

1 **MEMORANDUM OF UNDERSTANDING**

2 **between**

3 **HORIZON AIR INDUSTRIES, INC.**

4 **and the**

5 **ASSOCIATION OF FLIGHT ATTENDANTS-CWA**

6 This Memorandum of Understanding ("MOU") is entered into between
7 Horizon Air Industries, Inc. ("Company") and the Association of Flight
8 Attendants-CWA ("Association").

9 **WHEREAS**, the Company and the Association are parties to a collective-
10 bargaining agreement ("CBA") setting forth the rates of pay, rules and
11 terms of conditions of employment for the Company's Flight Attendants;
12 and

13 **WHEREAS**, the CBA Article 2.G. BID MONTH states "Each calendar month
14 shall be a bid month except for January, February, and March. January's bid
15 month shall be from Jan. 1 through Jan. 30, February's bid month shall
16 extend from January 31 through March 1, and March's bid month shall be
17 from March 2 through March 31; and

18 **WHEREAS**, the CBA Article 2.Z. MONTH "means a bid month."; and

19 **WHEREAS**, the CBA p. 236 states the training and reduced credit bid time
20 opens on the "26th day of the month two months prior to bid month
21 (include PDO and Golden Day requests) at noon (e.g., April 26 for June)";
22 and

23 **WHEREAS**, the CBA p. 236 states the training and reduced credit bid time
24 closes on the "30th of the month two months prior to bid month at 1200
25 (e.g., April 30 for June)"; and

26 **WHEREAS**, For this purpose, AFA recognizes calendar months instead of bid
27 months.

28 **NOW THEREFORE**, the Company and the Association agree as follows:

29 The training and reduced credit bid will open at 12:00 on the 26th of the
30 calendar month for all 12 months, and close at 12:00 on the 30th of every
31 calendar month; except February which closes on March 1st.

32 This MOU will be in effect until a new CBA replaces the May 1, 2020 - April
33 30, 2024 CBA.

34 **IN WITNESS WHEREOF**, the parties hereto have signed this
35 **MEMORANDUM OF UNDERSTANDING** this 15 day of June, 2026.

36
37 FOR THE ASSOCIATION OF FLIGHT
38 ATTENDENTS-CWA

FOR HORIZON AIR, INC.

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40 _____



41 Lisa Davis-Warren
42 Master Executive Council President

Chéri Ruger
VP People and Labor Relations,
Inflight Ops

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