

Letter of Agreement #13
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 11 of the Collective Bargaining Agreement ("CBA"):

Purchase of Initial Uniform

The parties agree that Article 11.A.1. shall be modified as follows:

The Company will not provide the initial investment of the Flight Attendant uniform with the exception of those Flight Attendants assigned to be based at Trenton International Airport ("TTN"). The Flight Attendant must purchase all accessories.

The parties agree that a new Article 11.A.3 shall be added as follows:

Flight Attendants assigned to be based at TTN will receive a one-time \$400 credit with the designated uniform vendor. Unused credit will be forfeited if not used within twelve (12) months of hire.

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

FOR AFA:

FOR THE COMPANY:

Sara Nelson
International President

Jacalyn Peter
Vice President, Labor Relations

Jen Sala
MEC President

Stephen Howell
Vice President, Inflight Experience

Beth DeProspero