Summary of Major Changes
AFA-Horizon Tentative Agreement

Article 1: Recognition and Scope

- Card Check: If Horizon acquires a new airline and does not merge it with QX, AFA will represent the F/As if a majority sign AFA authorization cards

Article 2: Definitions

- Added definitions for part-time F/A, permanent residence, registered commuter and registered commuter city

Article 3: Compensation

- Pay Scale

<table>
<thead>
<tr>
<th>F/A Longevity</th>
<th>Sept. 1, 2020</th>
<th>May 1, 2021</th>
<th>May 1, 2022</th>
<th>May 1, 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st 6 months</td>
<td>+1%</td>
<td>0%</td>
<td>+0.25%</td>
<td>+0.5%</td>
</tr>
<tr>
<td>2nd 6 months</td>
<td>+1%</td>
<td>0%</td>
<td>+0.25%</td>
<td>+0.5%</td>
</tr>
<tr>
<td>Years 2-20</td>
<td>+4.75%</td>
<td>0%</td>
<td>+ 2%</td>
<td>+ 1.75%</td>
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</tbody>
</table>

- Starting September 1, 2020, longevity premium of $1 per credit hour for F/As with 25 or more years of service
- Reserve guarantee: 75 hours (current is 71.6)
- Reserve show/no-go pay: 3 credits (current cancelled reserve credit is 2 credits)
- Instructor annual override changed to with daily override of $16 per block hour or $60 per day
- F/A who picks up OT at straight time will get premium pay if premium pay is later offered on trips covering exact same days
- 2 new holidays: Memorial Day and Veteran’s Day
- 1 hour paid and credited for drug/alcohol testing
- Ground holding pay: $15 per hour (above trip value and above guarantee) for time over 30 minutes
- Pay for pre-boarding flights: Lineholder may be requested (not required) to preboard a flight s/he is not working/deadheading on. Will be paid and credited 0.5 hours

Article 4: Duty-Time Expenses

- Day rooms after 4 hours (currently 5), in or out of base
• New sideletter governing hotel selection; includes minimum standards
• Hotel transportation within 25 minutes (currently 30)
• Option to forego Company-paid parking and be paid $36 monthly
• Vending machines and catering ordering eliminated (can still consume fresh food on E175 and snacks on all a/c)
• Per Diem
  o $2.10 on May 1, 2020
  o $2.25 on May 1, 2021

Article 5: Hours of Service
• 12-hour maximum scheduled duty period (includes any rescheduling prior to start of duty period)
• Duty table eliminated
• Maximum 6 legs, 5 working, per duty period (currently 8 legs, 7 working)
• Reserve days off increased to 12 in 30 day month, 13 in 31 day month (same as lineholders)
• Golden days
  o 8 per year (currently 6)
  o Can be used in 2, 3 or 4 day blocks (currently 2 or 3 days)
  o Blackout days now only day of, day before, and day after paid holidays (currently any SAP holiday)
• Reschedule to 14 hours, 16 only to DH to place of rest; F/A can agree to work to 16 for 200% pay (hours 14-16)
• F/A must call in sick at least 1 hour prior to check-in

Article 6: Crew Scheduling
• PBS maximum and minimum credit windows increased
• SAP
  o SAP within 5 hours of original line value (currently 4)
  o Eliminate blackout days on first 3 days of bid
  o Only paid holidays are SAP blackout days
• Rescheduled Trips (after check-in): Must be within footprint or original trip (currently same calendar days) except can go 2 hours later than original release time
• Trip cancellations prior to check-in:
  o Under 24 hours: F/A will be rescheduled under same rules as after check-in
  o More than 24 hours: If F/A is not immediately rescheduled, s/he will be given AV days on days of trip
    ▪ Flying can be added on AV days up to 24 hours before the day
      • If F/A flies, paid greater of new or original trip
      • If no flying added, F/A pay protected for original trip
• F/A can drop AV day, but will not be pay protected—day is not a
day off but s/he can pick up from OT or another F/A
• F/As who pick up OT, volunteer for, or are drafted into a trip will not be extended
• Crew Scheduling may assign to reserves trips F/As have posted for give-away; trips will
be removed in seniority order
• Jet bridge trades: Can trade under 3 hours if both F/As are in the metro area; trades
under 1 hours will be processed if Crew Scheduling can handle
• Trades with OT will be based on number of duty periods, not number of calendar days

Article 7: Reserve

• Entirely new reserve system, similar to Alaska’s
• Blocks must be separated by 48 hours (waiveable)
• Reserves cannot be drafted
• Three classifications of reserves
  o AM/PM—14 hours
  o ER—24 hours
  o Lines are AM or PM
  o C/S can convert a reserve day to ER days twice per month
    ▪ Reserves can preference days for conversion
    ▪ If converted and not used, F/A paid and credited 1 hour above guarantee
  o Assignments must commence with reserve period (currently start and finish)
  o Time spent on reserve does not count toward maximum duty period
• Two-hour call out in all domiciles
• AM/PM Reserves may self-assign from Open Time from 1000-1400 the day prior
  o 1-4 days of availability: Must select trip with number of days that matches days
    of availability
  o No splitting of trips
  o ER reserve may not self-assign
  o 5+ days of availability: may only self-assign to airport standby
  o May not self-assign to a trip that would break reserve’s guarantee
• Crew Scheduling can assign trips to reserves starting at 1400 the day before
  o Trips not assigned by 1800 will be returned to Open Time
• Airport Standby (now Airport Reserve)
  o No airport lines; APSB is now an assignment, like a trip
  o Maximum 5 hour shift; paid and credited at 0.1 credit for every 6 minutes
  o Maximum scheduled duty day of 12 hours, starting from time F/A checks-in for
    APSB
  o Maximum 4 APSB shifts per month; any over that paid at 150% for duty period
    that includes APSB (premium paid above guarantee)
• Reserve premium of $2.50 per block hour actually flown from reserve
Article 8: Training

- Instruction time will not exceed 8 hours per day; Company will identify optional portions

- Training Pay
  - More than 4 hours (includes all training and travel days): 4.5 credit hours
  - 1-4 hours: 2 credit hours
  - Under 1 hour: 1 credit hour
  - Videos attached to FAIFs
    - Under 5 minutes—not pay
    - 5+ minutes—Actual time, rounded to nearest quarter hour

- Computer-Based Training (includes videos not attached to FAIF)
  - Recurrent/Requal Homestudy: 1 credit for each 2 hours; minimum of 1 credit and 50% of time in excess of one hour; maximum of 8 hours of training
  - Other CBT: once per calendar quarter or maximum 4 times/year; total maximum of no more than 10 hours
    - Paid at 1 credit for each 2 hours; minimum of 1 credit and 50% of time in excess of one hour

- F/A who attends training or does CBT while on LOA will receive same pay as though active but will not be considered to be in active working status

Article 9: Sick Leave

- Current attendance policy incorporated into contract; cannot be unilaterally changed

Article 10: Medical Examinations

- Process for challenging Company medical examination

Article 11: Vacation

- Incorporated sideletter on 2-round vacation bidding
- Crew scheduling will make every effort to avoid flying F/A into vacation; if that happens, F/A will be paid and credited 3 additional hours for each affected day

Article 12: Uniforms

- Made list of required items less specific
- Increased uniform replacement back to $300 per year
- F/As may use up to $50 of their bank to be reimbursed for uniform-compliant shoes

Article 13: Seniority

- F/A who transfer to supervisor at AS or QX accrue seniority for 6 months (currently only at QX)

Article 14: Leaves of Absence
• 6 months of insurance for MLOA and W/C re-starts if F/A returns to work for at least 30 days and then needs additional leave for same condition (currently limited to 6 months for entire condition)
• New provision for parental leave
  o For birth mother—up to one year after birth, including MatLOA and recuperative leave (time after recuperative leave is considered personal leave)
  o For adoptive/foster parents and partners of birth parents—up to 12 months personal leave after birth/adoption/placement of foster child
• Provisions for court appearances
  o Job-related
    ▪ Pay protected if subpoenaed; if on day off, 4.5 credit hours
  o Not job-related
    ▪ Will be released, but will be considered an attendance event and will not be pay protected, unless required by law
• Light duty rules

**Article 15: Furlough and Recall**

• No changes

**Article 16: Transfers between Domicile**

• Company may post vacancies of up to 3 bid months
  o Awarded in seniority order among those not assigned to that domicile
  o Bid for lines at system seniority
  o Company provides hotel and 24/7 per diem (no double dipping with trip assignments)
  o Positive-space travel to temporary domicile at start and end of vacancy, plus one round trip home per bid month

**Article 17: Moving Expenses**

• Short-haul move mileage now greater of 22.5 cents per mile or IRS moving rate (currently just 22.5 cent) per mile

**Article 18: Hostage Benefits**

• No changes

**Article 19: Benefits**

• Caps on increases to premiums and deductibles (per year)
  o Premiums for employee only cannot increase more than:
    ▪ $10 per month
    ▪ 15% more than previous year
- An amount that does not increase the company’s % share of the premium
  - Dependent coverage will be 50% of premium (same % as current, $ amount may change)
  - Deductibles (lower of)
    - 20% more than previous year
- New short-term disability plan, with 40% income replacement; F/As can purchase additional coverage (same as Alaska)

**Article 20: Management Rights**
- No changes

**Article 21: Association Activities**
- 4 company-paid days for union business per bid month, selected at MEC discretion for MEC or LEC-level work

**Article 22: Association Security and Dues Collection**
- Provision for payroll deduction of past-due union dues
- Company must provide information to AFA to assist in dues collection

**Article 23: Grievance Procedure and System Board of Adjustment**
- Elimination of grievance worksheet (go straight to grievance)
- Updated procedures for grievance mediation
- Created process for annual selection of panel of arbitrators

**Article 24: No Strikes or Lockouts**
- Adopted Alaska language (which allows informational picketing)

**Article 25: General**
- Adoption of Flight Attendant Addiction Support program (FAAS)
- Commuter Policy
  - Must register as a commuter and designate commuter city served by AAG (including OO on AAG flights) nearest permanent residence
  - May list 72 hours our (currently 48)
  - Commuter boarding priority
    - Valid only on QX metal
    - Up to 15% of F/As on seniority list may hold W-5 status
      - Must be registered commuter
      - Will be awarded by seniority
- Number calculated annually, but F/A may come within that number mid-year, through attrition
- If domicile closes, or F/A displaced, and F/A does not move to new domicile, F/A will have W-5 status for remainder of year, regardless of 15% cap, if would have been senior enough to be in the 15%
  - If closure/displacement occurs in Oct/Nov/Dec, W-5 goes for remainder of year plus following calendar year
- List of minimum crew-lounge amenities
- Incorporated instructor sideletter

**Article 26: Safety, Health and Security**

- F/A removed from rest of trip, with no loss of pay or attendance consequence, if involved in certain events
  - Same provision for any trips within the following 7 days
  - At F/A request, AFA may send EAP rep to scene

**Article 27: Duration**

- 4 years
- 6-month early reopener

**New Sideletters**

- Implementation Agreement
  - General Effective Day May 1, 2020 (“Date of Signing”)
  - New Reserve section (and guarantee/additional day off) April 1, 2021
  - Pay scales: Effective September 1, 2020, but pay increase from 9/1-12/31 will be paid on May 5, 2021
  - Per diem increase effective May 1, 2020
  - Most other economic items: January 1, 2021
- Ratification Bonus
  - $1,500 on January 5, 2021, paycheck
  - $750 on May 5, 2021, paycheck