

**Letter of Agreement # 15**  
**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 Articles 3, 5 and 6 of the Collective Bargaining Agreement ("CBA") as well as Letter of Agreement ("LOA") #11 "AVA Notification":

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**Ready Reserve**  
**and**  
**Split Folders**

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**Articles 3, 6 and LOA #11 shall be modified to allow 8-hour Ready Reserve shifts with a 5-hour pay credit:**

**Article 3 – Compensation**

*Article 3.A.14 shall be modified as follows:*

14. Ready Reserve Pay. A Flight Attendant will be paid and credited one (1) hour for every two (2) hours of Ready Reserve, or fraction thereof. Ready Reserve pay will be calculated in minimum Duty Period or Trip Rig, whichever is applicable. unless otherwise specified in this Agreement.

**Article 6 - Reserve**

*Article 6.G.1. shall be modified as follows:*

1. Ready Reserve Shifts will usually be scheduled for six (6) hours and may be adjusted to eight (8) hours as required by operational or staffing needs. Shift start and end times may be adjusted to accommodate schedule changes. In the case that a Flight Attendant's Ready Reserve Shift is eight (8) hours, the credit for that Shift will be five (5) hours in accordance with Article 3.A.14. Crew Scheduling must advise the Flight Attendant if she/he is scheduled for an eight (8) hour Ready Reserve Shift as opposed to six (6). Reserve Flight Attendants will submit Ready Reserve Shift preferences for the following day in the Automated Bid System Aggressive Reserve Folder between 1300 and 1600 BLT and assignments will be based on a first requested, first-awarded basis for those Flight Attendants who will be assigned Ready Reserve. At no time will a Flight Attendant be assigned a Ready Reserve Shift that results in a legality conflict. A Reserve Flight Attendant will not be assigned to Ready Reserve more than five (5) times a month unless there is no other available multiple-day Reserve that can be assigned. This limitation does not apply to an Aggressive Bid request for Ready Reserve nor does it apply to inbound Reserve who is assigned Ready Reserve as part of a scheduled duty period unless that Ready Reserve period is scheduled to exceed two (2) hours, in which case it will apply to the Ready Reserve limitation.

**LOA #11 - AVA Notification**

*LOA #11 paragraph B.1.b. "Reserve Flight Attendants" shall be modified as follows:*

- 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, unless the Shift was initially scheduled for eight (8) hours. 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.

**Article 5 shall be modified to eliminate all split folders. All split folder functions will be incorporated into single Open Time & Trade Board folders for each Base:**

**Article 5 - Scheduling**

*Article 5.C. "Bid Period Timetable" shall be modified as follows:*

19 <sup>th</sup> day of the month	1200 BLT	Open Time begins – DROP/ SWAP/ADD <del>only</del> <del>no splits</del>
26 <sup>th</sup> 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.

*Article 5.L.2.c, d and e. shall be modified as follows:*

- 2. General
  - c. Flight Attendants may Add/Drop/Swap Trips in Open Time ~~Split~~ Live.
  - d. Flight Attendants may Trade Trips and portions of Trips in the Trade Board folder. ~~Flight Attendants may Trade Trips and portions of Trips in the Trade Board Split folder.~~
  - e. Reserves are allowed to utilize Open Time Live/~~Split~~ and the Trade Board/~~Split~~ as specified in this Agreement. A Reserve Shift may only be traded for another Reserve Shift. In no case will a Trade result in a block of fewer than two (2) Reserve Shifts for each of the Flight Attendants.

*Article 5.L.3.c. shall be modified as follows:*

- 3. Open Time
  - c. Open Time Trips may be split for the current Bid Period through 1200 BLT on the 26<sup>th</sup> of the month. Open Time Trips may be split for the next Bid Period beginning on the ~~19~~26<sup>th</sup> of the previous month at 1200 BLT. (See Bid Period Timetable)

Article 5.L.5.a. shall be modified as follows:

5. Trip trades

- a. The Trade Board will open at 1200 BLT on the 18<sup>th</sup>. Whole/Split Trip trades must be submitted by 1800 BLT the day prior to Trip report. ~~Split Trips must be submitted by 1200 BLT the day prior to Trip report. Trade Board split closes for the current Bid Period at 1200 BLT on the 26<sup>th</sup> of the month. All Trade requests will be processed if legal pursuant to the Agreement and the FAR's.~~

Article 5.L.7.a. shall be modified as follows:

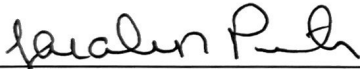
7. Administrative or System Errors

- a. If Crew Planning/Scheduling or Inflight Management makes an administrative error, or an error in Open Time ~~Split~~ or the Trade Board/~~Split~~, and a Flight Attendant is removed from, or not awarded, a Trip she/he should have been given, Crew Scheduling will attempt to rectify the error by returning the Flight Attendants' schedule(s) to the proper status. It is the Flight Attendant's responsibility to bring an error to the attention of Crew Scheduling for review within twenty-four (24) hours of the error being visible in the Automated Bid System. If Crew Scheduling can return the schedule(s) to the proper status, the Company will attempt to promptly notify the affected Flight Attendant(s).

**THIS LETTER OF AGREEMENT** shall become effective on July 31, 2024. Either the Company or the Union may withdraw from this Agreement at any time during the first year by providing 30-days' notice to the other party stating their intent to do so. Thereafter, the Agreement will become permanent.

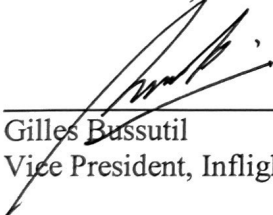
**FOR THE COMPANY:**

**FOR THE UNION:**




Jacalyn Peter  
Vice President, Labor Relations

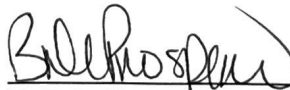
Sara Nelson  
International President



Gilles Bussutil  
Vice President, Inflight Experience



Jen Sala  
MEC President



Beth DeProspero  
Senior Staff Negotiator