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

DUTY PERIODS IN EXCESS OF 14 HOURS

This Agreement is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Horizon Air Industries, Inc. (the "Company") and the Association of Flight Attendants-CWA (the "Association").

WHEREAS: The Company and the Association negotiated a tentative agreement that was ratified on January 26, 2016; and

WHEREAS: The parties now wish to make certain changes to the Tentative Agreement to generate more flexibility for flight attendants while allowing the Company certain operational efficiencies;

NOW, THEREFORE: the Company and the Association agree as follows:

I.   Article 5.C of the collective-bargaining agreement is amended to read:

C.   Actual Duty Limitations

The federal regulation governing duty times and rest periods for Flight Attendants will apply to Flight Attendants, provided that a Flight Attendant's actual duty period will not exceed fourteen (14) hours except that a Duty Period may be rescheduled up to sixteen (16) hours for a Duty Period only to accommodate a deadhead to a place of rest. At her/his option, a Flight Attendant may exceed fourteen (14) hours by agreeing to work (not deadhead) a flight(s) on the last day of their schedule or rescheduled trip. However, such flying may not exceed sixteen (16) hours and, the Flight Attendant will be paid two (2) times her/his hourly rate as measured from break release (E175/jet) & door closure (Q 400/turboprop) for any working leg(s) that includes any time over fourteen (14) hours to block in. This will be paid above guarantee and in addition to the credit value of the trip as calculated per the applicable driver

FOR ASSOCIATION OF FLIGHT   FOR HORIZON AIR
ATTENDANTS-CWA, AFL-CIO   INDUSTRIES, INC.

_____   _____
Sara Nelson   DeeDee Caldwell
International President   Director, Inflight Operations and Labor Relations

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Ed Hawes
MEC President

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Kimberley Chaput
Senior Staff Negotiator