

**Letter of Agreement #11 - Extension**  
**between**  
**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**and**  
**FRONTIER AIRLINES, INC.**

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., (hereinafter the "Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (hereinafter the "Union"). The parties hereto have mutually agreed to the following changes to Article's 3 and 7 of the Collective Bargaining Agreement ("CBA"):

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**AVA Notification**

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1. AVA

- a. The requirement to call Crew Scheduling in 5.M.2.c. will be eliminated if there is no assignment on the line of a Flight Attendant on AVA. Any assignment made will be placed on the AVA Flight Attendant's schedule the day prior between 1201- 1700 BLT. An assignment placed on the schedule by 1700 BLT on the day before will be considered notified.
- b. The requirement to call Crew Scheduling in 5.M.2.c. every day while on AVA during a DIO will be eliminated. The requirement for Positive Contact during a DIO will be the same as above in paragraph 1.a.

2. Positive Contact

A. Available to Assign

1. A voicemail message from Crew Scheduling shall be considered Positive Contact for all purposes under the Contract wherein Positive Contact is required for AVA.
2. Flight Attendants are encouraged to remain extra vigilant to their cell phones during this time and to answer the phone, if possible.
3. Flight Attendants are required to check their schedule upon receiving a voicemail from Crew Scheduling while on a Trip and are encouraged to do so when not on a Trip.

4. Flight Attendants will refrain from returning a call to Crew Scheduling unless there are operationally imperative questions.
5. Legitimate mistakes on the part of Crew Scheduling or a Flight Attendant (e.g. Crew Scheduling calls an incorrect number or the Flight Attendant doesn't answer due to unrecognizable number, however, if a voice mail is left by Crew Scheduling a Flight Attendant is required to listen to it) will not be used as the basis for discipline.


**B. Reserve Flight Attendants**

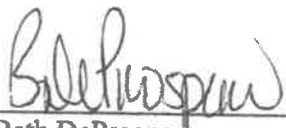
1. The requirement to call Crew Scheduling in Article 6. G. 1. will be eliminated in the following circumstances:
  - a. If she/he has accumulated twelve (12) or more hours of duty time, she/he will be Released to contractual Rest requirements from the Release time reflected on his/her inbound Trip, or to day(s) off, if the inbound flight arrives after 1200 on the last day of his/her Reserve Shift.
  - b. A Flight Attendant on a Ready Reserve shift will be released at the usual scheduled time of six (6) hours and may be adjusted to eight (8) hours when notified by Crew Scheduling. The Flight Attendant will still be required to return a call made by Crew Scheduling, if the call is made by Crew Scheduling within the time frame of the Ready Reserve shift.
  - c. If an inbound Reserve is calling to be released from a Trip and is unable to make Positive Telephone Contact with Crew Scheduling because of a hold time exceeding thirty (30) minutes, she/he will email the Company a Release via the following email: [crewschedulingsupervisors@flyfrontier.com](mailto:crewschedulingsupervisors@flyfrontier.com). This email must include a screen shot of the hold time which has exceeded thirty (30) minutes, as well as a time stamped screen shot of his/her FLICA schedule, verifying there is no additional flying assigned. In this circumstance, the Flight Attendant will be Released to contractual Rest from the Release time reflected on his/her inbound Trip, or to day(s) off if the inbound trip arrives after 1200 on the last day of his/her Reserve Shift. If flying is placed on a Flight Attendant's schedule within this 30-minute hold time, Crew Scheduling must make Positive Contact with the Flight Attendant.
2. The requirement to call Crew Scheduling in Article 6. H. 4. will be eliminated for REB's only on his/her last day, unless otherwise notified by Crew Scheduling. The Flight Attendant will still be required to return a call made by Crew Scheduling, if the call is made by Crew Scheduling prior to 2200 Base Local Time.

**THIS LETTER OF AGREEMENT** will remain in effect until July 31, 2023, or may be extended by mutual agreement.

**FOR AFA:**


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Sara Nelson  
International President

  
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Jen Sala  
MEC President

  
\_\_\_\_\_  
Beth DeProspero  
Senior Staff Negotiator

**FOR THE COMPANY:**

  
\_\_\_\_\_  
Jaclyn Peter  
Vice President, Labor Relations

  
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Stephen Howell  
Vice President, Inflight Experience