

**Letter of Understanding  
between  
Horizon Air Industries, Inc.  
and the  
Association of Flight Attendants-CWA**

**Virtual Flight Path**

The parties agree that the following terms will apply to Alaska/Horizon Virtual Flight Path for all Flight Attendants who were on the seniority list prior to January 1, 2019 but did not attend an in-person Flight Path Session due to schedule conflicts, illness, leave of absence, etc.

- I. Comply365 will be used to deliver Virtual Flight Path (VFP). It is estimated that VFP will be less than 3 hours total, and it can be completed in pieces as the videos will be broken into chapters.
  
- II. VFP will launch in September. An email invitation will be sent to all who need to take it, including those currently on leave. The requirement is to complete the course no later than 60 days from the date it becomes available. Course may be voluntarily completed while on a leave of absence.
  
- III. Pay will follow Article 8.C. 5. Upon confirmation of completion of the course, flight attendant will be credited 1.5 credits. A flight Attendant who wishes to complete the course while on a leave of absence will be paid pursuant to Article 8.C.6.

FOR THE ASSOCIATION OF FLIGHT  
ATTENDANTS-CWA, AFL-CIO



7/23/19

Lisa Davis-Warren  
(Acting) MEC President

Date

FOR HORIZON AIR INDUSTRIES, INC.



7/20/19

Dee Dee Caldwell  
Director Inflight Ops & Labor Relations

Date