

SIDELETTER OF AGREEMENT
between
HORIZON AIR INDUSTRIES, INC.
and the
FLIGHT ATTENDANTS
in the service of
HORIZON AIR INDUSTRIES, INC.
as represented by the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA

Reimbursement for Winter Scarves and Gloves

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

WHEREAS, the Company flies to cold-weather destinations; and

WHEREAS, Flight Attendants need to have appropriate, uniform-compliant winter accessories;

NOW THEREFORE the Company and Association hereby agree to the following:

- I. Article 12.D.2 of the parties collective-bargaining agreement is amended as follows:
 - i. At their option, Flight Attendants will be reimbursed for up to \$37.50 per year for the purchase of uniform compliant winter scarves and gloves. Reimbursement will be handled following the procedures for reimbursement for shoes in Paragraph 2.h, above.
- II. This Agreement will be effective as of the date of its signing. All other provisions of the parties' collective-bargaining agreement remain in full force and effect.


IN WITNESS THEREOF, the parties have signed this Letter of Agreement this 31 day of January 2023.

FOR THE ASSOCIATION OF
FLIGHT ATTENDANTS-CWA,

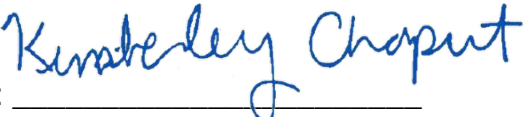
By: 
Sara Nelson
AFA International President

FOR HORIZON AIR INDUSTRIES, INC.

By: 
Chéri Ruger
Managing Director, People and
Labor Relations

By:  _____

Lisa Davis-Warren
MEC President

By:  _____

Kimberley Chaput
Senior Staff Negotiator