

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

**Grievance No. 6-99-0-08-18 (Cancellation of Vacation Slots)**

In settlement of the above-referenced grievance, the parties agree as follows:

1. The Company will restore at least 10 open vacation slots system-wide in each of October and November, 2018.
2. For 2018 only, any flight attendant who has more than the allowable carryover (50% of annual accrual) after cashing out 17 hours of vacation on December 31, 2018, will be allowed to carry over the excess vacation hours into 2019.
3. On a go-forward basis, the Company will notify and consult with AFA before cancelling open vacation slots under Article 11.B.11.a. The Company will also return any vacation slots that have been canceled prior to offering Company Leaves of Absence in a given month.
4. The parties will execute the attached Sideletter of Agreement.
5. AFA will withdraw Grievance No. 6-99-0-08-18 without prejudice.

FOR THE ASSOCIATION OF  
FLIGHT ATTENDANTS-CWA,

By:  7/31/18

Ed Hawes  
MEC President

FOR HORIZON AIR INDUSTRIES, INC.

By:  7/24/18

Kieran Whitney  
Managing Director, Inflight Services



**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 31<sup>st</sup> 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