## LETTER OF AGREEMENT between HORIZON AIR INDUSTRIES, INC. and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA

## **Reduced Credit Bidlines**

This Letter of Agreement ("LOA") 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. ("Company") and the Association of Flight Attendants ("AFA"). The Company and the Union are referred to collectively as the "Parties."

**WHEREAS**, the Union and Company are parties to a Collective Bargaining Agreement ("CBA") covering the rates of pay, rules and working conditions of the Flight Attendant employed by the Company; and

WHEREAS, the Company and the Union desire to provide enhancements to the Reduced Credit Bidlines.

**NOW, THEREFORE**, the Parties agree as follows:

Article 6.N.1.a and b. of the parties Collection Bargaining Agreement shall be amended as follows:

## **Crew Scheduling**

- N. Reduced Credit Bidlines
  - a. The Company shall make bid-by-bid decisions regarding the number of reduced-credit lines that will be made available for that bid period. The <u>total number of reduced-credit lines at a Domicile shall be no less than 5% of total bidlines</u> (scheduled bidlines and reserve bidlines) at that Domicile.
  - b. No more than 15% of <u>all bidlines</u> Scheduled Bidlines at a Domicile may be reduced-credit lines without the mutual agreement of the Union and the Company.

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Vice President, Station Ops and Inflight

c. The number of reduced-credit lines available for each Domicile for the bid period will be determined using staffing levels set on the 30<sup>th</sup> of the month two months prior to the bid month (e.g. March 30<sup>th</sup> for May). This information will be provided to the MECP and the MEC Scheduling Chair on the 30th of the month two months prior to the bid month (e.g. March 30<sup>th</sup> for May).

**IN WITNESS WHEREOF**, the Company and the Union have executed this Letter of Understanding effective the 30th day of March, 2023.

FOR THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA,

FOR HORIZON AIR INDUSTRIES, INC.

Sara Nelson

**AFA International President** 

Ву: \_\_\_\_\_

Lisa Davis-Warren MEC President

Kimberley Chaput

Senior Staff Negotiator