

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

VACATION BIDDING

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 have identified mutual interest in changing the vacation bidding system; and

WHEREAS, the parties wish to allow Flight Attendants greater flexibility in bidding vacation,

NOW THEREFORE the Company and Association hereby agree to amend Section 11.B.7 of the collective bargaining agreement with respect to bidding vacation for 2019 and 2020 only (which will occur in October/November 2018 and October/November 2019, respectively):

- a. The Company will post any remaining vacation weeks after the awards are posted under Paragraph B.4. Flight Attendants may submit bids for remaining weeks until 1700 on November 15. These bids will be honored in domicile seniority order.
- b. After this second round of vacation awards, Flight Attendants will be awarded any remaining available vacation periods on a "first come, first served" basis; however, a Flight Attendant may not request a vacation unless she/he has an uncommitted 17 hours of vacation time accrued—at the time she/he makes the request and the request must be submitted to the Managing Director of Inflight/designee at least thirty (30) days prior to the bid period containing the vacation period. If a Flight Attendant requests a vacation period that is not then available, she/he can request to be placed on a "first come, first served" wait list for that period. Should the vacation later become available, it will be awarded to the Flight Attendant at the top of the waiting list. Flight Attendants are responsible for removing themselves from the wait list if they no longer have an uncommitted seven days or no longer desire that vacation period.

IN WITNESS THEREOF, the parties have signed this Letter of Agreement this 31st day of July, 2018.

FOR THE ASSOCIATION OF
FLIGHT ATTENDANTS-CWA,

By: 

Sara Nelson
AFA International President

FOR HORIZON AIR INDUSTRIES, INC.

By: 

Kieran Whitney
Managing Director, Inflight Services

By: 

Ed Hawes
MEC President

By: 

Kimberley Chaput
Senior Staff Negotiator