



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

PROCEDURES FOR AV DAYS

The new tentative agreement, effective May 1, 2020, contains language regarding placing "AV Days" on a flight attendant's line if her/his trip is cancelled more than 24 hours before check-in. To aid in the administration of AV day(s), AFA and Horizon agree to the following:

1. Crew Scheduling will not designate a day(s) as OFF and then covert it to an AV day(s).
2. Trips must be placed on the AV day(s) no later than midnight on the day prior to the AV day. Trips placed on AV days must completely fall within the footprint of the canceled trip, except that the Flight Attendant may be released up to two (2) hours later than the release time of the canceled trip. Trips added are not subject to Article 6.F. rescheduling language.

Examples:

F/A has AV days on May 5-7. Flying must be added by 00:01 on May 4.

F/A is not assigned flying on May 5. Flying for May 6 must be added by 00:01 on May 5.

Flying added on May 5th must check in no earlier than the check in time of the original canceled trip. Flying added on May 7th must release no later than 2 hours later than the release time of the canceled trip. Flying added on any of the other days (May 5th, May 6th of this example do not need to adhere to start or release footprint of the trip).

3. Notification

At the time it places flying on an AV day(s), Crew Scheduling will call the flight attendant pursuant to Article 5.G to notify her/him of the assignment. If the Flight Attendant is on duty at the time, she/he will be contacted during her/his



duty period by crew scheduling utilizing established contact protocol; she/he will be required to respond before the end of the duty period. An off-duty Flight Attendant is not required to answer or return the call. However, a Flight Attendant who neither speaks with Crew Scheduling nor self-notifies of the trip assignment in eCrew by 8:00 PM the day prior will be deemed to have dropped the flying without pay (WP non-actionable) and minimum guarantee will be reduced accordingly. A Flight Attendant who is on sick leave, vacation or leave of absence at 8:00 PM the day prior is not subject to this provision. In these cases, no sooner than 8:00 PM the day prior, the flight attendant will be marked as notified and will be responsible for the trip. At any point up to four (4) hours prior to check in of the original trip, she/he may call crew scheduling and drop the trip for without pay (WP non-actionable) and minimum guarantee will be reduced accordingly. If she/he reports for original scheduled trip and that report time is earlier than new trip, she/he may not check in until check in is available for new trip and no additional compensation including per diem will be owed.

- a) Only single-duty period trips will be assigned on an AV day(s) that was originally scheduled as a single duty-period
5. Picking up on AV day(s) that were converted to OFF days.
- a. A flight attendant whose AV day(s) becomes an OFF day(s), because no flying was added at least 24 hours prior to the AV day(s), may pick up flying on the day(s). She/he will be pay guaranteed for the original trip, and the picked-up trip will be paid and credited above minimum guarantee.
 - b. A FA may request at any time that the AV be removed for OFF and forfeit the applicable pay guarantee for that day i.e. her/his minimum guarantee will be reduced by the credit value of the trip. The FA may pick up duty on that day and will be paid for the actual duty completed above the adjusted guarantee.
6. If more than one Flight Attendant has an AV day(s) on the same day(s), trips will be assigned in reverse domicile seniority order (most junior first), among those legal to fly the trip.
7. If notified by the Flight Attendant that the AV day(s) replaces a trip that was picked up out of base, upon request by the flight attendant, crew scheduling will add necessary deadheads to the new assignment, or assign a trip that originates in same domicile as original trip.

Example: A SEA-based Flight Attendant picks up a MFR trip. The trip is cancelled and Crew Scheduling places AV days on her line, then assigns her



a SEA trip on the AV days. The Flight Attendant may accept the assignment or may request that she be assigned a MFR trip instead. If she requests a MRF trip, Crew Scheduling will either assign her a MFR trip or add any necessary deadheads to ensure report and release in MFR.

IN WITNESS WHEREOF, the parties hereto have signed this MEMORANDUM OF UNDERSTANDING this 8th day of December 2020.

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

FOR HORIZON AIR INDUSTRIES, INC.

Dee Dee Caldwell

Lisa Davis-Warren
MEC President

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