



AFA MOU 2020-12-18

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

CLARIFICATION OF ARTICLE 13. A. FLIGHT ATTENDANT SENIORITY

This MEMORANDUM OF UNDERSTANDING (MOU) is made between HORIZON AIR, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association (collectively "the parties") recognize that language states Flight Attendant seniority shall begin to accrue on hiring as a Flight Attendant, after completion of training:

WHEREAS, the parties wish to mitigate the possibility of seniority impact based on complexities of scheduling of IOE;

NOW THEREFORE, the parties agree to define "completion of training" for the purposes of said language as follows:

1. New hire Flight Attendants will draw numbers during initial ground school to establish relative order of hire among Flight Attendants who complete training in the same class.
2. Training for the purposes of Article 13. A. will be defined as completion of initial ground school and the date of graduation.

The provisions herein will be effective immediately upon execution of this MEMORANDUM OF UNDERSTANDING. This agreement will be applied retroactively with no correction to flight attendant seniority required due to how language was applied in the past.

IN WITNESS WHEREOF, the parties hereto have signed this MEMORANDUM OF UNDERSTANDING this 18th day of December 2020.

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

Lisa Davis-Warren
Master Executive Council President

FOR HORIZON AIR INDUSTRIES, INC.

Rachael Mattioli
Managing Director, Inflight Services