

Horizon Air Opener Proposals to the Association of Flight Attendants

The Company's listing is not to be construed as an all-inclusive listing, and we reserve the right to seek changes during the course of bargaining. By proposing such changes, the Company does not, in any manner, waive or prejudice its position with respect to such subject.

Preamble

No changes proposed at this time.

Article 1 - Recognition and Scope

No changes proposed at this time.

Article 2 - Definitions

- Block Hour for turboprop aircraft
- Review and discuss others as needed

Article 3 - Compensation

Review and discuss as needed, including, but not limited to the following topics:

- Payscale
- Credit Hour System
- Credit Values
- Instructors & Trainers Compensation
- Pay Schedule
- General – Carry over trips

Article 4 - Duty-Time Expenses

Review and discuss as needed, including, but not limited to the following topics:

- Transportation
- Parking
- Inflight Meals
- Per Diem

Article 5 - Hours of Service

Review and discuss as needed, including, but not limited to the following topics:

- Scheduling Limitations & Table
- Rescheduling Limitations
- Actual Duty Limitations
- Notifications Regarding Assignments

Article 6 - Crew Scheduling

Review and discuss as needed, including, but not limited to the following topics:

- SAP
- Rescheduling
- Assignment of Open Time and Trip Adds
- Trades, Drops, and Adds for Reserve Flight Attendants
- Charter Trips

Article 7 - Reserve

Review and discuss as needed, including, but not limited to the following topics:

- Redesign of reserve system
- Airport Reserve Assignment

Article 8 – Training

No changes proposed at this time

Article 9 - Sick Leave

Review and discuss as needed, including, but not limited to the following topics:
Notification

Article 10 - Physical Examinations

Review and discuss as needed, including, but not limited to the following topics:
-Change language from “physical examinations” to “medical examinations”

Article 11 – Vacation

No changes proposed at this time.

Article 12 - Uniforms

No changes proposed at this time.

Article 13 - Seniority

No changes proposed at this time.

Article 14 - Leaves of Absence

No changes proposed at this time.

Article 15 - Furlough and Recall

No changes proposed at this time.

Article 16 - Transfers Between Domiciles

No changes proposed at this time.

Article 17 - Moving Expenses

Review and discuss as needed, including, but not limited to the following topics:
-Mileage rate

Article 18 - Hostage Benefits

No changes proposed at this time.

Article 19 – Benefits

No changes proposed at this time.

Article 20 - Management Rights

No changes proposed at this time.

Article 21 Association Activities

No changes proposed at this time.

Article 22 Association Security and Dues Collection

No changes proposed at this time.

Article 23 Grievance Procedure and Board of Adjustment

No changes proposed at this time.

Article 24 No Strikes or Lockouts

No changes proposed at this time.

Article 25 General

No changes proposed at this time.

Article 26 Safety, Health and Security

No changes proposed at this time.

Article 27 Duration

- Review and discuss as needed

Sideletters

SL#1 Implementation Agreement

-Remove

SL#2 Vacation Provisions Applicable to Flight Attendants with Seniority Date of February 1, 1991, and earlier

- Review and discuss as needed

SL#3 Trainer Scheduling Guidelines

- Review and discuss as needed

SL#4 2013 Settlement of Wet Lease Grievance

-Remove

SL#5 Ratification Incentive Agreement

- Review and discuss as needed

SL#6 – Ratification Bonus

- Review and discuss as needed

SL#7 – Implementation of PBS

- Review and discuss as needed

SL – Change to Semi-Monthly Pay Periods

-Remove

SL – Duty Periods in Excess of 14 Hours

- Review and discuss as needed

SL – Ground School Training and OE/IOE for the E-175

-Remove

SL – Amendments to Reserve Rules in PBS

- Review and discuss as needed

SL – Vacation Bidding

- Review and discuss as needed

Bidding Timelines

Review and discuss as needed

The Company retains the right to modify, add to or withdraw any of its proposals and considers the entire contract open for negotiations.