

MEMORANDUM OF UNDERSTANDING

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 Memorandum of Understanding 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 Association recently participated in NMB-sponsored mediation of pending grievances on October 30-31, 2024; and

WHEREAS, said mediation included specifically grievance 19-24 (J Swidler) which involved the interpretation of Section 19.E.1.a., b. and c. relating to the requirements for Deadheading out of Base; and

WHEREAS, the Company and Association mutually agreed that the parties would benefit from clarification of those requirements and their timing, and to do so in writing through this Memorandum of Understanding,

NOW THEREFORE, the Parties HEREBY AGREE, as follows:

CLARIFICATION OF DEADHEADING OUT OF BASE – SECTION 19.E.1

The Company and Association agree that when a Flight Attendant who elects to utilize the provisions of Section 19.E.1. they must complete all of the required steps (Section 19.E.1.a., 19.E.1.b. and 19.E.1.c.) **prior to the report time of the original pairing.**


EXAMPLE: An ATL-based Flight Attendant has been awarded a pairing that begins with an assigned DH from ATL-RDU, with a report time of 0900 local. The first operating/working leg of the trip is RDU-CVG. The Flight Attendant may elect to pick the trip up in RDU; however, to do so, **they must complete all three steps set forth in Section 19.E.1.a, b. and c. before 0900 – the report time of the original pairing.**

EFFECTIVE DATE AND DURATION

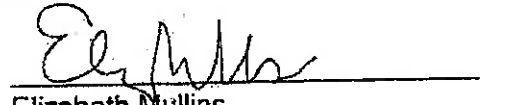
This MOU will become effective with the December 2024 Bid Month and in accordance with its terms and shall run concurrently with the collective bargaining agreement effective March 31, 2020, as amended, and shall be concurrently subject to the provisions pertaining to duration and amendment contained in Section 20 thereof.

Memorandum of Understanding
Clarification of Deadheading Out Of Base – Section 19.E.1.

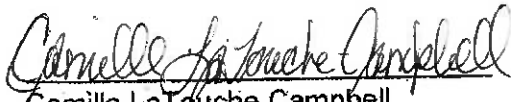
ACCEPTED AND AGREED TO THIS _____ day of March 2025.




Jim Graham
Chief Executive Officer
Endeavor Air, Inc.



Elizabeth Mullins
Acting Endeavor Air MEC President
Association of Flight Attendants – CWA



Camille La Touche Campbell
Vice President, In-Flight Services
Endeavor Air, Inc.



Joe Salamon
Staff Attorney
Association of Flight Attendants – CWA