
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 Association has requested that the Company address Flight Attendant commuting issues by affording positive space to and from scheduled work assignments as it has done for its Pilots; and

WHEREAS, the Company and the Association have previously met and negotiated a temporary solution that would afford Endeavor Flight Attendants positive space travel to/from their work assignments in exchange for withdrawal of certain contested grievances through December 31, 2021;

NOW, THEREFORE, it is hereby agreed as follows:

- A. The Company will extend positive space travel for all Flight Attendants to AND from any scheduled assignment (including Trips and Reserve) for the period of December 31, 2021, through May 1, 2022. Endeavor Flight Attendants will be allowed to start booking positive space travel to and from their scheduled assignments beginning on the date of signing. No positive space travel bookings for commuting will be authorized under this Letter of Agreement after May 1, 2022.
- B. Positive space commuting to and from scheduled assignments is expressly limited to travel to/from the Flight Attendant's primary U.S. residence of record, or the Base from which the trip originates/ends (for pick-ups out of Base), and an airport within seventy (70) miles of the Flight Attendant's primary U.S. residence of record. If the Flight Attendant lives more than seventy (70) miles from the closest airport to the Flight Attendant's primary

LOA 13 – Temporary Positive Space Commuting Extension

U.S. residence of record, exceptions will be made on a case-by-case basis. The Flight Attendant's primary U.S. residence of record may be any one of the 50 U.S. states, the U.S. Virgin Islands, or Puerto Rico.

C. Call-In Honest and Attendance Occurrence.

The one-flight modification to the Call-In Honest of Section 6.L., as provided for in Letter of Agreement 10 – TVLOA, shall be extended through the duration of this Agreement.

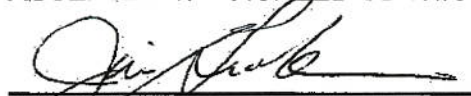
In the event that a Flight Attendant is unable to timely report for his/her assignment as a result of a delay or cancellation of his/her properly booked positive space travel, pursuant to Sections A – C of this Agreement and Company policy, he/she will not be subject to discipline nor charged with a "Call-In Honest" event under Section 6.L. of the collective bargaining agreement.

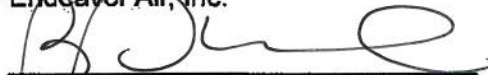
D. Grievance Resolutions.


1. The Association agrees to withdraw the following grievances with prejudice:
 - 39-19 (J Wells/ –Longevity Adjustment)
 - 4-20 (-Individual Seniority Work Order)
 - 50-21 (MEC – International Positive Space).
2. The Association also agrees to withdraw grievances 53-20 (Individual Trade/Add) and 5-20 (Individual Seniority Work Order), with prejudice. The identified grievants will be paid one (1.0) hour of pay at the applicable hourly rate.

E. This Letter of Agreement will become effective on the date of signing and shall remain in full force and effect through the last day of the April 2022 Bid Month (May 1, 2022).

ACCEPTED AND AGREED TO THIS 7th day of December 2021.


Jim Graham
Chief Executive Officer
Endeavor Air, Inc.


Phillip Underwood
Chief Operating Officer
Endeavor Air, Inc.


Patty Allen
Vice President, Inflight Services
Endeavor Air, Inc.


Sara Nelson, International President
Association of Flight Attendants – CWA


Jatawne Wells, MEC President
Association of Flight Attendants – CWA


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