

ARTICLE 3 COMPENSATION

A. Pay Scale

- Flight Attendants will be paid for Flight Time based on Status and Longevity in accordance with the hourly rates below. In computing hours for pay purposes, the actual time flown or the Scheduled Block Time, whichever is greater, will be used. The Company may increase the pay rate of any step below so long as the subsequent steps are all equal to or greater than the steps prior to that step. For example, should the Company increase a Step 1 rate more than that shown in the chart, all Flight Attendants with a lesser pay rate shall have their pay rates accordingly adjusted.

For the avoidance of doubt, a Flight Attendant's base rate of pay as they move up the pay scale will not be less than her/his base pay rate at a lower step, nor will a Flight Attendant at Step 1 on the pay scale be paid a base pay rate greater than a Flight Attendant at a higher step on the pay scale.

FA	DOS	DOS +1	DOS +2	DOS +3	DOS +4
1	\$27.00	\$27.27	\$27.54	\$27.82	\$28.24
2	\$27.50	\$27.78	\$28.05	\$28.33	\$28.76
3	\$28.00	\$28.28	\$28.56	\$28.85	\$29.28
4	\$29.00	\$29.29	\$29.58	\$29.88	\$30.33
5	\$30.75	\$31.06	\$31.37	\$31.68	\$32.16
6	\$31.85	\$32.17	\$32.49	\$32.82	\$33.31
7	\$33.44	\$33.77	\$34.11	\$34.45	\$34.97
8	\$34.87	\$35.22	\$35.57	\$35.93	\$36.47
9	\$36.11	\$36.47	\$36.84	\$37.20	\$37.76
10	\$37.16	\$37.53	\$37.91	\$38.29	\$38.86
11	\$38.20	\$38.58	\$38.97	\$39.36	\$39.95
12	\$39.22	\$39.61	\$40.01	\$40.41	\$41.01
13	\$39.88	\$40.28	\$40.68	\$41.09	\$41.70
14	\$40.87	\$41.28	\$41.69	\$42.11	\$42.74
15	\$41.40	\$41.81	\$42.23	\$42.65	\$43.29
16	\$41.93	\$42.35	\$42.77	\$43.20	\$43.85
17	\$42.46	\$42.88	\$43.31	\$43.75	\$44.40
18	\$42.99	\$43.42	\$43.85	\$44.29	\$44.96
19	\$43.55	\$43.99	\$44.43	\$44.87	\$45.54
20	\$44.16	\$44.60	\$45.05	\$45.50	\$46.18

- A Flight Attendant will be paid 125% of her hourly rate for every block hour and deadhead credit, or portion thereof, exceeding 87 hours. There will be no stacking of premiums; any flights that are designated with a premium pay greater than 125% will be excluded from the calculation of the 87-hour threshold. The Company may allow stacking for designated days or Bid Periods, and will advise the Flight Attendants in advance.

B. Monthly Guarantee

- A Flight Attendant who is available for Duty for the full month will be guaranteed a minimum of 75 hours of Flight Pay per month, except as otherwise provided in this Agreement.

2. A Flight Attendant who is unavailable for part of a month will have her guarantee prorated.

C. Pay Credit Hours (PCH) For Lineholders

A Line Holder who is available for Duty and has an Assignment will receive Pay Credit, which shall be the greater of:

1. On a day by day basis, the greater of:
 - a. Scheduled Block or Actual Block on a Leg-by-Leg basis; or
 - b. The Rescheduled/Reassigned Block Time; or
 - c. 4 hours and 12 minutes of Pay Credit ("Min Day") guarantee; or
2. On a trip by trip basis, a Flight Attendant will receive the greater of her flight Pay Credits or one hour Pay Credit for every 4.75 (1:4.75) hours away from Base.

D. Premium Pay

The Company may designate certain Open Time Trips as Premium Pay Open Time and/or may designate certain Bid Period(s) or portion of Bid Periods eligible for Premium Pay (e.g., holidays, weekends, 1st — 15th, etc.). Premium Pay for designated Premium Pay Trips will be no less than 150% and may be increased by the Company based on operational need. Premium Pay will only be paid for Credit Hours earned during the performance of such Premium Pay flight(s) and will only be paid with respect to Flight Time.

E. Cancellation Pay Protection

1. Except for a Flight Attendant on Reserve, a Flight Attendant not otherwise Reassigned will be credited 100% of the applicable pay rate for the Leg value of all flights that are originally scheduled for the current Bid Period but subsequently cancelled from the Flight Attendant's schedule on a Leg-by-Leg basis.
2. A Flight Attendant who has Flight Segments removed from her Schedule due to cancellation shall be available for Reassignment in accordance with Article 6.
3. A Flight Attendant will not collect pay for a cancelled or removed Leg while collecting pay for Legs Reassigned on the same day in lieu of the cancelled Legs.
4. A Flight Attendant on Reserve is not entitled to cancellation pay.
5. A Flight Attendant shall receive cancellation pay for any flight Segment removal caused by delays at a station or other operational causes.
6. A Flight Attendant shall not collect pay for flight Segments removed as a result of unavailability due to the actions of the Flight Attendant such as failure to report for Duty, commuter events, missed Trips, or Trip refusals.

F. Reassignment Pay Protection

A Lineholder who is Reassigned in accordance with Article 6, will be credited with the greater of 100% of the Leg values of the originally scheduled flights for the day or the actual Block-to-Block Leg values of the last Reassigned flights operated by the Flight Attendant on a daily basis. Originally scheduled means Flying as awarded through the Final Bid Award as modified by Trip Trades, Trip Swaps, Trip Drops, and Trip Adds ¹.

¹ Greater of Original Scheduled Trip Pairing or last Reassigned Trip Pairing.

G. Deadhead Pay

1. When a Flight Attendant is required to Deadhead, she will be credited with 75 percent of the Scheduled Block Time of the Deadhead. If no Block Time is established, then the actual time will be used for Air Transportation.
2. If required to Deadhead via surface transportation (e.g. rideshare, limo, taxi, etc), she shall be credited with 75 percent of driving time, as set forth by Google Maps or equivalent, with settings to fastest route, taking traffic into consideration, and avoiding ferries and secondary streets as applicable. A day consisting solely of Deadhead to or from a flight Assignment shall be considered a work day.
3. Block Time will be adjusted for diversions or offline Deadhead flights or surface transportation operating 15 minutes or more over Scheduled Block Time, if adjustments are requested by the Flight Attendant within seven days of the Deadhead event. All requests for Deadhead Block Time adjustment should be sent to Crew Support.

H. Customs Pay

A Flight Attendant who clears Customs during an overnight Assignment will receive an 18 minute Pay Credit. There shall be one Pay Credit per overnight.

I. FAST Member

A FAST member will be paid a premium in addition to the rates above, as provided in Article 8, Flight Attendant Support Team.

J. Pay Procedures

1. Flight Attendants will be paid on a semi-monthly basis, i.e., 24 pay periods per year.
 2. Flight Attendants will be paid on the 15th and the last day of each month. If the 15th or the last day of each month falls on a Saturday or Sunday, Flight Attendants will be paid on the preceding Friday. If the 15th or the last day of the month should fall on a Holiday the paycheck will be available on the work day immediately preceding the Holiday.
 3. The paycheck on the 15th of the month will include any adjustments from the previous month as follows:
 - a. Per Diem expenses owed to the Flight Attendant;
 - b. Over Guarantee owed to the Flight Attendant;
 - c. Any other overages due to the Flight Attendant;
 - d. Any deductions from the previous month.
 4. A Flight Attendant will be paid by direct deposit into a bank account for that Flight Attendant at a financial institution of the Flight Attendant's choice.
 5. The Company may choose to send the Flight Attendant her semi-monthly pay information over one of the Company's secure systems.
 6. Longevity increases will be paid as follows: The current month's Guarantee will be pro-rated from the actual Longevity date as defined in Article 9 (Seniority). All pay Over Guarantee for the month that the Longevity anniversary occurs in will be included in the paycheck on the 15th of the following month at the new rate.
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7. Clerical pay errors involving \$50.00 or more shall be reconciled within five working days after it is first brought to the Company's attention. Errors of less than \$50.00 will be reconciled in the next issued paycheck.
 8. When there is an overpayment to a Flight Attendant, the Company will notify the affected Flight Attendant, provide documentation and substantiation of the overpayment and arrange a mutually agreeable repayment schedule. The Company may require the Flight Attendant to authorize the Company to deduct repayment from her subsequent check(s). The minimum amount that will be collected from each pay period will be \$25.00 and the maximum amount that can be deducted from each pay period shall be \$50.00, unless the amount of overpayment exceeds \$500.00, in which case the repayment amount will not be more than 20% of the original overpayment amount per pay period. A Flight Attendant and the Company may agree to different repayment terms.

K. Reserve Compensation

1. A Reserve Flight Attendant who reports to work for assigned Duty will be credited four hours and twelve minutes per day towards her Minimum Monthly Guarantee or the value of the Assignment, whichever is greater.
2. An Airport Standby Reserve Flight Attendant who reports to work will be credited five hours towards her Minimum Monthly Guarantee or the value of the Trip Assignment, whichever is greater.

L. Recurrent Training Pay

1. A Flight Attendant who attends a day of Recurrent Training will be credited four hours Flight Pay for each day of Recurrent Training.
2. If the Company elects to use any method of Training such as Distance Learning, to comply with FAA or Company Recurrent training requirements, a Flight Attendant will be paid and credited with one hour of Flight Pay for every two hours of FAA or Company approved Training Credit earned in Distance Learning.
3. A Flight Attendant in Training who is available for a full month, will be paid no less than the Minimum Monthly Guarantee.
4. Flight Attendants during Operating Experience Training will be paid in accordance with Article 3.A.

M. Segment Times

1. For the purposes of this Article, Segment Times will be determined using the average of historic en-route (Block-to-Block) times between city pairs by type of equipment.
 2. Segment Times will be reviewed by a joint Company/Union Scheduling Committee every six months using the prior 12 months to determine whether any adjustments are to be made.
 3. Adjustments will be made only when the average varies from the established Segment Time by seven and one-half percent or more, plus or minus.
 4. When a new route is established for which no Segment Time has been computed in accordance with this section, the initial Segment Time will be established based upon the marketing time for that segment. After 120 days of operation, the Segment Time will be reviewed.
 5. Non-scheduled flights on routes where no established Segment Time exists will be credited on the basis of actual (Block-to-Block) Flight Time.
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6. "Attempts," and "Diverted" flights will be paid on the basis of actual (Block-to-Block) flight time. Taxi time, assigned by the Company to the Flight Attendant, not associated with a flight will be credited at the rate of two-tenths (0.2) hours of Flight Pay.
7. Ferry or Repositioning flights (assigned by the Company) will be paid as if the Flight Attendant is working² the flight, at her full hourly Flight Pay.
8. Data necessary for an accurate and complete review of Segment Times will be made available to the Union Scheduling Committee. After the Union representatives have had an opportunity to review the data, the Company will meet with those representatives upon request, at a mutually agreeable time, to resolve any questions or disputes. Members of the Union Scheduling Committee will not disclose any confidential or proprietary information provided pursuant to this paragraph.

N. Drug Testing

A Flight Attendant will not be called in for drug testing on a scheduled Day Off, unless required by law. If drug testing occurs at the end of a Trip Pairing, the Flight Attendant will be compensated at a rate of \$10.00 per hour, or fraction thereof, prorated for all hours on Duty after Block-In plus 15 minutes after her last Flight Segment. If the Flight Attendant is taken to an off-site facility for the drug test, the Flight Attendant will be compensated one hour of Flight Pay above her Guarantee.

O. Holiday Pay

A Flight Attendant who is assigned to flight Duty or Reserve Duty on any of the below listed Holidays will receive four hours of Flight Pay in addition to her Monthly Guarantee or Flight Pay accrued for that month.

New Years' Day

Easter Sunday

Memorial Day

Juneteenth

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

P. Signing Bonuses and New Hire Incentives

With respect to signing bonuses, stipends and other New Hire incentives, the Company has the discretion to offer, and to increase or decrease, signing bonuses and/or incentives in its recruitment efforts of New Hire Flight Attendants. The Company has the discretion regarding the timing of payments of such signing bonuses and/or incentives for New Hire Flight Attendants.

Q. Productivity Bonus

The Company, in its discretion, may offer a bonus or financial incentive at any time and of any type or form to

² If the Flight Attendant is Deadheading on the ferry or repositioning flight, then she will be paid Deadhead pay.

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incentivize Flight Attendants to fly more hours. The Company has the discretion to determine the terms of the bonuses, or other incentives for Flight Attendants, including but not limited to the timing of payments of such bonuses and/or incentives. All active Flight Attendants will be eligible to participate in any such program.

R. New Hire Trainee Pay:

1. New Hire trainee compensation (up until the time of OE) will be at the discretion of the Company. A New Hire trainee's hourly rate will not exceed the first step rate in the pay rate chart above under paragraph A.1.
2. New Hire trainees will be entitled to the Monthly Guarantee (prorated for the first month) as provided in Article 3.B.1. and Article 3.B.2., upon the first day of the New Hire trainees' Operating Experience (OE).
3. During the New Hire trainee's OE, she will receive Flight Pay at the applicable rate in Article 3.A.1.

S. Boarding Pay

1. Boarding Pay as set forth in this Article 3.S. shall become effective six (6) months after the JCBA Date of Ratification.
2. A Flight Attendant must be assigned to a revenue flight and must operate that flight as a working crew member in order to receive Boarding Pay.
3. Boarding Pay for each revenue flight boarded will be equal to fifty percent (50%) of the Flight Attendant's rate of pay (as specified in Section 3.A) multiplied by thirty (30) minutes (i.e. 0.25 Credit Hour). Boarding Pay will be paid above the Monthly Minimum Guarantee.
4. Boarding Pay Examples:

Example	Boarding Pay Applicability
Flight Attendant boards a flight that subsequently cancels	Flight Attendant will receive Boarding Pay
Flight Attendant completes the boarding process, the passengers deplane and reboard	Flight Attendant will receive Boarding Pay for the initial boarding and the re-boarding associated with this flight Segment
Flight Attendant helps board a flight and then does not operate the flight	The Flight Attendant who operates the flight Segment will receive the Boarding Pay
Flight Attendant on a ferry or repositioning flight	Boarding Pay is not applicable
Flight Attendant deadheads on a flight	Boarding Pay is not applicable
Flight Attendant uses PDO or legacy sick leave	Boarding Pay is not applicable

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ARTICLE 6 SCHEDULING

A. Staffing

It is the Company's responsibility to determine adequate staffing levels taking into account all known Flying, Vacations, known approved Leaves of Absence (including, without limitation, Union Business Days), scheduled and/or anticipated Training, Company related business, attrition, retirements, and all Known Absences.

B. Scheduling Goal

The Company and the Union have agreed to the provisions of this Article with the goal that through application of the terms set out herein, the monthly Schedule and construction of Lines shall be accomplished to provide the highest amount of productivity and schedule consistency for the Flight Attendant group while at the same time producing the highest efficiency of safe operations for the Company.

C. Scheduling Committee (The Union can waive its obligations under this paragraph C)

1. The Union will establish a Union Scheduling Committee, which will meet with the Company for the purpose of facilitating the efficient operation of Article 6 and Article 7 of this Agreement. The Union Scheduling Committee will be given access to non- confidential information regarding aircraft flows, Block Time reports, scheduled Training, Vacations, Leaves of Absence and current staffing.
2. The Company will provide Union Scheduling Committee members (up to a total of six individuals) login credentials for the purpose of accessing FLICA and Crew Trac (or replacement software in either case, if applicable, here after referred to as FLICA or Crew Trac). Such access will not include the ability to alter a Flight Attendant's Schedule or change a parameter of the program. Each Union Scheduling Committee member who is granted access will execute a non-disclosure agreement and will not reveal her login credentials to any other person. The Union may request additional Crew Trac access for administering this Agreement.
3. The Company will provide updated information regarding the use of the software (e.g. software updates or changes to functionality) to Scheduling Committee members as necessary.
4. Any changes to FLICA or Crew Trac (or replacement software in either case, if applicable) shall, at a minimum, maintain the functionality and accessibility necessary to meet the requirements set forth in this Agreement. The Company will meet and confer with the Union regarding changes to FLICA and Crew Trac. If the Company considers adoption of a replacement system to FLICA or Crew Trac, the Union will participate in the evaluation of the system.
5. If due to changed circumstances (e.g. revised FAA regulations), FLICA, Crew Trac or replacement software no longer meets the requirements of this Agreement and/or regulations, the Company and the Union will mutually agree to modifications to the Agreement to accommodate the changed circumstances. If such changed circumstances take place before mutually agreed modifications are established, the Company will maintain a system that, to the extent feasible, meets the existing requirements of the Agreement. Notwithstanding a change in the software system, the Company shall comply with the requirements of this Agreement. If there is a difference between this Article and the Code of Federal Regulations (CFRs) the more restrictive requirement will be controlling.
6. The Scheduling Committee access described in Article 6.C.2 shall include the ability to review and generate reports covering the following information:
 - a. PDO time used;
 - b. Hours and Trip Pairings flown by Management Flight Attendants;

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- c. Vacations canceled by the Company;
 - d. Individual Flight Attendant Schedule history;
 - e. Daily Assignments for Reserve Flight Attendants;
 - f. Reassignments;
 - g. Trip Add, Drop, and Swap requests granted and denied.
7. The Company will cover Flight Pay Loss for up to 50 (fifty) hours per month for the Scheduling Committee Members as UNS for the purpose of Pairing Construction and Bid Awards. The UNS must be Pre-Awarded and the Union is responsible at the end of each Bid Period for correcting any Pre-Awarded UNS days/ hours that were not worked by a Scheduling Committee Member(s). All other time off taken by Union Scheduling Committee members shall be considered Union Business Days and reimbursable to the Company as per Article 12. Pre-Awarded time off as set forth above shall be credited at 5 hours per day. A member of the Union Scheduling Committee, who reviews the Lines or meets with the Company during Trip Pairing construction on a Day Off, will have the option to receive Flight Pay Loss equal to 5 hours above Guarantee, reimbursable to the Company per Article 12.
 8. The Company will provide other reasonably available and relevant information as is mutually agreed upon.
 9. The Union Scheduling Committee and the Company shall meet monthly prior to publication of the Bid information, and as necessary thereafter, to discuss the average Line Construction credit values, stacking and unstacking, and construction of the Trip Pairings.
 10. A subset of the Union Scheduling Committee, as determined by the Union's Scheduling Chair, and the Company will establish a joint working group. The joint working group will meet at mutually agreeable times to discuss reserve utilization and buffering, challenges, possible solutions, and counter-balances.

D. Electronic Transactions

The Company shall provide FLICA (or replacement system) that will be the sole means for Flight Attendants to conduct the following transactions via the internet:

1. Monthly Bidding;
2. Trip Trades with another Flight Attendant;
3. Trip Swaps with Open Time;
4. Open Time pickups;
5. Vacation Bids, awards, and trades;
6. Trip Drops;
7. Vacancy and Displacement Bids and awards; and
8. Recurrent Training Bidding.

E. Pairings

1. Pairing Construction
 - a. It is the responsibility of the Company to prepare and publish the Trip Pairings to be bid on by the Flight Attendants. The Company and the Union Scheduling Committee will reach consensus to the extent possible as to the weight of each objective listed in Article 6.E.1.b, and other factors considered in the optimization of the Trip Pairings that should be afforded in construction of the Trip Pairings.
 - b. In accordance with Article 30, the Union Scheduling Committee and the Company will meet and confer quarterly, or at such other times as mutually agreed upon, to review criteria for the construction of Trip Pairings to be used in the scheduling of Flight Attendants, taking into account appropriate factors such as historical crew planning data and Flight Attendant preferences. The Union Scheduling Committee

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and the Company may jointly agree to modify the criteria from time to time. The objectives for the construction of published pairings will be to:

- i. Maximize the Flight Attendant's flight time during a given Duty period.
 - ii. Ensure the ability to carry out the marketing schedule while maintaining on time performance and schedule completion.
 - iii. Ensure that the amount of Open Time is kept to a minimum.
 - iv. Maintain a mix of pairing types, e.g. 1-day, 2-day, 3-day, 4-day, or 5-day trips only as permitted under Article 24.B.5.
 - v. Ensure stability and continuity from one Bid Period to the next.
 - vi. Provide identical Trip Pairings for all Flight Attendants operating the same aircraft to the extent possible.
2. All Trip Pairings used for the scheduling or assignment of Flight Attendants will comply with all other applicable provisions of the Agreement, unless otherwise provided for in this Agreement (e.g. philanthropic flying).
 3. Special Assignment flying, including philanthropic and humanitarian flights, may not meet all of the requirements of this Agreement.
 4. All Trip Pairings shall originate in Base and terminate in Base.
 5. Continuous Duty Overnight Pairings (CDOs)
 - a. A CDO is a Pairing that is a single Duty Period, that has scheduled departures prior to and after midnight. All other Pairings that do not meet the CDO definition will be Awarded/ Scheduled based on applicable sections of this Agreement.
 - b. CDOs will be scheduled with a maximum turn time of 2:45 or a minimum of 5:15 hours ground time, Block-in to Block-out. Where the scheduled turn time is 2:45 or less, the Duty Period will be limited to 12 hours (10 hours if the duty period begins at 2200 ET or later). Where the scheduled ground time is greater than 2:45 a hotel will be provided.
 - c. A CDO Trip Pairing shall not be scheduled for more than four legs, including Deadheads. After the ground time in Article 6.G.3.a.i.g, the Flight Attendant may have no more than two scheduled Legs returning her to her Base.
 - d. A Flight Attendant will not be required to participate in Training without her consent during the scheduled ground time on a CDO.
 - e. No Flight Attendant will be reassigned from a CDO Trip Pairing to any other Trip Pairing other than another CDO (except current Trip can be reassigned to minimum Rest).
 - f. Flights that are not scheduled as part of a CDO Line during the FLICA assigning of Lines may not be added to a CDO Trip Pairing.
 - g. CDO trips will terminate upon a Flight Attendant's first arrival at her Base, and the Flight Attendant shall not be subject to any further Duty or be subject to any Reassignment.
 - h. A Flight Attendant performing a CDO Trip Pairing will be released to Rest upon completion of that Pairing and will not be required to be available for a non-CDO assignment prior to 0500 on the following day.

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- i. The Company and Union may agree to permit CDO Pairings not conforming to the above rules on a case-by- case basis.

F. Line Construction — Preferential Bidding System (PBS)

1. The following procedures will precede Line Construction:

- a. The Company will apply any Known Absence to a Flight Attendant's schedule. The Virtual Credit value of the Known Absence(s) will be reflected in the total value of the line for purposes of the line building parameters according to Article F.1.b. below.
- b. The following Virtual Credits will apply to absences that are known prior to the close of bids:

Company Business	5.00 hours per day
Recurrent Training	4.50 hours per day GRS (in lieu of 2-days off after Recurrent Training)
Jury Duty	5.00 hours per day
Military leave (2-4 days duty)	5.00 hours per day
Military leave	2.80 hours per day 5+ days duty within a single Bid Period, including days off, during the leave
Medical Leave	2.80 hours per day
Workers Compensation (Medical)	2.80 hours per day
Family Medical Leave	2.80 hours per day
Personal Leave	2.80 hours per day
Non-pay Status	2.80 hours per day
Furlough	2.80 hours per day
Resignation	2.80 hours per day
Retirement	2.80 hours per day
Travel Days for Training	4.00 hours per day
Other	2.80 hours per day
Vacation	24 hours per week
Entity Transfer Training	4.00 hours per day
Union Business Days	5.00 hours per day
PDO(s)	4.00 hours per day
Golden Days (GDO)	0.00 hours per day
TOWOP (less than a full month)	2.80 hours per day

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- c. If a Flight Attendant is withheld from service by the Company at the time of Bid closing she will bid for a Schedule for the following Bid period in accordance with this section.
 - d. When awarded in a Line, Recurrent Training, Operating Experience, Union Leave or any Company Business, will not reduce a Flight Attendant's days off to less than the minimum as set forth in Article 24.
 - e. If the Union Scheduling Committee discovers an error or a violation of the Agreement in the Bid eligibility list before the Bids have been awarded, the Union Scheduling Committee will notify the Company as soon as practical. Prior to awarding the Bids, the Company will correct any error or violation that would affect the accuracy of the FLICA award.
- 2. Each Flight Attendant's Schedule will be constructed by the Company utilizing FLICA (or replacement system), taking into account the requirement to leave at least 1% of the flying in Open time to facilitate the SAP process, and will be a:
 - a. Hard Line; or
 - b. Guaranteed Low Time Line; or
 - c. CDO Line; or
 - d. Composite Line; or
 - e. Reserve Line.
- 3. FLICA will determine the number of Hard Lines constructed. If FLICA is not capable of constructing CDO Lines, Composite Lines or Reserve Lines that comply with this Agreement, the Company will construct such lines, in accordance with Article 6.E. Hard Lines, Guaranteed Low Time Lines, CDO Lines, Composite Lines, and Reserve Lines will be awarded or assigned in accordance with a Flight Attendant's Seniority and this Agreement.
- 4. FLICA, in accordance with this Agreement, will construct all Lines as follows:
 - a. Minimum credit window normally set at 75 scheduled credit hours but may be set no less than 70 scheduled credit hours when necessary to facilitate Line Construction; (37.5 scheduled credit hours for Guaranteed Low Time Lines); and
 - b. Maximum window set at no more than 100 scheduled credit hours; (52 scheduled credit hours for Guaranteed Low Time Lines); and
 - c. No less than the minimum days off in Base as provided for in Article 24.
- 5. The Company may withhold up to five percent of known flying in the initial Bid information that corresponds to Flying awarded to FAST members to be utilized for the purpose of conducting OE and for New Hire Green Experience. Should requirements exceed this five percent limitation, the additional time required shall be obtained through displacements pursuant to Article 6.M.
- 6. Hard Lines
 - a. After the Company has completed the Regular Line Construction process utilizing FLICA (or replacement system), additional Trip Pairings will not be added to or removed from a Regular Line except as otherwise provided for in this Agreement.
 - b. A Regular or CDO Line holder will not be assigned Reserve days, nor out-of-base Trips.

7. Guaranteed Low Time Lines (GLT)

- a. A Guaranteed Low Time Line(s) is defined as a Line that has a minimum guarantee of 37.5 Credit Hours and will be constructed with no less than 37.5 Credit Hours and no more than 52 Credit Hours.
- b. A Flight Attendant must have one year of active service to be eligible for GLT.
- c. Flight Attendants who wish to become GLT Lineholders may submit written bids to Crew Planning. Subject to the limitations set out in this Article, available GLT positions will be awarded in seniority order of the Bids on file at the time the position became available.
- d. The Company will offer Guaranteed Low Time Line(s) in each base. At no time shall the total number of Guaranteed Low Time Line(s) offered exceed 20% of the total number of Flight Attendants in the given Base.
- e. A Flight Attendant wishing to bid for GLT must submit her request to Crew Planning before the end of the second month prior to the month in which the start of GLT would be effective (e.g. no later than May 31 for starting GLT in July).
- f. A designated GLT Flight Attendant's monthly schedule will be awarded by the PBS system in seniority order within Base, from her Bid submitted monthly or if no Bid was submitted a line will be awarded based on her default Bid.
- g. If no Flight Attendants bid for GLT in a base, no Flight Attendants will be assigned to GLT in that base.
- h. A Flight Attendant desiring to remove herself from the list of GLT Flight Attendants must give written notice to Crew Planning before the end of the second month prior to the month in which the removal is to be effective (e.g. no later than May 31 for removal from GLT for July).
- i. If a Flight Attendant transfers to another Base, she must bid for an open GLT vacancy in her new base.
- j. A GLT Flight Attendant is required to maintain no less than one hundred and twelve and one half (112.5) hours of pay credit per calendar quarter. A GLT holder who falls below the minimum quarterly pay credit twice within a twelve month period will be removed from GLT status and will be prohibited from bidding GLT status for one year before she is eligible to apply for GLT status.
- k. GLT holders shall be limited to Trading and picking up of Open Time pairings such that they shall not exceed 65 credit hours per month, unless there are insufficient Reserves or volunteers to cover available Open Time. The Company will notify the Union of any situation that requires allowing GLT holders to exceed 65 Credit Hours.
- l. GLT Holders will advance on the pay scale at the same rate as all other Flight Attendants based on Active Status.

8. CDO Lines

- a. CDO Pairings will consist of one Duty Period and will not be constructed back-to-back except within pure CDO lines
- b. A Flight Attendant on a CDO line will be scheduled Days Off in accordance with Article 24 of this Agreement. However, a Flight Attendant will not be scheduled for a block of more than three consecutive CDOs. A minimum of three Days Off will follow any block of three CDOs.

9. Composite Line

To facilitate construction of a Hard Line where due to circumstances, such as a Flight Attendant's pre-awards (e.g., Vacation, Recurrent Training, carry-over trips, etc.) or lack of Trips at her relative Seniority, prevents FLICA from building a Line for that Flight Attendant meeting the minimum credit window, a Composite Line may be built with the Trips that FLICA can assign, and Reserve days will be added to bring her to the minimum credit window.

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- a. FLICA will attempt to build any Hard Line as close to the published minimum (75:00) as possible. If the program is unable to meet the minimum and the highest line the program is able to construct is at or above 67:00, a Composite Line will be awarded. The Composite Line will contain up to two Reserve days at a virtual credit of 4:00 per Reserve day, until the line meets or exceeds the published minimum.
- b. The Reserve days will be placed on the line where the Company feels it is the most operationally advantageous, generally preceding assigned Trips, whenever possible.

10. Reserve Line Construction

- a. A Flight Attendant who is not awarded or assigned a Hard Line, Guaranteed Low Time Line, Composite Line, or CDO Line will be awarded or assigned a Reserve line.
- b. The Company will determine the type and number of Reserve Periods available in any Bid Period.
- c. A Reserve Line Schedule will contain:
 - i. Reserve Days and at least the minimum Days Off as provided for in Article 24;
 - ii. In Base Reserve Days;
 - iii. Types of Reserve (LCR, SCR);
 - iv. No mixing of LCR with SCR within a Bid Month, except when reserve numbers are expected to increase in a Base within a month to allow for more LCR. Mixing of RAPs during Line Construction also may occur on the first or last day of the month to account for transitions from one month to the next;
 - v. RAPs will be designated as AM¹ and PM;
 - vi. At least one block of four consecutive Days Off in a month (a Flight Attendant may waive this restriction); and
 - vii. No single Days Off or single Reserve days except for the first and last day of the Bid Period.
- d. The Company will determine the need for Reserves as provided for in this Article for each day of the Bid Period.
- e. Preferences in the bidding for Reserve periods will be awarded in accordance with Seniority among Flight Attendants in that specific position.

G. Bidding

1. Bidding Timeline

- a. Bids will be awarded to qualified Flight Attendants in order of Seniority.
- b. Bid Submission
 - i. Bid preferences shall be electronically submitted to the Company via FLICA (or replacement system).

¹ There may be more than 1 start time in AM or PM RAPs.

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- ii. A Flight Attendant who neglects to Bid will be awarded a Schedule in accordance with what is indicated on her default Bid preference. If a Flight Attendant has not completed a default Bid preference, then the Flight Attendant will be awarded a Schedule according to FLICA.
 - iii. Each Flight Attendant shall verify the accuracy of her Pre-Awards, and notify the Company of any errors prior to the submission of her Bid.
 - iv. Bidding Timeline
 - a) Flight Attendants wishing to Slide their week of PDOs, per Article 28, must request the Slide prior to 1200 on the 1st of the month prior to the Bid Period.
 - b) Recurrent Training bidding information will be posted on FLICA on or before 0900 ET on the 2nd of the month prior to the bid period. Recurrent Training bidding opens at this time.
 - c) Recurrent Training bidding will close at 0900 ET on the 6th of the month prior to the Bid Period; then
 - 1) GDO shall be awarded in accordance with Article 28, concurrent with Recurrent Training Bidding except in Late Grace Month where GDO will be awarded after the award of the Recurrent Training Bid; then
 - 2) Individual PDO Bid Awards shall be awarded in accordance with Article 28, after the awarding of GDO; then
 - 3) Recurrent Training Bid Awards, GDO Awards, and PDO Awards shall be available in Bid Information and posted as Pre-Awards by 1200 noon on the 10th of the month prior to the Bid Period. All awards shall be published.
 - d) Recurrent Training Bid awards will be available in the Bid Information and posted as Pre-Awards on a Flight Attendants bid calendar in FLICA when bidding opens for PBS.
 - e) If Pre-Awarded a Guaranteed Low Time Line, it will be reflected on the FLICA Bid.
 - f) Bid Information will be made available to all Flight Attendants at each Base at or before 0900 ET on or before the 13th of the month prior to the Bid period. PBS line Bidding opens at this time.
 - g) A Flight Attendant must submit her Bid by 1000 ET on or before the 17th of the month prior to the Bid period.
 - h) The Initial Awards will be posted by 1500 ET on the 20th of the month prior to the Bid period.
 - i) SAP process will begin by 1700 ET on the 20th of the month prior to the Bid Period.
 - j) SAP process will end at 1200 ET on the 22nd of the month prior to the Bid Period.
 - k) Final Awards will be published at 1200 ET on the 23rd of the month prior to the Bid Period.
 - c. FLICA (or replacement system) will generate, track, and provide each Flight Attendant a unique receipt for each Bid supplied by the Flight Attendant.
 - d. Build-Up Blackout
 - i. The Build-Up Blackout is the time period in which the build-up of lines are constructed and Crew Trac is loaded with the Final Awards.
 - ii. During this time, no Trip Trades, Trip Drops, or Open Time awards for the last six days of the current month and all of the following Bid Month shall be processed. All other functions in FLICA or similar software shall remain in effect.

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- iii. During the Build-Up Blackout period, the Company and the Scheduling Committee will meet to review the Final Award.

2. Eligibility to Bid

- a. Management Flight Attendants will not Bid.
- b. A Flight Attendant who will begin a known Training event, i.e. attending New Hire Training, or entity transfer Training (from the beginning of classroom training to completion of OE) during the Bid Period may bid a Schedule for the month for that portion which she will be available.
- c. A Flight Attendant who is projected to finish a Training event, i.e. attending New Hire Training, or entity transfer Training (from the beginning of classroom training to completion of OE) during the Bid Period may bid a Schedule for the month for that portion for which she is projected to be available. If she finishes earlier or later than projected her Line will be adjusted.
- d. A Flight Attendant who is not expected to be available for Duty during the month (e.g., a Flight Attendant on a Leave of Absence for the entire month or with an unknown return-to- work date, or a Flight Attendant in Training for the entire month) will not be awarded a Schedule during the bidding process.
- e. A Flight Attendant with a known return to work date for the Bid month, will be eligible to Bid for their available days of the Bid month provided the paperwork has been received and processed prior to the opening of Bids.
- f. New Hires will be placed on the applicable Bid eligibility list for the month in which they are projected to complete Training. New Hires will then be eligible to Bid for the following month in which they are scheduled to complete Training.
- g. Lines constructed for Flight Attendants outside the monthly FLICA Bid award shall comply with Articles 6.E. and the applicable parts of 6.F.

3. Bid Information

- a. The equipment specific Bid Information for each Base will contain the following information:
 - i. All known flying arranged in Trip Pairings including the following Schedule information:
 - a) Report and Release Times;
 - b) Pairing number;
 - c) Flight number;
 - d) Block and Credit Time of each Segment;
 - e) Block and Credit Time of the pairing;
 - f) Duty time;
 - g) Ground time;
 - h) Deadhead time;
 - i) Originating, intermediate, and terminating station;
 - j) RON information, including hotel information, surface transportation, etc;
 - k) Minimum required Rest;

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- l) Trip time (time away from base, or TAFB);
 - m) Aircraft type e.g. ERJ, MRJ, CRJ etc.
 - ii. A list of Flight Attendants eligible to Bid in each Base (Bid eligibility list);
 - iii. Awarded or assigned temporary Vacancies;
 - iv. Anticipated number of Guaranteed Low Time lines.
 - v. An anticipated number of CDO, and Hard lines;
 - vi. An anticipated number of Composite and Reserve lines;
 - vii. Flight Attendant Support Team members;
 - viii. Types of Reserve (LCR, SCR) and RAP, including projected start time(s);
 - ix. A list of Flight Attendants who are due for Recurrent Training and the assigned dates, known Training assignments and applicable credit; and
 - x. All awarded and available Vacation time.
 - b. Following distribution, the Union Scheduling Committee may review the Bid Information for each Base and specific equipment. The review of the Bid Information will be completed within 24 hours of its distribution.
 - c. If an error or contractual violation is found that would affect a FLICA (or replacement system) award, and if the Company and the Union determine it is necessary, the Company will reissue the affected Bid Information and may adjust the time and dates for bidding, awarding, review and distribution required for the correction.

H. Review of Schedules

1. As the Line Construction process for each Position and Certificate is completed, the Company will promptly notify the Union Scheduling Committee that the Lines are ready for review.
2. The Union Scheduling Committee will promptly notify the Company if it discovers an error or violation of the Agreement in the Lines in specific position. The Company will conduct a re- run of the Bid Award(s) if a Regular, Composite, or CDO Line does not comply with the Agreement or contains an error resulting from a discrepancy in the Bid eligibility list, an omission of a Known Absence that should have been corrected prior to the close of the bid, and/or a computer or FLICA malfunction. Any error or violation of the Agreement in a Reserve Schedule for a Position will be corrected prior to distribution of the Bid Award for that Position.
3. If the Company conducts a re-run of the Lines for a specific equipment position, the Union Scheduling Committee will expedite any additional review necessary to complete the process.
4. The Union Scheduling Committee will notify the Company immediately if it does not wish to review the Lines.
5. If the Company conducts a re-run of the Lines, the distribution of the Bid Award may be delayed but will be distributed promptly after completion of the re-run. Unless the Company and the Union agree otherwise, a re-run of a Bid Award will not be conducted once the Final Award has been distributed.

I. Schedule Adjustment Period (SAP)

1. SAP is a designated period of the month when Line Holders with Hard Lines may utilize Flightscape crew management software (or replacement) to adjust the Trips within their Bid Awards. SAP will be for forty-three (43) hours beginning at 1700 ET on the 20th of the month prior to the Bid Period and will conclude at 1200 ET on the 22nd of the month prior to the Bid Period.
2. SAP will be populated with at least 1% of the monthly Credit Hours in each Base.
3. Each request will be processed and awarded on a Seniority basis.

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4. Subject to reserve coverage, Flight Attendants may Swap, Drop or Add Trips to their Schedules during the SAP period. No splitting of Trips is allowed during SAP.
5. A Flight Attendant's Final Award, with any adjustments made during SAP, will be published electronically at 1200 ET on the 23rd of the month prior to the Bid Period.
6. Flight Attendants participating in SAP may not reduce below 30 Credit Hours for the Bid Period during SAP.
7. The Union and the Company recognize that SAP is a new concept and, as such, will work jointly with the provider of its Flightscape crew management software (or replacement software) to develop an implementation timeline that may require that changes to the SAP concept be made in order to facilitate the implementation. Such changes will be made with joint concurrence of the Union and the Company. Once implemented, if after six months, the Company or the Union has reasonably determined that the SAP process has decreased the productivity of the Flight Attendant group who are participating in the SAP process, the Company or the Union may give 30 days' notice to the other of its intention to modify the SAP process to maintain the productivity level prior to the implementation of SAP or eliminate SAP.

J. Open Time

1. Open Time is the time unassigned through FLICA after the publishing of the Initial Award, plus any time made available by Flight Attendants through retirements, resignation or any other absence.
2. Daily Open Time
 - a. The Company will publish all Open Time after the Final Bid Award, and update the publishing on a real-time basis. The publishing and award or assignment of Open Time to Flight Attendants shall be administered through FLICA (or replacement system), email, or over a recorded phone line upon Flight Attendant request; however, Crew Scheduling may solicit pick up of Open Time.
 - b. Open Time that becomes available during the Bid Period includes Pairings or portions thereof dropped because of illness or injury, Vacations, Training, charters, extra sections, other revenue flying or those Trip Pairings the PBS is unable to award or assign in the Line construction process. The Company may elect to place and remove RAPs in Open Time at any time.
 - c. Daily Open Time not assigned or that becomes available after the Bids are awarded or assigned, may be picked up provided that such Assignment:
 - i. Does not conflict with the CFRs (Crew Scheduling may use the Company's buffers, up to 90 minutes when there is a potential for illegality under the CFRs);
 - ii. Does not conflict with any other provision of this Agreement; and
 - iii. Does not create a conflict with an existing award.
 - d. The Company may, at its discretion, enact a monthly credit hour limit of 130 credit hours.
 - e. Daily Open Time will be Awarded in the following order:
 - i. The Open Time/Trade Board will open no later than 1200 ET on the 24th of each month to all Flight Attendants.
 - ii. Open Time will be:
 - a) Awarded to any Flight Attendant submitting a request pursuant to Article 6.J.2.c. and Article 6.K.; then
 - b) Within six days prior to the start of a Trip Pairing, assigned to:

1) A Reserve Flight Attendant in accordance with Article 7; then

2) Assigned to a Management Flight Attendant.

- f. Requests capable of automatic approval by FLICA will be processed on a "real-time" basis.
- g. All Open Time Trips assigned by FLICA are considered self- Notification for any transaction.
- h. Daily Open Time requests shall be made on a first-come-first- served basis according to the FLICA server clock.
- i. If a request is denied, the Flight Attendant will be advised of the reason for the denial.
- j. Phone inquiries for the purpose of Adding Open Time or swapping with Open Time are only allowed after the Flight Attendant first attempts such Add or Swap with FLICA, is unsuccessful, and has emailed Crew Support for assistance.

K. Trip Pairings: Adds, Trades, Swaps and Drops After SAP

- 1. After 1200 ET on the 24th of the month prior to the Bid Period, a Flight Attendant may request to Add, Trade, Swap or Drop a Trip Pairing(s), or portions thereof.
- 2. No Flight Attendant will be permitted to Swap a Trip Pairing for a RAP.
- 3. A Flight Attendant may submit a request to Add a Trip Pairing(s), or portions thereof, from Open Time through FLICA.
- 4. Trades, Swaps, and Drops deadlines.
 - a. A Flight Attendant may submit a request to Trade a Trip Pairing between Flight Attendants if submitted at least four (4) hours before the report time for the earlier of the two Trips. This provision does not apply to a Reserve Assignment.
 - b. A Flight Attendant may submit a request to Drop or Swap a Trip Pairing(s), or portions thereof, through FLICA no fewer than 24 hours prior to the earliest affected flight(s) in the request. If a request is submitted fewer than 24 hours in advance, the request must be made via telephone contact with Crew Scheduling. Crew Scheduling may waive the 24 hour requirement. This provision does not apply to a Reserve Assignment.
 - c. If sufficient Reserves are available, the request would not result in a violation of the CFRs or any portion of this Agreement, and the Company does not incur additional costs, as described in Article 6.K.8., or potential operational disruption, as determined by the Company, the foregoing requests pursuant to Article 6.K.4.a and 6.K.4.b. may be approved.
- 5. A Flight Attendant who has requested a Trip Pairing Trade, Swap, or Drop will remain responsible for her original Trip Pairing or until she has been notified that the request has been approved.
- 6. Trip Adds, Drops, Swaps, or Trades must not violate the CFRs or any portion of this Agreement, and are always subject to Reserve Availability as determined by the Company. The Company may require up to a 90-minute buffer when there is a potential for illegality under the CFRs or this Agreement. This buffer will not apply to the maximum hours in one Duty period CFR. If a Trip Add, Drop, Swap, or Trade is not approved, the Flight Attendant will be advised of the denial and the reasons for the denial.
- 7. A Flight Attendant who loses Credit from her Schedule because of a Trip Trade, Swap, or Drop will have her Guarantee adjusted as provided in Article 3 of this Agreement.
- 8. Partial Trip Trades or Drops, or partial out of Base Trip Trades may be submitted online, but currently require approval or denial by the Company. The Company will not be required to assume any additional cost liability (e.g., hotel accommodations, Deadheading, additional Duty or Trip time, etc.) that might be associated with requests for Trades, Drops, Adds, or Swaps. If any Flight Attendant falls below four hours and twelve minutes of credit ("Min Day") as a result of a partial Trade or Swap, she will not be entitled to a Min Day and

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will be credited only for actual hours flown or the scheduled Block Hours of such flight(s), whichever is greater.

9. Jet Bridge Trades.

- a. Flight Attendants may request a Jet Bridge Trade by calling Crew Scheduling with another qualified Flight Attendant where the trade would not create a CFR or contractual violation for either Flight Attendant. However, such requests may not be made between a Reserve Flight Attendant and a Line Holder without Company approval.
- b. Both Flight Attendants must consent to the Jet Bridge Trade request by calling Crew Scheduling together between one (1) hour and four (4) hours prior to the scheduled departure of the flight. The Flight Attendant giving away the flying remains responsible for the flying and will work the flight(s) if the other Flight Attendant does not show for the flying.
- c. The Company will not be required to assume any additional cost liability (e.g., hotel accommodations, Deadheading, additional Duty or Trip time, etc.) that might be associated with requests for Jet Bridge Trades. If any Flight Attendant falls below four hours and twelve minutes of credit ("Min Day") as a result of a partial Trade, she will not be entitled to a Min Day and will be credited only for actual or the Scheduled Block Hours of such flight(s), whichever is greater.

L. RAP Adds, Trades, Swaps and Drops

1. A Flight Attendant may request to Add, Trade, Swap or Drop a RAP.
2. A Reserve Flight Attendant cannot drop a Trip Pairing assigned under Article 6.I.2.e.ii.b.
3. A Flight Attendant may submit a request to Add a RAP, from Open Time through FLICA.
4. A Flight Attendant may submit a request to Drop, Swap, or Trade a RAP through FLICA no fewer than 24 hours prior to the Start of the RAP in the request. If a request is submitted fewer than 24 hours in advance, the request must be made via telephone contact with Crew Scheduling. Crew Scheduling may waive the 24 hour requirement. If sufficient Reserves are available, the request would not result in a violation of the CFRs or any portion of this Agreement, and the Company does not incur additional costs, as described in Article 6.K.8., or potential operational disruption, as determined by the Company, the request may be approved.
5. A Flight Attendant who has requested a RAP Trade, Swap, or Drop will remain responsible for her original RAP until she has been notified that the request has been approved.
6. RAP Adds, Drops, Swaps, or Trades must not violate the CFRs or any portion of this Agreement, must not impede reserve utilization and are always subject to reserve availability as determined by the Company. If a RAP Add, Drop, Swap, or Trade is not approved, the Flight Attendant will be advised of the denial and the reasons for the denial.
7. A Flight Attendant who loses Credit from her Schedule because of a RAP Trade, Swap, or Drop will have her Guarantee adjusted as provided in Article 3 of this Agreement.
8. A Line Holder and a SCR Reserve will be allowed to trade a Trip for a SCR RAP, provided the resulting reserve blocks are no fewer than two (2) days each and the Trade does not affect the Reserve's RAP availability. The Company may waive the two (2) day reserve block requirement.

M. Award Displacement

1. Following distribution of the Bid Award, the Company may displace a Flight Attendant from her awarded or assigned Trip Pairing(s) for the purpose of completing a required OE, or due to an equipment substitution.

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2. The Company will provide as much advance notice of Displacement as is reasonably possible. The Displaced Flight Attendant will be credited with the greater value of the Trip Pairing originally assigned or the Trip Pairing(s) to which she was Reassigned. The Displaced Flight Attendant will be released from Duty as specified in Article 6.M.3.
 3. The Flight Attendant who has been Displaced from a multi-day Trip Pairing shall contact Crew Scheduling for assignment after 1700 base time on the day before each day of the Trip from which she was Displaced. If Crew Scheduling has no Assignment upon contact from the Flight Attendant, then the Flight Attendant shall be given the following Day Off free from any Duty. However, a Flight Attendant is still responsible for calling Crew Scheduling on such Day Off.
 4. If the Flight Attendant was originally assigned a one-day Trip Pairing, or if it is the first day of a multi-day Trip Pairing, Crew Scheduling may Assign a Trip Pairing according to the following:
 - a. If the original Report time was before 1000, then Crew Scheduling may assign a Trip Pairing that starts at the original Report time or later.
 - b. If the original Report time was after 1000, then Crew Scheduling may assign a Trip Pairing that starts no earlier than two hours before the original Report time, but no earlier than 1000.
 5. On subsequent days of a multi-day Trip Pairing, a Flight Attendant will not be assigned a Trip Pairing that starts earlier than 1000 unless given the Assignment two nights prior to the Assignment, without the Flight Attendant's consent.
 6. The Reassignment will not be scheduled to end later than the originally assigned Trip Pairing, on the last day of a Pairing, without the Flight Attendant's consent.
 7. The Displaced Flight Attendant will not be assigned any type of Reserve without her consent.
 8. Management Flight Attendants may fly for the purpose of line experience, currency requirements, operational reasons, and/or management purposes². If a Flight Attendant is displaced due to this paragraph, the Flight Attendant shall be pay protected for the affected Flying and shall not be subject to Reassignment for the period of Displacement. When possible, Displacement will occur in Seniority order among the Flight Attendants on the selected flight(s).

N. Reassignment

1. For purposes of this Agreement, a Reassignment means any change to a Trip Pairing after its first distribution as a Final Bid Award.
2. In Base (This provision N.2. may be waived at the Flight Attendant's discretion)

A Flight Attendant may be Reassigned to alternate flight(s) while she is in Base, provided:

- a. The new Assignment is for the same day(s) as originally scheduled; and
 - b. She is not required to Report any earlier than her original Trip Pairing scheduled Report time; and
 - c. She is scheduled to be released from Duty at her Base by no more than two hours later than the originally-scheduled Release time.
 - d. The Flight Attendant will be notified of a Reassignment as soon as practicable. The change will be put on her schedule and the Flight Attendant put on the not notified list. If a Flight Attendant is notified of a Reassignment fewer than two hours prior to her original scheduled Report time her Duty time calculation will start at the original scheduled Report time.
3. Out of Base (This provision N.3. may be waived at the Flight Attendant's discretion)
 - a. A Flight Attendant may be Reassigned to alternate flights while she is out of Base; provided

² Management purposes includes rewarding high performing Flight Attendants.

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- b. The new Assignment is for the same day(s) she was originally scheduled; and
 - c. The Flight Attendant is scheduled to return to her Base no more than two hours later than her originally scheduled Release time at Base, unless due to weather or IROPS. In such cases, the Flight Attendant must stay with the airplane and not cause the airplane to be stranded without crew.
- 4. A Line Holder may not be involuntarily Reassigned to Reserve Duty. If, however, a Line Holder accepts Reassignment to Reserve Duty, she will be released from Reserve no later than her originally-scheduled Release time. If the Flight Attendant is given an Assignment during this Reserve Availability Period, the Flight Attendant will be released in Base no later than the originally-scheduled Release time.
 - 5. A Flight Attendant (Line Holder or Reserve) will not be scheduled or Rescheduled into any of her Days Off for any reason except for weather, mechanical or ATC delay directly related to that Flight Attendant's last flight, unless the Flight Attendant consents. The Company may not schedule or Reschedule a Flight Attendant into a day off due to insufficient staffing unless the Flight Attendant consents. Flight Attendants Rescheduled into a Day Off (Line Holder or Reserve) will be given the option of receiving Day Off pay pursuant to Article 3, or, in the case a Flight Attendant is Rescheduled causing her to go below her minimum Days Off, have the option of having that Day Off restored in the current or following month.
 - 6. During IROPS, Trip Pairings on consecutive days may be combined up to a resulting six-day Trip Pairing if a Flight Attendant cannot return to her Base, prior to starting of the next Pairing.

O. Illness and Injury

- 1. A Line Holder who is unable to begin or complete an Assignment or portion thereof because of illness or injury will notify Crew Scheduling immediately and will be removed from the Assignment. The Flight Attendant will be considered absent for the remaining duration of the applicable Trip Pairing or Assignment unless the Flight Attendant calls in well, or has specified the duration of her absence. If the Assignment was a Trip Pairing and the Trip Pairing has commenced, it will normally be assigned to a Reserve Flight Attendant.
- 2. A Reserve Flight Attendant who is unable to begin or complete an Assignment or portion thereof because of illness or injury will immediately notify Crew Scheduling in accordance with this Agreement.
- 3. A Line Holder who has called in sick on a multiple day Trip Pairing and who is subsequently able to return to flying prior to the completion of the original scheduled Trip Pairing, will notify Crew Scheduling of her ability to return to work.
 - a. The Line Holder will coordinate her return to the Trip Pairing with Crew Scheduling and will be allowed to return to the Trip Pairing at the first opportunity following notification, that the Trip Pairing transits her Base, provided the Pairing has not been Assigned to another Flight Attendant on her Day Off;
 - b. If the Line Holder is not able to return to her Trip Pairing because it does not transit her Base or it has been Assigned to another Flight Attendant on her Day Off, she will be afforded the following options:
 - i. The Flight Attendant may be Assigned a Trip Pairing that is at her Base during the original Trip Pairing period; or
 - ii. Remain on Sick (PDO) for the duration of her Pairing; or
 - iii. The Company may offer to place the Flight Attendant on a RAP and be credited the greater of four hours Pay Credit for each day on Reserve or the value of any Trip Pairing assigned while on Reserve, whichever is greater³.

³ The Flight Attendant will be put on a full RAP.

P. General

1. If two Flight Attendants within the same specific equipment are scheduled to fly and Report for the same Trip Pairing, the Flight Attendant who was awarded or assigned the Trip Pairing as part of her monthly Bid Award will fly the Trip Pairing. If the Trip Pairing was not awarded or assigned to either Flight Attendant as part of her monthly Bid Award, the more senior Flight Attendant will choose whether she wishes to fly the Trip Pairing. The Flight Attendant not flying the Pairing will be considered Displaced in accordance with Article 6.M.
2. A Duty period will be considered to have terminated on the same day it commenced should it actually terminate prior to 0200 the following day.
3. On aircraft requiring more than one Flight Attendant, working positions on the aircraft will be chosen by Seniority.
4. Flight Attendants based outside of the United States will be subject to this Agreement as provided in Article 1.E. and applicable law.
5. Upon the agreement of Crew Scheduling, a Flight Attendant may be released from a Deadhead that begins and/or ends the pairing. If permitted, such release will be without penalty to her compensation.
6. In the event the flight returning a Flight Attendant to her Base on her last day cancels, or, due to unforeseen delay, a Flight Attendant misses her return flight, unless she is needed for a flight Assignment from that location, the Flight Attendant shall:
 - a. Be returned to her Base following the canceled or missed flight, utilizing the most direct available⁴ routing (considering time requirements and same codeshare partner she is operating); or
 - b. If there is no eligible flight that day, receive a hotel room and return to her Base the following day on the earliest eligible flight utilizing the most direct available routing (considering time requirements and same codeshare partner she is operating); or
 - c. Be released from Duty.
7. Under unique circumstances a Flight Attendant may be required to occupy the Flight Attendant jumpseat on a Deadhead flight, so long as the length of the flight does not exceed two hours. If required to occupy a jumpseat, the Flight Attendant will receive full flight Pay Credit.
8. A Flight Attendant scheduled to work "ferry" or repositioning flights will be paid in accordance with Article 3.
9. Any Flight Attendant who is Reassigned that results in an overnight in her Base shall be provided a hotel room, should she actually require one, provided she was not originally scheduled to overnight in her Base and a hotel is available. A Reserve Flight Attendant will not be entitled to a hotel under this provision.
10. For the purposes of calculating Days Off, a Reserve Day will be considered a day of work. Days Off will not be moved once awarded, unless mutually agreed to by the Flight Attendant and Company.
11. All Flight Attendants are responsible for verifying their schedules.

⁴ In accordance with our codeshare agreements.

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ARTICLE 7 RESERVE

A. Contact Requirements for All Reserve Flight Attendants

A Reserve Flight Attendant must remain contactable at all times during her RAP, or as otherwise provided in this Agreement. A Flight Attendant on Reserve may use a cell phone at her expense. The Flight Attendant is solely responsible for ensuring the quality of service of the cell phone, and any malfunction of a cell phone is solely the responsibility of the Flight Attendant. The Flight Attendant is also solely responsible for ensuring that she remains within the cell phone's calling area.

B. Reserve Availability

1. Long Call Reserve (LCR)

- a. A Reserve Flight Attendant on LCR is responsible for an Assignment that appears on her Schedule by 1600 on the Day Off preceding her block of Reserve days. If there is an Assignment, the Flight Attendant will Self-Notify or will call Crew Scheduling for the Assignment. Self-Notification or a call to Crew Scheduling by the Flight Attendant is required between the hours of 1600 and 2000 Base time. The Flight Attendant will be responsible for any Assignment on her Schedule.
- b. The Reserve Availability Period (RAP) for LCR is from 0430 to 1930 Base time.
- c. Unless otherwise authorized by Crew Scheduling, a Reserve Flight Attendant on LCR must be at a location that allows her to report for Duty as early as 12 hours after the initial call to her contact number. She may report earlier if able, but is not required to report earlier than 12 hours after the initial call to her contact number.
- d. A Reserve Flight Attendant on LCR is required to respond within two hours of the initial contact from Crew Scheduling and such time will be included in the call out time required in Article 7.B.1.c.
- e. A Reserve Flight Attendant on LCR may be changed to a Short Call Reserve (SCR) or given an Assignment during any RAP for the following day. Once a Reserve Flight Attendant on LCR is given an Assignment or is moved to a SCR RAP she will be on Rest and not required to be on call for the Company until the start of the Assignment or her SCR RAP (i.e., no earlier than 12 hours following the initial call to her contact number).
- f. Once a Reserve Flight Attendant on LCR has been given an Assignment, the Company may convert any remaining Day(s) in her LCR sequence to SCR.
- g. The Company shall not convert a LCR Day(s) to a SCR Day(s) in more than two scheduled Reserve blocks in any Bid Month for any individual Flight Attendant without her consent. Conversions under Article 7.B.1.f. shall not count toward this limit.
- h. A Reserve Flight Attendant on LCR may inform Crew Scheduling that she will not be at her contact number for a period of time⁵. The time spent out of contact will not affect the expected report time should the Flight Attendant be assigned to a Trip Pairing (i.e., a Flight Attendant on LCR will still be expected to Report as early as 12 hours after the initial call to her contact number).

⁵ This period of time does not affect an LCR Flight Attendant's requirement to report as early as 12 hours from the time of the initial call.

-
- i. On the last day of a block of Reserve Days, a Flight Attendant on LCR will be released from Reserve without penalty to her compensation if not given an Assignment to report for Duty in accordance with Article 7.B that can be completed within that Calendar Day.

2. Short Call Reserve (SCR)

- a. The Reserve Availability Period for SCR will be identified and designated in the Initial Bid Award and will be a single continuous 12-hour block.
- b. The SCR RAPs will be designated by the Company.
- c. A Flight Attendant on SCR shall not be required to be available for more than one RAP in one day, except in the case where RAP periods are scheduled to cross midnight (e.g. 10 p.m. to 10 a.m.).
- d. A Flight Attendant on SCR is to be at her contact number during the entire 12-hour RAP, unless released for a specific period of time by Crew Scheduling.
- e. A SCR will respond within 20 minutes of initial contact from Crew Scheduling and such time will be included in the call out time required in Article 7.B.
- f. A SCR will be subject to a two hour call out unless assigned to a Base where a shorter or longer call-out time has been mutually agreed upon by the Company and the Union. A Flight Attendant will make every effort to report earlier.
- g. A SCR may not be rescheduled from an awarded RAP to another RAP without at least 12 hours prior notice to the start of the old or new RAP, whichever is earlier, except that a SCR may be assigned to Airport Standby Reserve that commences within her RAP. The Flight Attendant may waive the 12 hour restriction. However, unless moved with other days or as a result of an Assignment the last day will not be moved later by itself.
- h. On the last day of a given block of Reserve Days, a Flight Attendant on SCR will be released from Reserve without penalty to her compensation if not given an Assignment to report for Duty within four hours of the end of the Flight Attendants RAP.
- i. A SCR's Reserve Assignment will commence (Report Time) during the Flight Attendant's RAP.

3. Airport Standby Reserve (ASR)

- a. The ASR assignments will be assigned according to the Bucket System starting with the most available days, then in reverse Seniority order.
- b. A Reserve Flight Attendant on ASR may be scheduled or assigned for 8 hours of on premise Duty and up to 14 hours of Duty including on premise Duty and scheduled flight Assignments. If a Reserve Flight Attendant on ASR receives a flight Assignment and concludes prior to the 8 hours of on premise Duty, she may be placed back on ASR for the remainder of her 8 hour on premise Duty.
- c. A Reserve Flight Attendant on ASR may be required to fly a Trip Pairing that remains overnight and should be prepared to work as many Reserve Days as are left in her current Reserve block.
- d. A Reserve Flight Attendant may consent to be on ASR in an airport which is not a Base for the Company.
- e. A Reserve Flight Attendant on ASR will accrue flight pay Credit in accordance with Article 3.

C. Reserve Utilization

- 1. Crew Scheduling will Assign Reserve Flight Attendants to open Trip Pairings according to the Bucket System, type of Reserve and RAP. The Bucket System is a method of assigning open Trip Pairings by matching the Reserve Flight Attendant's days of availability to the days of the open Trip Pairing.
 - a. Reserve Flight Attendants shall fall into the bucket that equates to the available Reserve Days remaining in the said Flight Attendant's Reserve sequence.

- b. If there are no Flight Attendants available whose days of availability match the Trip Pairing to be covered, the Company will have the ability to assign the Trip Pairing to the next highest bucket and progressing in that order. If there are no Flight Attendants available in a higher bucket, then the Company will have the ability to assign the Trip Pairing at its discretion to any Reserve Flight Attendant.

- c. If Reserve Flight Attendants are within the same bucket, Assignments will be made in the following order:

- i. Fly First Preference in seniority order.

Fly First Preference means a Reserve Flight Attendant wants the Company to Assign her a Trip prior to the First In First Out (FIFO) sequence. Reserve Flight Attendants will have the option to select this preference during bidding each month.

- ii. FIFO — Trip Pairings will be assigned to the Flight Attendant within the same bucket who completed their last Trip Pairing first.

2. Proactive Pick-Up of Open Time Pairings (OTP) for LCR

- a. A Reserve Flight Attendant on LCR shall be able to pick up OTPs within her Base provided that the bucket in which the LCR Flight Attendant falls matches the OTP.
- b. The Flight Attendant may be awarded an OTP that extends before or after her LCR sequence if she is willing to operate the entire OTP. The portion of the OTP that is picked up on the Days Off shall be paid in accordance with Article 3. The OTP cannot create a conflict with the Flight Attendant's following RAP or other Assignment already on the Flight Attendant's schedule unless approved by the Company.
- c. Proactive Pick-Up requests shall be processed automatically on a first come, first served basis for in Base LCR Flight Attendants. Proactive Pick-Ups for out of Base LCR Flight Attendants may require manual processing and approval, if applicable, by Crew Scheduling.
- d. Time Line for Proactive Pick-Up and the Company Assignments
 - i. Six Days Prior to an OTP at 1200 ET Proactive Pick-Up Opens.
 - ii. Six Days Prior to an OTP at 2100 ET Headquarters Time, the Company may begin assigning OTPs to Reserve Flight Attendants.

3. Priority for Reserve Assignments

The priority for Assigning open Trip Pairings shall be as follows subject to operational needs and in accordance with Article 7:

- a. LCR
 - i. Proactive Pick-Up; then
 - ii. Bucket System
 - a) Fly First Preference; then
 - b) FIFO; then
-

-
- c) Any remaining LCR; then
 - b. SCR
 - i. Bucket System
 - a) Fly First Preference; then
 - b) FIFO; then
 - c) Any remaining SCR.
 - ii. Following the Assignment of all open Trip Pairings, ASR will be Assigned to Reserve Flight Attendants in the remaining SCR buckets in accordance with 7.B.3.a.

D. Reserve Duty — General

1. A Reserve Flight Attendant will not be required to be available for a Duty Assignment on a Day Off or during a Rest Period, but will be required to be available during her RAP.
2. An SCR will not be required to start a RAP with less than the minimum Rest required by Article 24.
3. A Flight Attendant assigned to sit out of Base Reserve will be paid Per Diem and will be provided with hotel accommodations for multi-day Assignments, except that a Flight Attendant who voluntarily Swaps or Trades resulting in an out of Base Reserve sit, will not be entitled to hotel accommodations or per diem. A Flight Attendant on a multi-day out of Base Reserve Assignment will not exceed four consecutive days of Reserve availability away from her permanent Base without her consent. A Flight Attendant may be assigned a Trip Pairing during her out of Base RAP, provided that the Flight Attendant's flight is scheduled to return to her permanent Base by 2359 on the last day of her originally scheduled Reserve block. An out of Base Reserve will follow the same contractual requirements as an in-Base Reserve. If the out of Base Reserve elects to designate a contact number different from the number she has on file with the Company, she will notify Crew Scheduling of the alternate contact number (e.g., a telephone number at the hotel). A Flight Attendant sitting out of Base Reserve is subject to the contact requirements of a SCR in Base.
4. The Company may not Reassign a SCR Flight Attendant to Rest during her scheduled RAP.
5. Hotel reservation information (including hotel name, and phone number) shall be made known to the Reserve Flight Attendant prior to any Assignment or as soon as practicable. No Flight Attendant shall hold boarding or delay the flight due to not having her hotel reservation information for that overnight. A Flight Attendant may waive this provision.
6. If a Reserve Flight Attendant is given an Assignment, and is notified of the Assignment, or self-notifies, either during or in advance of her RAP, she will not be required to be contactable for the portion of the RAP on the same day(s) as the Report Time of such flight Assignment.
7. A Flight Attendant on Reserve may not be assigned to a flight Assignment that is scheduled to exceed 14 hours of Duty from Report Time.
8. When a Reserve Flight Attendant is given an Assignment, her Duty time for pay and Rest will commence at the scheduled Report Time of the Assignment.
9. Notice of a Trip Pairing Assigned to an ASR will be made within her Duty Period, which commences at her Report Time to the airport.
10. For the purposes of calculating Days Off, a Reserve day will be considered a day of work. The Company will not move Days Off once awarded. Day off restoration is governed by Article 6.M.5. A Flight Attendant may waive this provision.
11. In the Bid Award, the Company may schedule a Reserve Flight Attendant for up to ten ASR days. If the Company later determines that it needs additional ASR days, it may assign a Reserve to serve additional ASR Duty in accordance with this Article and will compensate such Flight Attendant at the rate of \$25.00 per day for each additional ASR Assignment above ten.

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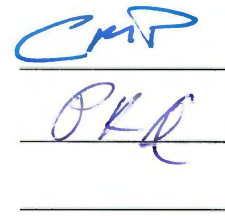
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12. When a Reserve Flight Attendant completes a Reserve Assignment, she must contact Crew Scheduling or self-notify for any current or future assignment on her Schedule or to be released.
13. If and when it becomes technologically available through CrewTrac, or a replacement system, the Company will not schedule or award a Reserve Flight Attendant for more than 100 hours of Block time⁶ in a Bid month without her consent.

⁶ The 100 hours does not include trips that are picked up on days off.

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ARTICLE 8

FLIGHT ATTENDANT TRAINING AND INSTRUCTING SUPPORT

A. General

1. A "Flight Attendant Support Team" member (FAST) is defined as a Flight Attendant who has applied and been selected to perform special duties as outlined in Article 8.B.
2. A "Line Instructor" is defined as a Flight Attendant who has completed the required Flight Attendant Instructor Curricula as per the Republic AQP Manual and FATM and who performs those duties as defined in Article 8.C.
3. An "Onboard Services Instructor" is defined as a Flight Attendant who is part of the Onboard Services Team and instructs during initial, AQP, or "on the line" training and who performs those duties as set forth in Article 8.D.
4. All Instructors may wear a union pin as per the Company Inflight Style Guide while performing Instructor Duties.
5. The term "Instructor" collectively refers to a Flight Attendant Support Team member, Line Instructor, and Onboard Services Instructor.

B. FAST Duties

1. Operating Experience (OE)
2. Inflight Support Evaluations (ISE)
3. Ground Support Evaluations (GSE)
4. First Point of Contact (FPOC) Calls
5. Conference Calls
6. Other FAST duties as defined in the Inflight Support Manual (ISM)
7. OE, ISE and GSE shall be conducted only by qualified FAST members on the Flight Attendant Seniority List or qualified Inflight management.
8. The performance of FAST duties by Flight Attendants on the Seniority list shall not cause those Flight Attendants to become Management Associates.

C. Line Instructor Duties:

1. Facilitates approved curriculum as well as oral and written exams to qualify and requalify Flight Attendants;
2. Maintains currency of Inflight guides and manuals;
3. Completes, submits and maintains all documentation associated with training events;
4. Attends Instructor calibration meetings and briefings; and
5. Other duties as defined in the Corporate Organization Manual (COM).

D. Onboard Services Instructor Duties:

1. New hire and CQ classroom instruction including hands-on scenarios that cover codeshare service procedures. Lessons include the use of codeshare customer service apps; and
2. Other duties as defined in the Inflight Support Manual (ISM).

E. Selection and Retention of Instructors

1. The Company will inform the Union of its selection(s) of all Instructors on a quarterly basis during the quarterly meetings pursuant to Article 30. The selection and retention of Instructors shall be at the Company's discretion with input from the Union and consistent with the following criteria:
 - a. A total of 15 months active Flight Attendant experience with the Company.
 - b. A consistent record of adherence to Company policies and procedures.
 - c. Must not be in Special Tracking due to an unsuccessful training event.
 - d. No written progressive discipline warning or written attendance advisory in the prior active 12 months.
 - e. Flight Attendants who are not selected will have the option to reapply after six (6) months.
2. The FAST members shall successfully complete an initial and annual FAST Training and annual Recurrent Training, in addition to the requirements in Article 8.E.1.

F. Instructor Scheduling

1. An Instructor will be awarded her Schedule based on her seniority.
2. Instructor assignments will be awarded based on availability, qualification type, and training needs. All things being equal, seniority will determine assignments between available Instructors.
3. Instructors will not be involuntarily scheduled to perform Duties on their Days Off with the exception of a FAST member conducting FPOC and conference calls.
4. When an Instructor is scheduled to report to perform any of her Instructor duties at a location other than her Base, she will be provided a Deadhead from her Base, or from the Base of her choice. If an Instructor elects a Deadhead from the Base of her choice, which is not her Base, the Instructor will only receive the Deadhead pay that she would have received if she had been provided a Deadhead from her Base.

G. Instructor Compensation

1. An Instructor will be compensated at the rate of \$10.00 per Pay Credit hour in addition to her rate of pay when performing Instructor duties except when a FAST member is performing OE or Instructors training an Instructor, in which case she will be compensated \$11.00 per Pay Credit hour in addition to her rate of pay. An Instructor who performs duties not defined in this Article, the ISM, or the COM will be compensated at her regular base rate of pay for such duties.
2. An Instructor removed from Trips to perform flying or non- flying Instructor duties will be paid and credited for the greater of the value of the missed Trips or at the value of the assignment she performs.

3. When the Company schedules an Instructor for non-flying Instructor duties prior to the opening of the Bid Period, the Flight Attendant will receive five (5) Virtual Credit hours per day as defined in Article 6.
4. Instructors performing non-flying Instructor duties will be compensated at the Instructor rate at a minimum of five (5) Pay Credit hours or one (1) Pay Credit hour for every two (2) hours of Duty, whichever is greater.
5. An Instructor performing non-flying or non-instructing Duties on a Day Off will be compensated at the rate of a minimum of four (4) Pay Credit hours or a rate of one (1) Pay Credit hour for every two (2) hours of Duty, whichever is greater.
6. Instructors who are required to travel away from their Base for purposes of meeting, Training, or any other Instructor duties, will be provided a single occupancy room in accordance with Article 4. For IND based Instructors meeting, Training or performing Instructor duties at the Carmel, Indiana Training Center (Aviation Campus), upon request, the IND based Instructor will be provided a single occupancy room for
 - a. Each night that there is less than twelve (12) hours between the end of her Duty time on one day and beginning of Duty time on the following day;
 - b. The night that her Duty time is scheduled to end, or ends (if a hotel room is available in the area), after 10 p.m. local time; or
 - c. The night before if her Duty time is scheduled to begin before 7 a.m. local time.
7. FAST members will be compensated one (1) Pay Credit hour at the Instructor rate of pay set forth in Article 8.G.1, per conference call held. OBS Instructors and Line Instructors will be compensated one (1) Pay Credit hour at the Instructor rate of pay set forth in Article 8.G.1, per conference call held, only if they conduct such conference call on a non-COB day.
8. A FAST member will also receive 30 minutes at her Instructor rate of pay as set forth in Article 8.G.1 for each completed OE candidate in any given month. It is understood that this amount is compensation for FPOC calls made in regard to such OE candidate. The FAST member will request FPOC compensation, in a timely manner, on a supplemental pay request to Inflight Training on a monthly basis, or by other established Company method.

H. Expenses

Instructors, including IND based instructors, will receive Per Diem in accordance with Article 4 when performing their respective FAST member, Line Instructor, or OBS Instructor duties.

I. Transition Training between Certificates

1. Flight Attendants who transfer between Certificates will be subject to a Transition Training program as approved by the FAA.
2. The Company will provide the Union a briefing on the curriculum before it is implemented and take their comments into account on design and training schedule timing.
3. The Company and the Union will negotiate an LOA prior to the implementation of Transition Training that will cover: process for bidding for training; training pay that respects Flight Attendant earning power for the month; logistics (booking, deadheading, hotels, etc.); and inclusion of current Mesa trainers in the training process.
4. If not agreed to earlier, the Company and the Union shall designate a minimum of three (3) days for negotiating this LOA once training requirements of the FAA are determined. The LOA shall be concluded 60 days before the Transition Training will commence.

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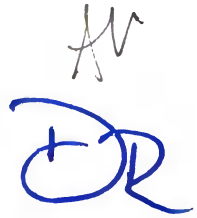
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LOA #3: TA Version

December 11, 2025

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LETTER OF AGREEMENT #8

**Between
REPUBLIC AIRWAYS INC.
And**

MESA AIRLINES, INC.

And

**The Flight Attendants
In the service of
REPUBLIC AIRWAYS INC.**

**As represented by
INTERNATIONAL BROTHERHOOD OF
TEAMSTERS,
Local 135**

And

**The Flight Attendants
In the service of
MESA AIRLINES, INC.**

**As represented by
THE ASSOCIATION OF FLIGHT ATTENDANTS - CWA**

MESA FLIGHT ATTENDANT LEGACY SICK BANK and PAID DAYS OFF TRANSITION

WHEREAS, on this _____ day of _____, _____, Republic Airways Inc. and Mesa Airlines, Inc. (collectively, the "Company") and the International Brotherhood of Teamsters, Local 135 and the Association of Flight Attendants-CWA (collectively, the "Unions") have agreed upon a Joint Collective Bargaining Agreement (the "JCBA").

WHEREAS, further, the Company and the Unions by this Letter of Agreement agree upon the terms by which the Mesa Flight Attendants will transition from separate sick and vacation hours as accrued in accordance with the Mesa CBA to PDOs under the JCBA.

The Company and the Unions now hereby agree to the following terms on a one-time, transition basis for Mesa Airlines Flight Attendants covered under the JCBA who are on the Mesa Airlines Flight Attendant Seniority List on the day of ratification of the JCBA (the "Mesa Flight Attendants").

- A. A Mesa Flight Attendant's accrued sick bank hours (as accrued in accordance with the Mesa CBA) will be transferred by the Company into a legacy sick bank. Such legacy sick bank shall be, by virtue of this Letter of Agreement, a "Legacy Sick Bank" as defined in and covered by the terms of Article 28.A, and the transferred accrued sick bank hours are referred to herein as the "Sick Bank Hours."
- B. The Company will transfer the total amount of the Mesa Flight Attendants' (i) banked vacation hours; and (ii) accrued vacation¹ as of the date of ratification of the JCBA into a PDO bank (the "Mesa PDO

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Bank") for each respective Mesa Flight Attendant, which will constitute the starting balance for each respective Mesa Flight Attendant's PDO in 2026.

- C. Mesa Flight Attendants will accrue PDO hours in 2026 as set forth in the JCBA. Any unused PDO hours for each Mesa Flight Attendant, whether in her Mesa PDO Bank or accrued as set forth in the JCBA, may be:
- a. Contributed to the Flight Attendant's 401(k) account to the extent permitted by law on or before January 31, 2027, at her rate of pay as of December 31, 2026;
 - b. Carried over to 2027 up to one and one half times the current year's accrual;
 - c. Paid out to the Flight Attendant by January 31, 2027 at her rate of pay as of December 31, 2026; or
 - d. Any combination of the above.
- D. The Company shall honor a Mesa Flight Attendant's 2026 Vacation dates that she bid and was awarded by Mesa in 2025, so long as and to the extent such Mesa Flight Attendant has a sufficient number of PDO hours, whether in her Mesa PDO bank or as accrued under the JCBA, for that Vacation.
- E. IN WITNESS WHEREOF the parties hereto have signed this LOA on the ____ day of _____, _____.

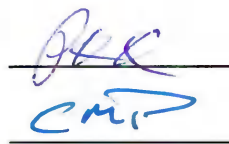
Paul Kinstedt
Chief Operating Officer
Republic Airways Inc.

Dustin Roach
President
IBT Local 135

Paul Kinstedt
Chief Operating Officer
Mesa Airlines, Inc.

Sara Nelson
President
The Association of Flight Attendants - CWA

¹ Whether accrued in 2025 for use in 2026, or accrued in 2026 for use in 2027.

Handwritten signature and initials in blue ink, possibly reading "JLR" and "CMT", with horizontal lines above and below.Handwritten initials in blue ink, possibly reading "JW" and "DR", with a horizontal line above.**ARTICLE 28**
PAID DAYS OFF**A. Legacy Sick Bank**

1. Accrual of sick bank hours will cease on the effective date of this Agreement and all then-accrued sick bank hours will be placed in a Legacy Sick Bank.
2. The resulting Legacy Sick Bank balance shall be used first for all sick calls and Medical Leaves until exhausted.
3. At year's end, unused Legacy Sick Bank hours will be carried over.
4. A Flight Attendant is entitled to be paid for the balance remaining in her Legacy Sick Bank only upon retirement¹.

B. Paid Days Off (PDO)

1. A Flight Attendant shall use PDO hours for any absence covered under this agreement, unless specifically excluded.
2. A Flight Attendant will accrue monthly PDO hours in accordance with the following table:

Pay Step	Hours
1	4.25
2	5.67
3	5.67
4	5.67
5	5.67
6	6.00
7	7.50
8	7.50
9	7.50
10	7.50
11	8.00
12	8.00
13	8.00
14	8.00
15	8.00

¹ Retirement as defined in the then-current Company policy

16	9.17
17	9.17
18	9.17
19	9.17
20	9.17
21+	10.00

3. GLT Flight Attendants shall accrue PDOs at half the rate of full-time Flight Attendants.
4. On any Day that a Flight Attendant uses PDO hours, the value shall be as follows:
 - a. A PDO day shall be debited at four (4.0) PDO hours for each PDO day used; or
 - b. PDO hours used to cover a Trip Pairing or Assignment shall be debited from the Flight Attendant's PDO Bank and credited to the Flight Attendant at the value of the Trip Pairing or Assignment missed on that day, unless the Flight Attendant submits a request to Payroll to pay her four hours per day missed, in lieu of the Trip Pairing or Assignment value.
5. A Flight Attendant on an Approved Leave of Absence will utilize PDO hours in accordance with Article 12 up to a maximum of 75 hours per month.
6. PDO hours may be used for a Flight Attendant's personal illness or injury, on or off the job, or Immediate Family Member's illness or injury, if not covered in Article 12.
7. A Flight Attendant must be on Active Status for at least 15 Days of a Calendar Month to accrue PDO hours for that Calendar Month.
8. PDO hours will be charged for scheduled Vacation periods in accordance with Article 28.C.
9. Unused PDO hours remaining at the end of each calendar year may be:
 - a. Contributed² to the Flight Attendant's 401(k) account to the extent permitted by law on or before January 31st of the following year, at her rate of pay as of December 31st of the prior calendar year;
 - b. Carried over to the following year up to one and one half times the current year's accrual;
 - c. Paid out to the Flight Attendant by January 31st of the following year at her rate of pay as of December 31st of the prior calendar year; or
 - d. Any combination of the above.
10. If a Flight Attendant does not make an election in accordance with Article 28.B.9 above, the default will be to pay out all PDO hours remaining in the Flight Attendant's account at the end of each year in accordance with Article 28.B.9.c.
11. Accrued PDO hours from the Flight Attendant's PDO Bank may be exchanged for pay at the Flight Attendant's request. If a Flight Attendant elects to be paid for PDO hours, she will be paid at her current hourly rate for each PDO hour exchanged. A maximum of 50 PDO hours may be exchanged each month.

² Any monies the Flight Attendant contributes in this manner to her 401(k) is not entitled to a Company match.

12. In the event of a Flight Attendant's death, all PDO hours remaining in her PDO Bank will be paid to her estate, at the Flight Attendant's rate of pay at the time of her death.
13. In the event of a Flight Attendant's retirement or separation from the Company, PDO hours will be paid to the Flight Attendant at her then-current hourly rate.
14. Subject to the review, authorization, and administration of the Employee Services Review Board prior to the transfer of PDO hours, a Flight Attendant may donate PDO hours from her PDO Bank to the PDO Bank of any other Flight Attendant, so long as the recipient of the PDO hours has no PDO hours accrued in her PDO Bank. Such donation may only be authorized in exceptional circumstances. All transfers of PDO hours under this provision will be converted to the actual dollar value of the PDO hours at the time of transfer at the rate of pay of the donor.

C. PDO Hours for Annual Vacation

1. Annual Vacation will be bid in the following two Vacation bid periods:
 - a. No later than November 1st, the Company will open the first of two Vacation bidding periods, Vacation 1, covering the period beginning on the first Monday of January and continuing through the week containing the last Sunday of June. Vacation Bids must be returned by November 15th. A Flight Attendant will be notified of her Vacation bid award by December 1st.
 - b. A second Vacation bidding period, Vacation 2, will begin no later than May 1st. This Vacation period will cover the period beginning on the first Monday following Vacation 1 and continue through the week containing the last day of December. Vacation Bids must be returned by May 15th. A Flight Attendant will be notified of her Vacation Bid award by June 1st.
2. Vacation must be Bid in full week increments (i.e., seven consecutive Days, Monday through Sunday or 14 consecutive days Monday through Sunday (which will count as two periods)). The maximum weeks that can be bid in any single round is two.
3. Each and every Flight Attendant may Bid and be awarded up to a maximum of 126 hours of Vacation annually during Vacation bidding by projecting the accrual in her PDO Bank at the time the Vacation is taken. After Vacation awards are completed, each and every Flight Attendant may trade, pick-up (up to the 126 hour maximum to the extent not previously bid in either of the two annual bid periods), or drop any Vacation week that is available, as long as she has a sufficient number of projected PDO hours available to her.
4. Vacation weeks must be Bid in 18, 21, or 24-hour credit increments (at the Flight Attendant's option) during the annual Vacation bid, but will default to 21 credit hours if not selected. If a Flight Attendant has sufficient credit available, Vacations initially awarded with 18 credit hours may be converted to 21 or 24 hours by contacting Crew Planning no later than 0900 on the 4th day of the month prior to the Vacation period. The Virtual Credit for a Vacation week is either 18, 21, or 24 hours.
5. In accordance with Article 28.C.3, annual Vacation Bids will be awarded in rounds in order of Seniority within Certificate until all eligible Flight Attendant Vacation Bids are awarded, or all of the Company allocated Vacation weeks are awarded.
 - a. Each Flight Attendant will be allowed to Bid and be awarded up to two weeks of accrued Vacation per round.
 - b. Each Bid sheet shall represent one week of Vacation.
 - c. The more senior Flight Attendant will be awarded up to two weeks of Vacation before the next Flight Attendant's Bid is processed. Each subsequent junior Flight Attendant's Bid will be processed in the same manner. Each subsequent round shall begin with the most senior Flight Attendant starting with her highest unused Bid sheet and shall proceed in accordance with Article 28.C.5.

-
- d. The first round of Vacation bidding will conclude after the most junior Flight Attendant's first Bid sheet has been processed.
 - e. The process will run again from the most senior Flight Attendant who has bid using her next highest unused Bid sheet using the same process in Article 28.C.5 through Article 28.C.5.d. The process will repeat using the same process for each subsequent Bid sheet until each Flight Attendant's Bid has been awarded Vacation as available from each Bid sheet used.
 6. The detailed reasons report or similar detailed description of how Vacation was awarded for the Flight Attendant's Vacation Bid will be posted with that Flight Attendant's Vacation Bid results.
 7. Vacation Slide
 - a. Subject to the restrictions in this Article, each and every Flight Attendant may, at her option, Slide the start date of her scheduled Vacation by a maximum of three days in either direction if she notifies the Company on the appropriate electronic form prior to 1200 on the 1st day of the month prior to the Bid Period or the month in which the Vacation start date is sliding into if the Slide will affect an earlier Month.
 - b. Consecutive weeks of Vacation are considered as one block for the purposes of sliding a Flight Attendant's Vacation and will Slide together.
 - c. A Flight Attendant may not Slide her Vacation into a Holiday or the three days adjacent to either side of any Holiday designated in Article 3 (e.g., Christmas is December 25th, a Vacation can be slid up to December 21st on the front end or December 29th on the back end).
 - d. Unless waived by the Company in writing, the number of overlapping Vacations that are subject to Slide in any week may not exceed 50% (overlap of 25% from one week and 25% from the next week) of the total number of awarded Vacations in a Position and Certificate and Base for that week. Available Vacation Slides shall be granted by Seniority within the Certificate, and Base. The Company shall not limit the number of Vacation Slides that a Flight Attendant may request.
 - e. Each and every Flight Attendant who Slides her Vacation will have her prorated days Off adjusted after her Vacation Slide in order to accommodate Vacation Days that have slid into or out of a month.
 8. For a Flight Attendant to retain her awarded Vacation, she must have at least 18, 21, or 24 hours in her PDO Bank (including accruals for the current month and the month in which the Vacation is to be used) projected at the start of the Monthly Bid process for the month in which her awarded Vacation is scheduled. A Flight Attendant who does not have at least 18, 21, or 24 hours in her PDO Bank at the start of the Monthly Bid process for the month in which her awarded Vacation is scheduled will have her Vacation cancelled for that month.
 9. Each and every Flight Attendant with an insufficient PDO balance during Vacation Bid period 1 under Article 28.C.1.a who wishes to bid Vacation in January, February or March may "borrow" up to 24 hours to cover the Vacation. If the Flight Attendant leaves the employment of the Company before the "borrowed" PDO hours are actually accrued, the Company will deduct the remaining amount of the PDO hours owed to the Company from the Flight Attendant's final paycheck.
 10. If a Flight Attendant fails to meet the minimum number of PDO hours required for her bid Vacation in any month, any Vacation time not covered by the PDO balance will be deducted from the Flight Attendant's Minimum Monthly Guarantee.
 11. Except as provided through the Flight Attendant initiated Adds, Swaps, Drops, or Trades, Annual Vacation Bid Awards will not be changed except by mutual agreement between the Company and the Flight Attendant.
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12. The weekly allotment of Vacation weeks available to Bid will be no more than 40% higher or lower than the annualized weekly average.
13. The annualized weekly average shall be the coming year's projected accrual hours plus any carryover hours divided by 1248 (24 hour week multiplied by 52 weeks).
14. The annualized averaging of weekly Vacation based upon the formula set forth in Article 28.C.12 and Article 28.C.13 shall not cause a reduction in force.
15. Annual Vacation periods that are vacated will be made available to other Flight Attendants on a first-come, first-served basis until the Pre-Award process for that month has passed, unless a Vacation Buy Back has been initiated by the Company for the time period being vacated.

D. Vacation Buy Back

1. When offered, Vacation Buy Back may be offered by Base.
2. Vacation Buy Back is available only to current, qualified active Flight Attendants who are scheduled to fly or provide Flight Attendant Support Team duties during the month in which Vacation Buy Back is being offered.
3. Each and every Flight Attendant participating in Vacation Buy Back may sell back any number of applicable week(s) of Vacation during the offered Buy Back window under the following terms:
 - a. The scheduled week of Vacation is removed from the Flight Attendant's Schedule; and
 - b. The PDO hours for the scheduled week of Vacation shall be paid to the Flight Attendant from the Flight Attendant's PDO Bank at 24 hours/ week.
4. The Company may offer a premium to be paid to each and every Flight Attendant who sells Vacation in the Vacation Buy Back Program. Such premium shall be valued at the Company's discretion.
5. The Company shall also pay Flight Attendants who participate in the Vacation Buy Back for all Flying completed during the month of the Vacation Buy Back. This shall be exclusive of the Vacation Buy Back premium or PDO hours paid to the Flight Attendant.
6. Flight Attendants participating in the Vacation Buy Back shall not be restricted from bidding for Vacation in any month that follows the month of that Vacation Buy Back, in accordance with her Seniority, if open slots are available for Bid for that month and the Company has not announced a Vacation Buy Back or Vacation Deferral for that month.

E. Vacation Deferral

1. When offered, Vacation Deferral may not discriminate by Base.
2. Each and every Flight Attendant participating in Vacation Deferral may defer any number of week(s) of Vacation during the offered Vacation Deferral window under the following terms:
 - a. The scheduled week of Vacation is removed from the Flight Attendant's Schedule; and
 - b. No PDO hours shall be deducted from the Flight Attendant's PDO Bank in association with the Vacation Deferral, until the replacement week of PDO is actually taken; and
 - c. The Company may offer the Flight Attendant a financial incentive to defer her Vacation.
3. Each and every Flight Attendant participating in the Vacation Deferral shall be offered, on a one-for-one basis, Vacation later in the year as replacement for weeks deferred through this process.

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4. Flight Attendants participating in Vacation Deferral shall not be restricted from bidding for additional Vacation in any month that has weeks available for Bid that follows the months of that Vacation Deferral, unless the Company has announced a Vacation Buy Back or Vacation Deferral for that month.

F. Individual PDO Days and GDO Period (Golden Day Off) Bidding

1. General

- a. All individual PDO Bidding under Article 28. F will utilize the PDO Bank.
- b. No request for Individual PDO Days under Article 28.F may be awarded if the Flight Attendant making the request does not have sufficient PDO Credit in her PDO Bank to cover the Day(s) for which she is bidding.
- c. GDO periods shall not be awarded on a Holiday or the three days adjacent to any Holiday as designated in Article 3.
- d. Flight Attendants shall be allowed to Bid for specific Days Off through the bidding of individual PDO Days and GDO periods.

2. Bidding Individual PDO Days

- a. Requests for individual PDOs may be made through CrewBids (or its replacement) a maximum of 12 months before the award Month, which shall allow selection of individual Days Off, groups of Days Off, or combinations thereof. Such implementation of this process will be subject to technology enhancement timelines.
- b. Individual PDO Bidding through CrewBids (or its replacement) shall remain open until 2359 on the last Day of the Bid month, two months prior to the award month and be awarded first come, first served based on the submission date and time consistent with the operational needs of the Company.
- c. Once PDO hours are awarded, they cannot be removed without the consent of the Flight Attendant.
- d. If more than one PDO is requested in a Bid Month, it must be requested in consecutive days of PDO or have at least three calendar days between the requested individual PDO days.

3. Bidding GDO Periods

- a. An awarded GDO period will be a guarantee of a specific three consecutive days Off on the Flight Attendant's Monthly Schedule. Using a GDO period gives that Flight Attendant her Day Off preference, in Seniority order of all Flight Attendants bidding a GDO period on those days.
 - b. On November 15th of each year, each and every Flight Attendant will be allotted two GDO periods for use in the subsequent year. A Flight Attendant who does not use her GDO periods in any given calendar year may roll one unused GDO period into the subsequent year for a maximum of three GDO periods in her GDO Bank.
 - c. A Flight Attendant may be awarded a maximum of three GDO periods (if accumulated in her GDO Bank) in any calendar year.
 - d. On a monthly basis, the number of Pre-Awarded GDO periods granted may be no more than 10% of Flight Attendants in any one Position, Certificate, and Base to be scheduled as a GDO on any one day.
 - e. GDO period bidding shall be an option prior to the Monthly Bid and will be Pre-Awarded prior to individual PDO Bid during the Monthly Bid process.
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- f. A Flight Attendant who Bids for more than one GDO period in a month will be limited to an award of not more than two GDO periods in a single month. GDO weeks will be awarded chronologically.
 - g. For each GDO period awarded, one GDO period shall be deducted from the Flight Attendant's GDO Bank.
 - h. GDO periods may not be dropped once awarded.

G. Vacation/GDO Interruption Mitigation

If a Flight Attendant is required to work into a Day Off due to a Company controllable event and such Day Off has been awarded at the start of an awarded Vacation or GDO period, the Company will reimburse said Flight Attendant for any loss of prepaid travel or vacation deposits that are documented with valid receipts up to a maximum of \$500.00.

**Amended Memorandum of
Understanding Between Republic
Airways
and the
International Brotherhood of Teamsters
Local 135
Amended MOU 14 Commuter Policy**

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THIS AMENDED MEMORANDUM OF UNDERSTANDING ("Amended MOU 14") is made and entered into in accordance with Title II of the Railway Labor Act, 45 U.S.C. 181, et seq., by and between Republic Airways Inc. (the "Company") and the Flight Attendants in the employ of Republic Airways Inc. as represented by the International Brotherhood of Teamsters, Local 135 (the "Union") (collectively the "Parties").

Except as otherwise provided in this Amended MOU 14, the 2022 Collective Bargaining Agreement ("CBA") and any applicable Memorandum of Understandings or Letters of Agreement between the Company and the Union will apply and govern the terms and conditions for employment of Flight Attendants covered by the CBA.

WHEREAS, the Parties entered into Memorandum of Understanding 14 – Commuter Policy ("MOU 14") on January 12, 2023, which expired on December 31, 2024.

WHEREAS, the Parties, along with the Association of Flight Attendants – CWA, entered into an agreement in principle ("AIP") on a Joint Collective Bargaining Agreement (the "JCBA") on December 11, 2025.

WHEREAS, in connection with the agreed upon JCBA, the Parties agree to reinstate the two (2) additional Commuter Policy exemptions as originally provided for in MOU 14.

NOW THEREFORE, The Parties further agree as follows:

1. As the date of execution of this Amended MOU 14, Article 29.I.1.a of the JCBA shall be amended to allow for six (6) (*instead of four (4)*) Commuter Policy exemptions in any rolling twelve (12) month period during the term of this Amended MOU 14.
2. This Amended MOU 14 will continue until a successor collective bargaining agreement has been negotiated between the parties.

Dated as of this 11th day of December, 2025.

Republic Airways Inc.

Teamsters Local Union No. 135

By:

By:

MEMORANDUM OF UNDERSTANDING
Between
REPUBLIC AIRWAYS INC.
And
MESA AIRLINES, INC.
And
The Flight Attendants
In the service of
REPUBLIC AIRWAYS INC.
As represented by
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
Local 135
And
The Flight Attendants
In the service of
MESA AIRLINES, INC.
As represented by
THE ASSOCIATION OF FLIGHT ATTENDANTS - CWA

DR
Jen
SIR
CWA

This Agreement is made and entered into accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Republic Airways Inc., Mesa Airlines, Inc., the Association of Flight Attendants-CWA, and the International Brotherhood of Teamsters, Local 135.

WHEREAS: The parties have negotiated a Letter of Agreement regarding the transition of Mesa Flight Attendants to Republic's Paid Days Off ("LOA 8") as set forth in Article 28 of the parties' joint collective bargaining agreement ("JCBA").

NOW, THEREFORE: The parties agree as follows:

For purposes of the Vacation-to-PDO conversion, which will become effective upon the ratification of the JCBA as provided in LOA 8, for each Mesa Flight Attendant with a Mesa Date of Hire on December 31, 2005, or earlier (i.e. the Flight Attendant would be at 21+ years on the PDO scale as of December 31, 2026), the total amount of the Mesa PDO Bank balance will equal the sum of their (i) banked vacation hours; (ii) accrued vacation as of the date of ratification of the JCBA; and (iii) twelve (12) PDO hours credited on a one-time basis as a result of this conversion.

Paul Kinstedt

Chief Operating Officer

Republic Airways Inc.

Dustin Roach

President

IBT Local 135

Paul Kinstedt

Chief Operating Officer

Mesa Airlines, Inc.

Sara Nelson

President

The Association of Flight Attendants - CWA