

Letter of Agreement  
Between Horizon and AFA-CWA  
for  
Flight Attendant Instructors

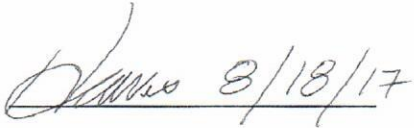
The inflight training department, in order to more efficiently create curriculum and provide quality control measures, introduced management training specialist positions to compliment the current flight attendant instructor role.

In order to insure a cohesive training structure with both management and represented positions, effective January 1, 2018, the Association of Flight Attendants-CWA and Horizon agree as follows:

1. A pool of instructors will be created to fill the Recurrent Ground & Initial Ground Training schedule for class Instruction. The pool will have a minimum of 4 qualified Flight Attendant Instructors (Instructors) and may include more as determined by the Manager of Training. The pool may be reduced due to unforeseen circumstances where the Company finds itself not offering initial ground training for 6 (six) months or more.
2. Training Specialist(s) may be used to instruct Recurrent Ground & Initial Ground when there are not enough Flight Attendant Instructors to cover classes / training modules, when instruction opportunities go unbid for and to fill training schedule gap(s).
3. Instructor schedule(s) will be in blocks of at least three class room instruction days. These training blocks will be open to only the Instructor Flight Attendant pool. As needed, additional single individual days of instruction/drill support may be available for bid. During bids when only single day of classroom is scheduled (i.e. RGS), the need for at least three classroom instructions days will be waived. Instruction blocks/days will be awarded by flight attendant seniority.
4. Instructors will be subject to performance evaluations. If a Flight Attendant Instructor's performance is deemed unsatisfactory they will be removed from the Flight Attendant Instructor pool and returned to line flying. Discipline will not be attached to Instructor performance evaluations. However, management reserves the right to discipline for just cause.
5. Instructors will pre-bid their Instructor schedule which will be entered into PBS as pre-planned absences. If instructing goes un-bid for and cannot be covered by training specialist or management, the Company will junior assign Instructors to insure classroom coverage. Flight attendant Instructors are responsible to meet all contractual flight time / credit hour requirements for a monthly bid.
6. Flight Attendant Instructors are required to be a working Flight Attendant on a trip pairing at least once every 3 months.
7. Flight Attendant Instructors may bid part-time per Article 6, Section P.3. any bid month that doesn't contain initial ground training. If instructing goes un-bid for and cannot be covered by training specialist or management, the Company will junior assign Instructors to insure classroom coverage. All contractual requirements and restrictions of a part-time bid must be followed. Annual override will be reduced for any bid that instructing is not performed.
8. Flight Attendant Instructors can pick-up / trade in open time but must meet minimum contractual rest and FAR requirements.

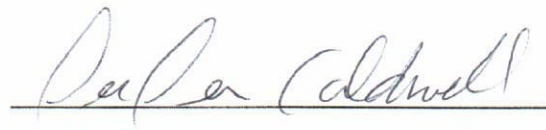
9. Flight Attendant Instructor bid schedules may include weekend work. Flight Attendant Instructors do not receive Company holiday pay.
10. Instructors that bid for instructing block/days and complete their lines with PBS as necessary, will not be considered as having a specially built line and will have the contractual required amount of days off per Article 5, Section 4.

FOR ASSOCIATION OF FLIGHT  
ATTENDANTS-CWA, AFL-CIO



Ed Hawes  
MEC President

FOR HORIZON AIR  
INDUSTRIES, INC.



Dee Dee Caldwell  
Director, Inflight Operations and Labor Relations