

Letter of Agreement
Between
ENDEAVOR AIR, INC.
And
THE FLIGHT ATTENDANTS

In the service of
Endeavor Air, Inc.
As represented by

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

This Letter of Agreement is made and entered into between Endeavor Air, Inc. ("Endeavor" or "the Company"), and the Association of Flight Attendants - CWA ("the Association"), as the representative of Flight Attendants in the service of Endeavor.

WHEREAS, the Company and the Association are Parties to a collective bargaining agreement setting forth the rates of pay, rules and working conditions for the Company's Flight Attendants, effective March 31, 2020;

WHEREAS, the Company and the Association have met to discuss the mutual benefits of addressing the existing CBA language in Section 15 relating to uniform account balances and the replacement or modification to uniform items; and

WHEREAS, the Company and Association wish to memorialize their discussion by modifying Section 15,

NOW THEREFORE, the Parties HEREBY AGREE, as follows:

UNIFORM-LUGGAGE ACCOUNT BALANCES

- A. The parties agree to a temporary modification of Section 15.D. as follows:
1. The parties understand and agree that the existing website through which Flight Attendants currently order uniform pieces will be shut down effective February 20, 2023 and is to be replaced by a new website (GPS Apparel), which is anticipated to be available to Flight Attendants no later than April 30, 2023. In the event the website is not ready to go live by April 30, 2023, the Company shall provide Flight Attendants and the Association as much notice as is as reasonably possible. The parties further agree that the unavailability of the website for the period described above shall not be the basis for any individual or MEC grievance.
 2. All Flight Attendants with anniversary dates between February 1, 2023, and April 30, 2023, will be provided their annual three-hundred-dollar (\$300) credit to their Individual Uniform-Luggage Account on or before February 8, 2023.
 3. Those Flight Attendants who receive their annual Individual Uniform-Luggage

Account contribution under Paragraph A.2. above shall not have their balance capped, and Flight Attendants may carry any unused balance without penalty subject to Paragraph A.4. below.

4. Any Flight Attendant whose Individual Uniform-Luggage Account balance is “uncapped” pursuant to paragraph A.3, above, shall have until May 30, 2023 to spend any Individual Uniform-Luggage Account balance over the four hundred-and fifty-dollar (\$450) cap. Any Individual Uniform-Luggage Account balance dollars over \$450 that remain after that date shall be forfeited.
5. In the event that the GPS Apparel website does not go live by April 30, 2023, the parties will meet and discuss whether any Flight Attendants have been substantively negatively impacted and, if so, an appropriate remedy for any such Flight Attendants.

- B. The parties agree to further discussions prior to April 1, 2023, regarding the implementation of new uniform pieces and the “sunset” of any current uniform pieces. The Association may submit a request for relevant information prior to such discussions.

C. Effective Date and Duration

This Letter of Agreement will become effective on its date of signing, and subject to the provisions herein, shall run concurrently with the CBA effective March 31, 2020, subject to the provision pertaining to duration and amendment contained in Section 20 as modified herein.

ACCEPTED AND AGREED TO THIS ____ day of February 1, 2023.

Jim Graham
Chief Executive Officer
Endeavor Air, Inc.

Sara Nelson, International President
Association of Flight Attendants – CWA

Patty Allen
Vice President, In-Flight Services
Endeavor Air, Inc.

Kerry Huebbers, MEC President – Endeavor Air
Association of Flight Attendants – CWA

Peter Swanson, Senior Staff Attorney
Association of Flight Attendants – CWA