

SIDELETTER OF AGREEMENT
between
ASSOCIATION OF FLIGHT ATTENDANTS-CWA
and
HORIZON AIR INDUSTRIES, INC.

Airport Reserve Lines

This agreement is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, between HORIZON AIR INDUSTRIES, INC (hereinafter referred to as the "Company") and the Flight Attendants in the service of HORIZON AIR INDUSTRIES, INC, Inc., as represented by the Association of Flight Attendants-CWA (hereinafter referred to as the "Association").

WHEREAS, government officials have strongly urged that Americans practice social distancing to help slow the spread of COVID-19; and

WHEREAS, airport reserves are required to be at the airport for several hours, which increases their potential exposure to SARS-CoV-2, the virus that causes COVID-19; and

WHEREAS, the parties wish to provide a voluntary opportunity for airport reserve flight attendants to minimize, if they elect to, the potential for exposure to SARS-CoV-2 by sitting airport reserve,

NOW, THEREFORE, it is mutually agreed to and understood by and between the parties that:

1. For the remainder of the March 2020 bid month, at the flight attendant's request, her/his airport reserve line will be converted to a home/short-call reserve line.
 - a. An AM airport reserve line will convert to an AM home/short-call reserve period (with a reserve availability period that begins at 0400 and ends at 1800). A PM airport reserve line will convert to a PM home/short-call reserve period (with a reserve availability period that begins at 1000 and ends at 2400). The reserve will receive per diem as if she/he were still working an airport reserve line.
 - b. If the airport standby flight attendant voluntarily converts to home/short-call, the reserve will receive seven (7) hours of per diem per reserve availability period if they are not called for assignment.
 - b. In all respects (*e.g.*, maximum duty period, call-out time, etc.), the reserve will be treated as a home/short-call reserve.

2. Crew Scheduling will not assign any Flight Attendant to an airport reserve period under Article 7.G.3 or 7.G.4.
3. By mutual agreement, the parties may extent this Letter of Agreement for the April, May and June bid periods. Any further extensions will require a new Letter of Agreement

Dated this ____ day of March, 2020.

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

FOR HORIZON AIR INDUSTRIES, INC.

Sara Nelson
International President

Dee Dee Caldwell
Director Inflight Ops & Labor Relations

Lisa Davis-Warren
MEC President

Kimberley Chaput
Senior Staff Negotiator