

2025 Mesa Tentative Agreement Summary



Table of Contents



*Scan to visit the
Mesa AFA TA 2025 Website*

- 1 Letter from Negotiating Committee
- 2 Wages
- 5 Contract Improvements
- 10 Voting Questions and Answers
- 11 Merger Questions and Answers
- 13 Notes
- B 2025 Tentative Agreement Quick Reference Voting Guide



Important: Once you vote, you cannot change your vote!
Get your questions answered before voting.



Dear Mesa Flight Attendants,

The tentative agreement matches Republic wages and per diem, if approved by you and conditioned on the negotiation of a protocol agreement for a Joint Collective Bargaining agreement that will contain many more improvements in the merger with Republic.

We were also able to secure two new holidays, and a significant increase to per diem by matching Republic rates too. The wage scale that would go into effect if:

1. The agreement is ratified with a majority vote YES by Mesa AFA Flight Attendants, and
2. A protocol agreement for negotiating the joint agreement is reached between Republic, AFA and the Teamsters. We will be negotiating this during our ratification process so that both requirements are satisfied in time to implement the new wage rates and other improvements as soon as possible.

In addition to money, we negotiated two very important provisions. First, we eliminated our no-strike clause. Secondly, we improved our furlough section to make sure that furloughs are done by system seniority rather than domicile seniority. This is an important provision as we enter this merger as it ensures equal treatment of all Flight Attendants across the airline.

We all know that Mesa has been working within financial strain for quite some time. Without a merger partner, our Company's future would be very uncertain. The proposed merger with Republic changed our bargaining strategy and created some urgency to reach an agreement. That's why you'll see that many sections of the contract remain unchanged. We focused on financial items because the merger, if approved, will set off another round of bargaining for additional improvements even before this two year agreement ends. We want to be positioned as strongly as possible going into JCBA Negotiations, so we needed a better contract to start from. Further we wanted to make sure we would have pay parity with Republic Flight Attendants while we negotiate the JCBA.

The MEC and the Negotiating Committee feel strongly that ratifying the new tentative agreement is in our best interest. Thank you again for your support throughout the negotiations process. We couldn't have done this without you.

In Solidarity,

Your AFA Mesa MEC & Negotiating Committee

Shannon Harris, MEC & LEC 44 President

Traci Hagans, LEC 88 President

Cathy Linding, MEC Vice President (IAD)

Dora Quinonez, Negotiating Committee (IAH)

Jack Vunk, MEC Secretary-Treasurer

Kimberley Chaput, AFA Attorney and Negotiator

Wages

Seniority	Current Contract	DOS % Increase	DOS	DOS +1 10/12/2026
1st yr	\$20.24	37.5%	\$27.82	\$28.24
2nd yr	\$22.22	27.5%	\$28.33	\$28.76
3rd yr	\$24.17	19.4%	\$28.85	\$29.28
4th yr	\$26.90	11.1%	\$29.88	\$30.33
5th yr	\$29.04	9.1%	\$31.68	\$32.16
6th yr	\$30.60	7.3%	\$32.82	\$33.31
7th yr	\$31.66	8.8%	\$34.45	\$34.97
8th yr	\$32.73	9.8%	\$35.93	\$36.47
9th yr	\$33.92	9.7%	\$37.20	\$37.76
10th yr	\$34.84	9.9%	\$38.29	\$38.86
11th yr	\$36.08	9.1%	\$39.36	\$39.95
12th yr	\$37.08	9.0%	\$40.41	\$41.01
13th yr	\$37.41	9.8%	\$41.09	\$41.70
14th yr	\$38.18	10.3%	\$42.11	\$42.74
15th yr	\$38.58	10.5%	\$42.65	\$43.29
16th yr	\$39.34	9.8%	\$43.20	\$43.85
17th yr	\$40.12	9.0%	\$43.75	\$44.40
18th yr	\$40.80	8.6%	\$44.29	\$44.96
19th yr	\$40.99	9.5%	\$44.87	\$45.54
20th yr	\$41.28	10.2%	\$45.50	\$46.18

Stepping through the Wage Scale

	10/2/2024	DOS	DOS+1	
1st yr	\$20.24	\$27.82	\$28.24	
2nd yr	\$22.22	\$28.33	\$28.76	
3rd yr	\$24.17	\$28.85	\$29.28	44.7%
4th yr	\$26.90	\$29.88	\$30.33	36.5%
5th yr	\$29.04	\$31.68	\$32.16	33.1%
6th yr	\$30.60	\$32.82	\$33.31	23.8%
7th yr	\$31.66	\$34.45	\$34.97	20.4%
8th yr	\$32.73	\$35.93	\$36.47	19.2%
9th yr	\$33.92	\$37.20	\$37.76	19.3%
10th yr	\$34.84	\$38.29	\$38.86	18.7%
11th yr	\$36.08	\$39.36	\$39.95	17.8%
12th yr	\$37.08	\$40.41	\$41.01	17.7%
13th yr	\$37.41	\$41.09	\$41.70	15.6%
14th yr	\$38.18	\$42.11	\$42.74	15.3%
15th yr	\$38.58	\$42.65	\$43.29	15.7%
16th yr	\$39.34	\$43.20	\$43.85	14.9%
17th yr	\$40.12	\$43.75	\$44.40	15.1%
18th yr	\$40.80	\$44.29	\$44.96	14.3%
19th yr	\$40.99	\$44.87	\$45.54	13.5%
20th yr	\$41.28	\$45.50	\$46.18	13.2%
21st yr	\$41.89	\$45.50	\$46.18	12.7%
22nd yr	\$42.52	\$45.50	\$46.18	11.9%
23rd yr	\$43.15	\$45.50	\$46.18	10.2%
24th yr	\$43.82	\$45.50	\$46.18	8.6%
25th yr+	\$44.48	\$45.50	\$46.18	7.0%
			\$46.18	5.4%
			\$46.18	3.8%

What You Can Expect

If this is your pay rate today		On DOS your pay rate will be	Increase		At the amendable date, your pay rate will be	So over the life of the agreement, your pay rate will increase by	
			\$	%		\$	%
1st yr	\$20.24	\$27.82	\$7.58	37.5%	\$29.28	\$9.04	44.7%
2nd yr	\$22.22	\$28.33	\$6.11	27.5%	\$30.33	\$8.11	36.5%
3rd yr	\$24.17	\$28.85	\$4.68	19.4%	\$32.16	\$7.99	33.1%
4th yr	\$26.90	\$29.88	\$2.98	11.1%	\$33.31	\$6.41	23.8%
5th yr	\$29.04	\$31.68	\$2.64	9.1%	\$34.97	\$5.93	20.4%
6th yr	\$30.60	\$32.82	\$2.22	7.3%	\$36.47	\$5.87	19.2%
7th yr	\$31.66	\$34.45	\$2.79	8.8%	\$37.76	\$6.10	19.3%
8th yr	\$32.73	\$35.93	\$3.20	9.8%	\$38.86	\$6.13	18.7%
9th yr	\$33.92	\$37.20	\$3.28	9.7%	\$39.95	\$6.03	17.8%
10th yr	\$34.84	\$38.29	\$3.45	9.9%	\$41.01	\$6.17	17.7%
11th yr	\$36.08	\$39.36	\$3.28	9.1%	\$41.70	\$5.62	15.6%
12th yr	\$37.08	\$40.41	\$3.33	9.0%	\$42.74	\$5.66	15.3%
13th yr	\$37.41	\$41.09	\$3.68	9.8%	\$43.29	\$5.88	15.7%
14th yr	\$38.18	\$42.11	\$3.93	10.3%	\$43.85	\$5.67	14.9%
15th yr	\$38.58	\$42.65	\$4.07	10.5%	\$44.40	\$5.82	15.1%
16th yr	\$39.34	\$43.20	\$3.86	9.8%	\$44.96	\$5.62	14.3%
17th yr	\$40.12	\$43.75	\$3.63	9.0%	\$45.54	\$5.42	13.5%
18th yr	\$40.80	\$44.29	\$3.49	8.6%	\$46.18	\$5.38	13.2%
19th yr	\$40.99	\$44.87	\$3.88	9.5%	\$46.18	\$5.19	12.7%
20th yr	\$41.28	\$45.50	\$4.22	10.2%	\$46.18	\$4.90	11.9%
21st yr	\$41.89	\$45.50	\$3.61	8.6%	\$46.18	\$4.29	10.2%
22nd yr	\$42.52	\$45.50	\$2.98	7.0%	\$46.18	\$3.66	8.6%
23rd yr	\$43.15	\$45.50	\$2.35	5.4%	\$46.18	\$3.03	7.0%
24th yr	\$43.82	\$45.50	\$1.68	3.8%	\$46.18	\$2.36	5.4%
25th yr+	\$44.48	\$45.50	\$1.02	2.3%	\$46.18	\$1.70	3.8%

Contract Improvements

Section 2 Definitions

- Added definition of Voluntary Leave of Absence

Section 3 Compensation

- Republic pay scale effective on Date of Signing (DOS)
- Republic scale has a single step for new hires and ends at Year 20. Any Flight Attendant in their first or second six months will be placed at Year 1 on the pay scale, and any Flight Attendant at year 20 or above will be placed at Year 20. Compressing the pay scale ensures Flight Attendants reaching top pay faster and this too improves our position for the JCBA negotiations.
- There is an additional pay increase on DOS +1 year, in the event a JCBA (with higher pay) is not yet in place.
- New customs pay credit: 00:18 for clearing International customs
- New Holidays: Kept current holidays and added Easter and Juneteenth

Section 4 Sick Leave

- Clarified that Company will pay out-of-pocket costs for visit/treatment needed to verify absence, for the first two doctor's notes in a 12-month period (non-probationary only)
- Incorporated sideletter allowing virtual doctor visits to obtain doctor's note

Section 6 Expenses

- Domestic per diem: \$2.25 per hour on 10/12/25 and \$2.35 per hour on 10/12/26
- International per diem: \$2.70 per hour on 10/12/25 and \$2.80 per hour on 10/12/26; paid on all trip hours at an overnight location if there for 90 minutes, measure from block-in to block-out. Together with customs pay, replaces \$25 international overnight payment,

Section 7 Scheduling and Hours of Service

- Updated rest to FAR minimum 10 hours
- Clarified that Flight Attendants who bid maximum credit cannot request reduction in line value, even if assigned more than 105 hours

Section 8 Leaves of Absence

- No fewer than 3 medicals per year for non-probationary Flight Attendants (no points); more will be at Company discretion. Company also has discretion to grant a medical leave to probationary Flight Attendants
- Added Voluntary Leave of Absence (currently Company policy, now contractual).
- Allows Company to offer leaves in specific domiciles that are awarded in domicile seniority order.
- Flight Attendants on VLOA will accrue seniority and longevity
- Flight Attendants may continue health insurance by paying normal premium
- Established recall provisions, if needed

Section 9 Uniforms

- Updated list of uniform pieces
- Established rotation for replacement of pieces
- Created timeline for luggage replacement (50% discount after 1 year; free new 3-piece set after 10 years)
- Perfect attendance drawing prize will be \$150 uniform credit

Section 10 Filling of Vacancies

- Settlement days will be provided only if Flight Attendant is awarded first-choice domicile and actually moves

Section 11 Seniority

- Clarified new hire seniority dates are the same for all Flight Attendants in the new hire class, with highest seniority numbers for company transfers and all other Flight Attendants in order of last 4 digits of SSN.
- Flight Attendants who transfer to non-flying positions will accrue and retain seniority for 90 days, and will retain seniority indefinitely

Section 12 Probation

- Probation will last 180 days and cannot be extended more than 90 days

Section 13 Agency Shop and Dues Checkoff

- **At the request of the Flight Attendant** in arrears, the Company will payroll deduct the arrearages at the rate of \$25 per pay period

Section 15 System Board of Adjustment

- Updated panel of arbitrators

Section 16 Furlough, Displacement, Closing of Domiciles and Recall

- When furlough is necessary, Company will first offer voluntary furloughs in seniority order; if not enough are bid, Flight Attendants will be furloughed in inverse order of system seniority. The current contract furloughs by domicile seniority only in affected domicile(s). This protects all Flight Attendants on the property with equal treatment.
- Recall of voluntary furloughees will be to domicile from which furloughed, as long as there is at least one Flight Attendant at the domicile who is junior to the returning Flight Attendant
- Recall of involuntary furloughees will use the procedures in Section 10

Section 17 Physical Examinations

- Made clear that Flight Attendant selects own physician

Section 18 Moving Expenses

- Moving allowance increased from \$500 to \$1,000

Section 19 Union Activities

- Contract will be available electronically, and in hard copy on request
- AFA new hire presentations will be 90 minutes and include PBS training

Section 20 Hostage Benefits

- Estate of Flight Attendant who dies while being held hostage will receive double death benefits and remains returned home at Company expense

Section 22 Health and Safety

- AFA representative can attend the fatigue and safety meetings
- Flight Attendants will not be required to conduct aircraft searches on the ground unless no other trained personnel is available
- Union representative is now part of the GO-Team

Section 23 Training

- Flight Attendant will receive at least 30 days to complete computer-based training
- Flight Attendant on VLOA must remain current by attending recurrent training

Section 25 No Strike/No Lockout

- Eliminated entire section!

Section 27 Non-Discrimination

- Added language recognizing value of diverse workforce and committing to non-discrimination

Section 28 Commuter Policy

- Commuter policy applies when commuting issues prevent Flight Attendant from reaching Crew Scheduling (such as diversions, circling, etc.)

Section 29 Employee Assistance Program and Professional Standards

- Significant other counts as family member eligible to travel to site of catastrophic event to attend to Flight Attendant

Section 30 Duration

- Two-year agreement, becomes amendable October 12, 2027

Other

- We incorporated the extension language into the main body of the contract.
- In the interest of inclusivity, we replaced all she/he and her/his in the agreement with they/theirs

Voting Questions and Answers



When can I cast my vote?

Voting Opens: September 22, 2025 at 12pm ET

Voting Closes: October 10, 2025 at 12pm ET



How do I cast a vote?

Voting is done electronically by phone or internet. Balloting is conducted electronically through VoteNet Solutions, the leading provider of secure on-demand voting and balloting software and telephone voting for unions, membership, trade and other organizations. The member voting credentials are provided directly to the printer used by VoteNet and do not pass through AFA. Duplicate instructions are also only provided by the VoteNet system. A link to the VoteNet secure site is accessible through mesaafa.org once balloting opens. Simple voting instructions are included on the back cover of this booklet.



Once I cast a vote, can I access the system again if I change my mind?

Once a ballot is cast, it cannot be changed.



What should I do if my voting instructions don't arrive or I lose them?

Replacement activation codes can be requested through the AFA Election site, afacwa.org/elections.

Merger Questions and Answers



Why are we getting a TA now? It feels like just a few months ago we weren't even close to a new contract.

You're right—things have come to a conclusion sooner than we expected before the merger was announced on April 7. The MEC and the Negotiating Committee recognized that the proposed merger provided an opportunity to push for a deal in negotiations that easily could have dragged on for another year (or more!). We wanted to secure Republic wages and some other top items as we headed into the merger. We knew we had a chance to seize the moment, conclude bargaining and secure immediate improvements.



Why is it important to get a signed contract right now?

As we've discussed in previous communications, in order to integrate operations as part of the merger, Republic will have to negotiate a joint contract for both Mesa and Republic Flight Attendants. Going into those negotiations with both groups at the same pay and per diem rates gives the joint negotiating committee more power to press for even better pay and other contractual improvements. We don't want to enter negotiations with pay rates up to 32% lower than Republic Flight Attendants earn.

AFA's deep experience has shown that management will use that disparity to its advantage, not ours. Merged contract talks give us a second bite at the apple and the ability to fight for even higher wages. The larger workgroup will have the leverage to press for boarding pay and other issues critical to Flight Attendants.



What happens if the merger does not go through?

All indications are that the merger will be approved and will close by the end of the year. If it doesn't go through but we have a ratified TA, that TA would still be our new contract. And it would be up for negotiations in just over two years (October 12, 2027).

If we don't ratify the TA and the merger falls through, we would continue working under our current contract and pay rates. Mesa would still have to continue to bargain with us; our leverage would be greatly reduced, and management would not have any incentive to reach an agreement quickly. We would fight as hard as we could, but Mesa's financial situation as a stand-alone carrier is precarious at best. Securing a deal better than this TA could prove very difficult.



Do Mesa and Republic need us to pass the TA in order to go forward with the merger?

No. How we vote on the TA will have no effect on whether the merger closes.



Q. What happens to my seniority if the merger goes through?

Thanks to AFA your seniority rights are covered by law. At a minimum, you will get a "fair and equitable" seniority integration, and AFA will ensure the law is followed. The law also states that seniority will be integrated according to union policy if the union has a "fair and equitable" integration process in its constitution. AFA's seniority integration process ensures that every Flight Attendant retains the seniority they had before the merger, commonly referred to as "date of hire" seniority integration. This is the most fair way to integrate seniority. AFA will work with our Teamster union siblings to agree to a process that protects seniority, creates the most power and leverage in negotiating a JCBA, and maintains strong representation for Flight Attendants. A vote for this Tentative Agreement moves us a step forward in securing those three critical items for Flight Attendants in a merger.



Notes

2025 TA Voting Guide



Steps to Vote by Telephone

1. Dial (888) 488-7288
2. Enter your activation code
3. Write down your username
4. Create, confirm and write down your password (4-number minimum)
5. Follow the prompts to cast your vote
6. Write down your confirmation number



Steps to Vote by Internet

1. Go to afacwa.org/elections and choose "Click Here to VOTE"
2. Enter your activation code
3. Write down your username
4. Create, confirm and write down your password (8-number minimum)
5. Follow the prompts to cast your vote
6. Print your confirmation



Important Voting Notes

- Remember, once your vote is cast, you cannot change it. Get all of your questions answered before you cast your vote.
- If you need a new Activation Code, one can be requested at afacwa.org/elections.
- If you need technical assistance, call the Ballot Help Line at 844-232-2228, ext. 2.
- Please note the Ballot Help Line is open Monday - Friday, 9:30am ET to 5:00pm ET. Outside of office hours, leave a message. Your message will be returned the following business day.

For more information, visit
mesaafa.org



Mesa AFA