

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**HORIZON AIR, INC.**  
**and the**  
**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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**DAY ROOM SCHEDULING**

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This Memorandum of Understanding (MOU) is made between Horizon Air, Inc. ("Company") and the Flight Attendants in the service of Horizon Air, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association (collectively "the parties") recognize that the COVID-19 pandemic has caused operational disruption at a time when the Company must control costs; and

WHEREAS, Article 4.A.2 of the parties' collective bargaining agreement states that the Company provide day rooms to Flight Attendants for daytime layovers that are scheduled to exceed five hours, or when the Company reasonably believes a rolling delay will result in a daytime layover exceeding five hours; and

WHEREAS, because the Company has had to drastically cut the Company's flying schedule, pairings are now being scheduled or rescheduled with long sit times;

NOW THEREFORE, the parties agree to alter, on a temporary basis, the practice for scheduling day rooms. Effective immediately, the temporary practice will be:

1. Flight Attendants wishing to secure a day room will contact Crew Scheduling upon arrival in the city with the long sit. Crew Scheduling must secure a dayroom within Thirty minutes of the Flight Attendant contact.
2. If securing a day room takes more than thirty minutes, the Flight Attendant will be paid and credited one half hour (.5 credits), above the trip value and above guarantee.
3. Same sex Flight Attendants will be given separate rooms to account for social distancing during this time period.

This departure from the contract will remain in effect through the April 2020 bid month. It may be extended by mutual agreement for one bid month at a time, recognizing the amendments to Article 4.A.2 should the parties' Tentative Agreement be ratified.

It is expressly understood that this departure from the past practice is temporary and without precedent or prejudice to either party.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding this 10<sup>th</sup> day of April 2020.

FOR:

ASSOCIATION OF FLIGHT  
ATTENDANTS-CWA, AFL-CIO



FOR:

HORIZON AIR INDUSTRIES, INC.

*Dee Dee Caldwell*

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Lisa Davis Warren  
Horizon MEC President

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Dee Dee Caldwell  
Director of Inflight Ops and Labor Relations