

Letter of Agreement #14
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 modify Article 7.B.2 of the Collective Bargaining Agreement ("CBA"):

Recurrent Ground School Exam and Exam Retake

The parties agree Article 7.B.2. shall be replaced with:

The online exam will be posted on the Company's computer-based training website by the 5th of the month prior to attending Recurrent Training. If a Flight Attendant fails the online exam, a second attempt will be automatically assigned and administered online. The Flight Attendant will also have the option of completing the second exam on paper. She/he must communicate their desire to utilize the second paper retake option to Inflight Training within 48 hours of the first failed attempt, and prior to beginning any second online attempt. It is the responsibility of the Flight Attendant to arrive at the training center one hour prior to their scheduled Recurrent Training class date start time to complete the second paper retake. Transportation to the training center is the responsibility of the Flight Attendant. A Flight Attendant can request an appointment prior to their scheduled Recurrent Training class; however, she/he will be responsible for travel and accommodations. If the second attempt is unsuccessful, the Flight Attendant will be subject to disciplinary action up to and including employment termination.

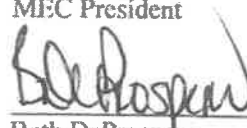
THIS LETTER OF AGREEMENT is agreed this ____ day of June 2023.

FOR AFA:

Sara Nelson
International President




Jen Sala
MEC President




Beth DeProspero
Senior Staff Negotiator

FOR THE COMPANY:



Jacalyn Peter
Vice President, Labor Relations



Stephen Howell
Vice President, Inflight Experience