

LETTER OF AGREEMENT NO. 7 (corrected)
Between
FRONTIER AIRLINES, INC.
And
THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between FRONTIER AIRLINES, INC. (hereafter referred to as the "Company") and ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (hereinafter referred to as the "Union").

WHEREAS, the parties wish to further clarify and illustrate certain provisions of the recently implemented Flight Attendant's Agreement, and

WHEREAS, the parties also wish to correct certain typographical errors.

THEREFORE, the parties agree as follows:

Article 12.B.2 and 12.B.3 shall be modified to read as follows:

2. If a Flight Attendant has been de-qualified during a leave of absence, she/he will be scheduled for training including reinstatement and POE if needed and allowed to bid. However, should she/he call out sick or otherwise not successfully complete training a Reserve schedule will be constructed for them. The Flight Attendant will not receive pay protection for the original schedule.
3. A Flight Attendant returning from a Leave of Absence who is required to complete reinstatement must coordinate her/his schedule with an Inflight Instructor to make certain the Flight Attendant's manual is current.

Article 5.L.2.k shall be modified to read as following:

For purposes of Add/Swap/Trade requests, a minimum of one (1) Calendar Day free from duty during every 7-day period will be required. Additionally, if there is not a 24-hour break in the last six (6) calendar days, the Flight Attendant must be scheduled to be released no later than 2200 on the 6th day.

Article 5.M.1.a.vi. shall be modified to read as follows:

Except during a DIO, a Flight Attendant is entitled to schedule integrity which is defined as the right to fly her/his bid Trip and not be Rescheduled provided that her/his or her Trip operates, and she/he is legal to fly it. In the event that it becomes necessary to cover an uncovered flight and there is no Flight Attendant on Reserve who is legal for the assignment who could operate the flight without delaying the flight, the Company will attempt to contact a replacement Flight Attendant in inverse seniority order. The replacement Flight Attendant must be legal and available for the Reroute. Additionally, at the time of the Reroute, the Reroute must be projected to reduce the delay as compared to using a Reserve to cover the flight. If a Flight Attendant does not have a 24-hour

break in the last six (6) calendar days she/he will not be removed from the last leg(s) unless it is projected to release later than 2200 on the 6th day.

Article 5.C shall be modified to read as follows:

BID PERIOD TIME TABLE

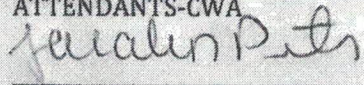
All times in the Time Table are in Mountain Time unless otherwise indicated

Date		Event
4 th day of the month	1200	Pre-award Bid Period closes
No later than the 5 th day of the month	1200	New Base awards posted
No later than the 6 th of the month	1200	Monthly bids open and are posted (including Pre-awards)
No later than the 8 th day of the month	1200	Base vacancies posted
11 th day of the month	1200	Medical release is required no later than 1200 to bid for the upcoming Bid Period
12 th day of the month	1200	Bids close
15 th day of the month	1200	Base vacancy bid closes and is effective no less than 45 days and no more than 60 days after bid closing
15 th day of the month	1200	Bid awards are posted
15 th day of the month	1400	Reserve mixed line bidding begins
16 th day of the month	1200	View schedule in the Automated Bid System. Reserve and Mixed lines close.
18 th day of the month	1200	Reserve and Mixed Lines posted in the Automated Bid System. Recurrent Training trades open.
18 th day of the month	1200 BLT	Trade Board opens for Lineholders and Reserves – including split Trip trades
19 th day of the month	1200 BLT	Open Time begins – DROP/ SWAP/ADD only – no splits
22 nd day of the month	1200	Pre-award Bid Period opens
26 th day of the month	1200 BLT	Open Time Split and Trade Board Split for the current Bid Period close. Open Time Split for the new Bid Period begins.

To prevent any conflict with the PBS process, Trip Trade and Open Time requests to Add or Swap Duty Periods on the Flight Attendant's schedule for the last six (6) days of the current Bid Period will not be allowed between 1200 BLT on the 10th and 1200 BLT on the 18th.

This Letter of Agreement shall become effective on 3/12/21, ~~2020~~ and shall remain in full force and effect concurrent with the Collective Bargaining Agreement.

For FRONTIER AIRLINES, INC.
ATTENDANTS-CWA



Jacalyn Peter
Vice President, Labor Relations

FOR THE ASSOCIATION OF FLIGHT

Sara Nelson
International President



Joselyn Wiese
MEC President