
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, Letter of Agreement 3 of the collective bargaining agreement called for the parties to continue discussions to find a solution to the reserve issues raised in negotiations;

WHEREAS, the Parties have met and resolved the reserve issues raised in negotiations;

NOW, THEREFORE, it is hereby agreed as follows:

- A. Section 23.A.3.d. of the collective bargaining agreement will be modified **as reflected in bold** as follows:

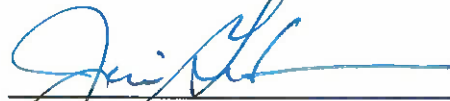
An Airport Reserve day will have a credit value of four (4) hours toward the Flight Attendant's monthly guarantee. **A Flight Attendant will receive four (4) hours of block hour credit toward their projected block for the bid month for each airport reserve day worked or the value of flying added to an airport reserve period, whichever is greater.**

- B. Section 23.A.2.h.2. of the collective bargaining agreement will be modified **as reflected in bold** as follows:

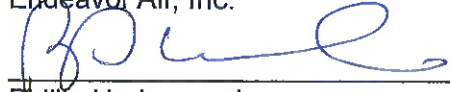
Second, as between Flight Attendants with the same number of available days, to the Home Reserve Flight Attendant with the lowest projected monthly block hours **including deadheading, and airport reserve**, at the time of the assignment. Flight Attendants whose projected monthly block at the time of assignment are within ten (10) hours of the Flight Attendant with the lowest monthly block shall be deemed to be the same;

- C. The Company will work with its vendors to implement these changes and will keep the Association informed on progress. The prior language will remain status quo pending the implementation of paragraphs A and B, above.

ACCEPTED AND AGREED TO THIS 14th day of June 2022.



Jim Graham
Chief Executive Officer
Endeavor Air, Inc.



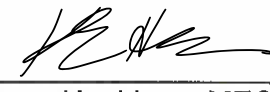
Phillip Underwood
Chief Operating Officer
Endeavor Air, Inc.



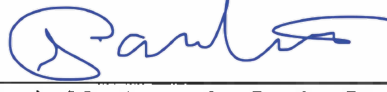
Patty Allen
Vice President, Inflight Services
Endeavor Air, Inc.



Sara Nelson, International President
Association of Flight Attendants – CWA



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



Paula Mastrangelo, Senior Staff Negotiator
Association of Flight Attendants – CWA