



Letter of Agreement # 17
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 5.Q.6. of the Collective Bargaining Agreement (“CBA”):

(Article 5.Q.6. shall be modified to provide guidance for a Flight Attendant who deviates from a deadhead and would like the duty period shortened.)

ARTICLE 5
SCHEDULING

6. Deviation from Scheduled Deadheads

- a. A Flight Attendant may deviate from front end and/or tail end Deadhead with notification to Crew Scheduling.
- b. Front End Deadhead

A Flight Attendant who deviates from a scheduled Deadhead(s) at the beginning of a Trip, will be removed from the Deadhead leg(s) with pay and credit. She/he must notify Crew Scheduling at least twenty-four (24) hours prior to departure time of the Deadhead unless the Deadhead was placed on the Flight Attendant’s schedule with less than 24 hours’ notice. The duty period of a Flight Attendant who deviates from a front-end Deadhead will begin at the time it would have if her/his original Trip began with the first live leg.

- i. A Flight Attendant who wishes to pick up a trip from the PAF and requires an adjustment to a deviated deadhead to meet legalities may do so by calling Crew Scheduling to have the deadhead time adjusted accordingly. Alternatively, the Flight Attendant may submit the request in FLICA (with the understanding it will initially be denied), then call Crew Scheduling within fifteen (15) minutes of the denial so the request can be reviewed and reversed provided it is legal and contractually compliant. This call must be initiated within fifteen (15) minutes of the denial to be eligible for reversal unless the Flight Attendant was on a flight back to base at the time of the denial, then the call must take place as soon as possible once the Flight Attendant lands.

- ii. A Flight Attendant who wishes to pick up a trip from Open Time or the Tradeboard and requires an adjustment to a deviated deadhead to meet legalities, must call Crew Scheduling to have the deadhead time adjusted accordingly.
- c. Tail End Deadhead

A Flight Attendant who deviates from a scheduled Deadhead(s) at the end of a Trip, will be removed from the Deadhead with pay and credit, as long as she/he notifies Crew Scheduling at least twenty-four (24) hours prior to the departure time of the Deadhead. A Flight Attendant who notifies Crew Scheduling with less than twenty-four (24) hours but prior to scheduled departure time will be paid and credited at 50% unless the Deadhead was placed on the Flight Attendant's schedule with less than 24 hours' notice. The duty period of a Flight Attendant who deviates from a tail end Deadhead will end at the same time it would have ended if there had not been a tail end Deadhead.

- i. A Flight Attendant who wishes to pick up a trip from the PAF and requires an adjustment to a deviated deadhead to meet legalities may do so by calling Crew Scheduling to have the deadhead time adjusted accordingly. Alternatively, the Flight Attendant may submit the request in FLICA (with the understanding it will initially be denied), then call Crew Scheduling within fifteen (15) minutes of the denial so the request can be reviewed and reversed provided it is legal and contractually compliant. This call must be initiated within fifteen (15) minutes of the denial to be eligible for reversal unless the Flight Attendant was on a flight back to base at the time of the denial, then the call must take place as soon as possible once the Flight Attendant lands.

- ii. A Flight Attendant who wishes to pick up a trip from Open Time or the Tradeboard and requires an adjustment to a deviated deadhead to meet legalities, must call Crew Scheduling to have the deadhead time adjusted accordingly.

THIS LETTER OF AGREEMENT shall become effective on _____, 2026. The Agreement will be subject to review by both parties six (6) months from the effective date. Following the review, this agreement may be modified as agreed to by mutual consent of the parties or may be revoked by either party upon thirty days' written notice.

FOR AFA:



Sara Nelson, International President

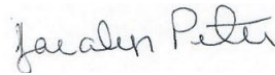


Jennifer Sala, MEC President



Eric Wright, Senior Staff Attorney

FOR THE COMPANY:



Jacalyn Peter, VP Labor Relations