

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 made temporary changes to the existing collective bargaining agreement to allow for COVID-19 related pay protections designed to address certain concerns relating to the COVID-19 virus and its impact on the Parties; and

WHEREAS, the Company and Association wish to extend specifically the COVID-19 pay, as modified herein, for an additional period of time,

NOW THEREFORE, the Parties HEREBY AGREE, as follows:

A. COVID-19 Related Pay Protection

1. A Flight Attendant who is non-symptomatic but who is directed by any Company, medical, or governmental personnel, or any governmental or legal order, to receive medical evaluation, treatment, or quarantine based on concerns, conditions, or events related to COVID-19 shall be removed from all assigned duty and pay protected for the value of Pay Credit lost.
2. A Flight Attendant who displays symptoms of COVID-19 shall call in sick. If the Flight Attendant is diagnosed with COVID-19, the Flight Attendant will be pay protected for all Pay Credit lost, and the Flight Attendant shall have any sick accruals debited from his/her sick bank restored.
3. A Flight Attendant must notify Crew Scheduling as soon as possible, but in no case more than twenty-four (24) hours after his/her receipt of such direction,

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display of symptoms, positive test, or diagnosis. The Flight Attendant will be provided further direction to contact Human Resources for the processing of his/her claim.

4. A Flight Attendant who is pay protected pursuant to paragraph A.1. and/or 2., above, shall provide the Company with verifiable medical documentation to substantiate the medical direction received and/or a positive test or COVID-19 diagnosis, medical evaluation, treatment, or quarantine prescribed; however, any medical documentation shall be limited and specific to only the COVID-19 condition or diagnosis. The Company may require additional verification to substantiate a claim, or to substantiate the duration of the claim.
5. The pay protections set forth in paragraphs A.1-5. above, will only apply to Flight Attendants who are fully vaccinated (e.g., have received the required dosage recommended by the manufacturer, excluding any booster doses). All Flight Attendants regardless of vaccination status must report their absences from work in accordance with Company policies already in place. Flight Attendants who are not fully vaccinated and are diagnosed with COVID-19, or are ordered to quarantine due to close contact with someone who has COVID-19, will be eligible to use Sick and/or Vacation time to supplement their lost pay.
6. The pay protections for fully vaccinated Flight Attendants set forth in paragraphs A.1 and A.2. above will be provided for up to ten (10) calendar days. Fully vaccinated Flight Attendants who test positive for COVID, and whose absence extends beyond the 14 calendar day voluntary short term disability waiting period, may open a claim through disability programs for eligibility for voluntary short term or voluntary long term disability if otherwise eligible, as well as FMLA. Absences not covered by the pay protections described herein, will be managed through short or long term disability programs, sick leave and or vacation time.

B. Attendance Policy

1. Effective on the date of signing of this Letter of Agreement and through the end of the March 2022 Bid Month, if a Flight Attendant is evaluated by a health care professional for symptoms consistent with COVID-19 (fever, cough, shortness of breath), and if the Flight Attendant provides such documentation to the Company, the Company will not count the related absence as an occurrence under the Company's Attendance Policy.
2. If the Company, or any governmental entity, airport facility, requires that a Flight Attendant to have his/her temperature taken prior to reporting for Duty, and if a Flight Attendant is prohibited from working as a result of his/her temperature, the Flight Attendant has the option to obtain a COVID-19 test. If the Flight Attendant tests positive, the Flight Attendant will be handled in accordance with this LOA retroactive to the date he/she was prohibited to work. If the Flight Attendant receives a negative test, or elects not to get a COVID-19 test, any related absence will not count as an occurrence under the Company's Attendance Policy. If the Flight Attendant remains unfit for Duty after they receive the negative test result or after the Flight Attendant is prohibited from work following the temperature check, the Flight Attendant will be handled in accordance with Section 13.

C. Effective Date and Duration

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This Letter of Agreement will become effective on the date of signing, and shall remain in full force and effect through the end of the March 2022 Bid Month. A Flight Attendant who becomes eligible for pay protection pursuant to the provisions of this LOA prior to the end of the March 2022 Bid Month will continue to receive the applicable pay protection in accordance with the terms of this Letter of Agreement.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this
5th day of November, 2021.

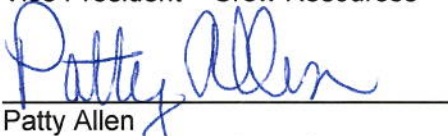
For ENDEAVOR AIR, INC.:



Phillip Underwood
Chief Operating Officer



Jay Furnish
Vice President – Crew Resources




Patty Allen
Vice President – Inflight Services

For ASSOCIATION OF FLIGHT
ATTENDANTS, CWA

Sara Nelson, International President

Jatawne Wells, MEC President



Peter Swanson, Sr. Staff Attorney