventy-two (72) but not less than twenty-four (24) hours in advance of the scheduled departure time for the flight they expect to use to commute to work. This flight is designated by the Flight Attendant as their primary flight.
- b. For flights operated by Alaska Airlines, Horizon Air or SkyWest operating as Alaska Airlines, Flight Attendants may only list for travel on flights which have seats available when the listing is made.
- c. The primary flight on which the Flight Attendant elects to list must be scheduled to arrive at their Domicile (or other airport at which their duty will commence) at least 30 minutes before their show time. There must also be at least one "back-up" flight scheduled to depart from the same

airport later than the primary flight on which they are listed. This back-up flight must also be scheduled to arrive prior to their show time and must also have seats available as specified in 2.b above. The Flight Attendant must provide evidence in the form of an electronic screen shot of the employee travel system with a date and time stamp that the flights were not overbooked at the time they listed as specified in paragraph 2.b above. ~~The Fly system provides a date/time stamp on the print out of its seat availability display screen.~~ This proof will be provided at the time the Flight Attendant requests that the absence be covered under the Commuter Policy.


All other sections included in Article 25.E. remain in full force and effect.

Duration

This Agreement shall be effective beginning with the April 2023 bid period and continue through the September 2023 Bid Period. The Parties voluntarily may choose to negotiate amendments to this Agreement beginning with the October 2023 Bid Period and thereafter. This Agreement will continue in effect until such negotiations are concluded and the amendments implemented. If the parties do not mutually agree to negotiate amendments, this Agreement will terminate on September 30, 2023, **unless the parties agree that this LOA, as written, will be permanently or temporarily extended.**

IN WITNESS WHEREOF, the Company and the Union have executed this Letter of Understanding effective the 31st day of March 2023.

By: 
Sara Nelson
AFA International President

By: 
Chéri Ruger
Managing Director, People and
Labor Relations

By: 
Lisa Davis-Warren
MEC President

By: 
Kimberley Chaput
Senior Staff Negotiator

09-23-2025 Extended Through the Date of Ratification of a New Contract