

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

Timelines for June 2020 Bid Month

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, the Company and the Association are parties to a collective-bargaining agreement setting forth the terms and conditions of the Flight Attendants' employment; and

WHEREAS, Alaska Airlines has, due to the pandemic of COVID-19, reduced the flying available to the Company for the foreseeable future, and

WHEREAS, the Company cannot comply with the usual bidding timelines due to later than normal schedule planning,

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

For the June bid month, the timeline will be as follows:

Original dates	June bid dates
Pairing build 20-24th	May 2-5
FA Bid Open 4/2 @ 0900	5/08 @0900
FA Bid Close 4/8 @ 0900	5/13 @0900
Home Reserve Bid Open 4/8 @ 0900	5/15 @0900
FA Preliminary Award Posted No Later Than 4/11 @ 1200	5/15 @ 1200
Protest Period Opens When Prelim Award Posted	
Protest Period Closes 4/12 @ 1200	5/16 @1200
SAP Opens 4/12 @ 1800	5/16 @1800
Home Reserve Bids Due 4/13 @ 1200	5/17 @0800
SAP Closes 4/14 @ 1800	5/18 @0900
Final Awards Posted 4/16 @ 1700	5/19 @1700
Open Time/Trip Trade Opens 4/19 @	5/20 @2000

Dated this 20th day of April, 2020.

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

FOR HORIZON AIR INDUSTRIES, INC.

Dee Dee Caldwell

Sara Nelson
International President

Dee Dee Caldwell
Director Inflight Ops & Labor Relations



Lisa Davis-Warren
MEC President

Kimberley Chaput
Senior Staff Negotiator