



AGREEMENT
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL

Effective Date: January 16, 2019
Amendable Date: January 16, 2024

Table of Sections

0	ADMIN	0-1
1	RECOGNITION AND JOB SECURITY	1-1
2	DEFINITIONS	2-1
3	COMPENSATION	3-1
4	MONTHLY PAY GUARANTEE	4-1
5	TRAVELING EXPENSES	5-1
6	MOVING EXPENSES	6-1
7	VACATIONS	7-1
8	DEADHEADING	8-1
9	NEW AIRCRAFT	9-1
10	TRANSFER TO NON-FLYING OR SUPERVISORY DUTY	10-1
11	TRAINING AND TESTING	11-1
12	HOURS OF SERVICE	12-1
13	LEAVES OF ABSENCE	13-1
14	SICK LEAVE	14-1
15	PHYSICAL STANDARDS, EXAMINATIONS, AND TESTING	15-1
16	WORKERS' COMPENSATION	16-1
17	MISSING, INTERNMENT, PRISONER OF WAR, HOSTAGE, OR HIJACKING BENEFITS	17-1
18	UNIFORMS	18-1
19	INVESTIGATION AND DISCIPLINE	19-1
20	CONTRACT GRIEVANCES	20-1
21	SYSTEM BOARD OF ADJUSTMENT	21-1
22	SENIORITY	22-1

Table of Sections Continued

23	REDUCTION IN FORCE, FURLOUGH, AND RECALL	23-1
24	FILLING OF VACANCIES	24-1
25	SCHEDULING	25-1
26	GENERAL	26-1
27	INSURANCE BENEFITS	27-1
28	RETIREMENT	28-1
29	AGENCY SHOP AND DUES CHECKOFF	29-1
30	[RESERVED FOR FUTURE USE]	30-1
31	DURATION	31-1
	APPENDIX 1	
	APPENDIX 2	
	APPENDIX 3	
	APPENDIX 4	
	APPENDIX 5	
	LOA 1 : CONTRACT IMPLEMENTATION	
	LOA 2 : RATIFICATION PAYMENTS	
	LOA 3 : PBS	
	LOA 4 : FIRST YEAR RATE	
	MOU 1 : HOTEL SELECTION PROCESS	
	LOA 5 : REASSIGNMENT PROVISIONS AND OTHER CLARIFICATIONS	
	LOA 7 : NSL PILOT FLYING LIMITATIONS	
	MOU 2 : MIDDLE SEAT DEADHEAD	
	LOA 6 : CLARIFICATION AND ILLUSTRATION OF CERTAIN PROVISIONS	

Table of Sections Continued

LOA 8 : PROFESSIONAL STANDARDS

LOA 9 : DOMICILE TRADES

**LOA 10 : REDUCTION IN FLIGHT HOUR
BUFFER**

LOA 11 : ELECTRONIC FLIGHT BAGS (EFB'S)

LOA 12 : FOQA

LOA 13 : CLARIFICATIONS

LOA 14 : PTC

LOA 15 : COVID-19

LOA 16 : TIMELINE, AVA, AND RESERVE LINES

**LOA 17 : AVA AND NOTIFICATION
REQUIREMENTS**

LOA 18 : JULY COLA-1 AND CURRENCY

MOU 3: DAY ROOMS

MOU 4 : ASAP

LOA 19 : PREFERENTIAL BIDDING SYSTEM

**LOA 20 : AUGUST COLA-1 AND PRUDENT
JUDGEMENT**

LOA 21 : IMPLEMENTATION OF PBS

LOA 22 : SEPTEMBER COLA-1, PTC, AND AVA

**MOU 5: Displacements, Medical Certificates and
Supplemental Offerings**

LOA 23 : COLA-35 AND COLA-0/ELS

LOA 24 : NEW HIRE PILOT OE

**MOU 7: System Bid 2020-07 Notice Period
Reduction**

**MOU 6: Miami training and PBS training pattern
award**

LOA 25 : PBS TIMELINE MODIFICATION

**MOU 8: Long-Term Training/COLA-1
Clarification**

LOA 26 : REMOVAL BEFORE REPORT

LOA 27 : CLARIFICATIONS

LOA 28 : PARKING ELECTIONS

MOU 9: LOSA

LOA 29 : PBS ALV

MOU 10: My Crew Care

LOA 30 : Amnd. System Board

LOA 31 : SJU Moving Expenses

LOA 32: Amendment to the System Board

**LOA 33: Training Completion Date & Reserve
Duty**

GS- Settlement -Training Hotels 5.B.10

GS- Settlement - 14.A -Sick Time Usage

GS - Settlement - Misaward-25.L.1.c

**GS - Settlement: 25.P.2.b -Reassignment Spring
2025**

GS - Settlement - Reassignment 25.Q.2.b -2021

GS -Settlement -25.X.1 PAF Reassignment

Revision Summary

Revision Number	Revision Date
Original	2019-01-16
LOA 5	2019-03-14
LOA 6	2019-06-09
LOA 7	2019-04-17
LOA 8	2019-07-08
LOA 9	2019-08-21
LOA 10	2019-08-21
LOA 11	2019-09-18
LOA 12	2019-09-18
LOA 13	2019-11-11
MOU 2	2019-05-22
LOA 14	2020-03-24
LOA 15	2020-03-30
LOA 16	2020-04-04
LOA 17	2020-05-04
LOA 18	2020-05-29
MOU 3	2020-06-02
MOU 3	2020-08-13
LOA 19	2020-06-29
LOA 20	2020-06-30
LOA 21	2020-07-14
LOA 22	2020-07-31
LOA 23	2020-08-24
LOA 24	2020-10-16
LOA 25	2020-12-02
LOA 26	2021-04-23
LOA 27	2021-07-01
LOA 28	2021-09-17
LOA 28 (formatting)	2021-12-14
MOU 10	2022-04-05
MOU 10 Rev.1	2022-12-20
LOA 30	2023-07-12
LOA 30-1	2023-12-01
LOA 31	2024-05-02
Settlements	2026-02-16

List of Effective Pages

Chapter	Page	Revision	Date	Chapter	Page	Revision	Date
		LOA 28 (formatting)	2021-12-14	5	2	LOA 28 (formatting)	2021-12-14
0	1	LOA 28 (formatting)	2021-12-14	5	3	Settlements	2026-02-16
0	2	LOA 28 (formatting)	2021-12-14	6	1	LOA 28 (formatting)	2021-12-14
0	3	MOU 10 Rev.1	2022-12-20	6	2	LOA 28 (formatting)	2021-12-14
0	4	Settlements	2026-02-16	6	3	LOA 28 (formatting)	2021-12-14
0	5	Settlements	2026-02-16	7	1	LOA 28 (formatting)	2021-12-14
0	6	Settlements	2026-02-16	7	2	LOA 28 (formatting)	2021-12-14
0	7	Settlements	2026-02-16	7	3	LOA 28 (formatting)	2021-12-14
0	8	Settlements	2026-02-16	7	4	LOA 28 (formatting)	2021-12-14
0	9	Settlements	2026-02-16	7	5	LOA 28 (formatting)	2021-12-14
0	10	Settlements	2026-02-16	8	1	LOA 28 (formatting)	2021-12-14
0	11	Settlements	2026-02-16	8	2	LOA 28 (formatting)	2021-12-14
0	12	Settlements	2026-02-16	9	1	LOA 28 (formatting)	2021-12-14
1	1	LOA 28 (formatting)	2021-12-14	9	2	LOA 28 (formatting)	2021-12-14
1	2	LOA 28 (formatting)	2021-12-14	10	1	LOA 28 (formatting)	2021-12-14
1	3	LOA 28 (formatting)	2021-12-14	11	1	LOA 28 (formatting)	2021-12-14
1	4	LOA 30-1	2023-12-01	11	2	LOA 28 (formatting)	2021-12-14
1	5	LOA 28 (formatting)	2021-12-14	11	3	LOA 28 (formatting)	2021-12-14
1	6	LOA 28 (formatting)	2021-12-14	11	4	LOA 28 (formatting)	2021-12-14
1	7	LOA 28 (formatting)	2021-12-14	11	5	LOA 28 (formatting)	2021-12-14
2	1	LOA 28 (formatting)	2021-12-14	11	6	LOA 30	2023-07-12
2	2	LOA 28 (formatting)	2021-12-14	11	7	LOA 28 (formatting)	2021-12-14
2	3	LOA 28 (formatting)	2021-12-14	11	8	LOA 28 (formatting)	2021-12-14
2	4	LOA 28 (formatting)	2021-12-14	11	9	LOA 28 (formatting)	2021-12-14
2	5	LOA 28 (formatting)	2021-12-14	11	10	LOA 28 (formatting)	2021-12-14
2	6	LOA 28 (formatting)	2021-12-14	12	1	LOA 28 (formatting)	2021-12-14
3	1	LOA 30	2023-07-12	12	2	LOA 28 (formatting)	2021-12-14
3	2	LOA 28 (formatting)	2021-12-14	12	3	LOA 28 (formatting)	2021-12-14
3	3	LOA 28 (formatting)	2021-12-14	13	1	LOA 28 (formatting)	2021-12-14
3	4	LOA 28 (formatting)	2021-12-14	13	2	LOA 30	2023-07-12
3	5	LOA 28 (formatting)	2021-12-14	13	3	LOA 28 (formatting)	2021-12-14
3	6	LOA 28 (formatting)	2021-12-14	13	4	LOA 28 (formatting)	2021-12-14
3	7	LOA 28 (formatting)	2021-12-14	13	5	LOA 28 (formatting)	2021-12-14
3	8	LOA 28 (formatting)	2021-12-14	13	6	LOA 28 (formatting)	2021-12-14
3	9	LOA 28 (formatting)	2021-12-14	13	7	LOA 28 (formatting)	2021-12-14
3	10	LOA 28 (formatting)	2021-12-14	13	8	LOA 28 (formatting)	2021-12-14
3	11	LOA 30	2023-07-12	13	9	LOA 28 (formatting)	2021-12-14
3	12	LOA 28 (formatting)	2021-12-14	13	10	LOA 28 (formatting)	2021-12-14
3	13	LOA 28 (formatting)	2021-12-14	14	1	Settlements	2026-02-16
3	14	LOA 28 (formatting)	2021-12-14	14	2	LOA 28 (formatting)	2021-12-14
3	15	LOA 28 (formatting)	2021-12-14	14	3	LOA 28 (formatting)	2021-12-14
3	16	LOA 28 (formatting)	2021-12-14	15	1	LOA 28 (formatting)	2021-12-14
3	17	LOA 28 (formatting)	2021-12-14	16	1	LOA 28 (formatting)	2021-12-14
4	1	LOA 28 (formatting)	2021-12-14	17	1	LOA 28 (formatting)	2021-12-14
5	1	LOA 28 (formatting)	2021-12-14	17	2	LOA 28 (formatting)	2021-12-14

(continued)

List of Effective Pages Continued

Chapter	Page	Revision	Date	Chapter	Page	Revision	Date
18	1	LOA 28 (formatting)	2021-12-14	25	25	LOA 30	2023-07-12
19	1	LOA 28 (formatting)	2021-12-14	25	26	Settlements	2026-02-16
19	2	LOA 28 (formatting)	2021-12-14	25	27	LOA 28 (formatting)	2021-12-14
19	3	LOA 28 (formatting)	2021-12-14	25	28	LOA 28 (formatting)	2021-12-14
19	4	LOA 28 (formatting)	2021-12-14	25	29	LOA 28 (formatting)	2021-12-14
20	1	LOA 28 (formatting)	2021-12-14	25	30	LOA 28 (formatting)	2021-12-14
20	2	LOA 28 (formatting)	2021-12-14	25	31	LOA 28 (formatting)	2021-12-14
21	1	LOA 28 (formatting)	2021-12-14	25	32	LOA 28 (formatting)	2021-12-14
21	2	LOA 28 (formatting)	2021-12-14	25	33	LOA 28 (formatting)	2021-12-14
21	3	LOA 28 (formatting)	2021-12-14	25	34	LOA 28 (formatting)	2021-12-14
21	4	LOA 28 (formatting)	2021-12-14	25	35	LOA 28 (formatting)	2021-12-14
22	1	LOA 28 (formatting)	2021-12-14	25	36	Settlements	2026-02-16
22	2	LOA 28 (formatting)	2021-12-14	25	37	Settlements	2026-02-16
23	1	LOA 28 (formatting)	2021-12-14	25	38	Settlements	2026-02-16
23	2	LOA 28 (formatting)	2021-12-14	25	39	LOA 28 (formatting)	2021-12-14
24	1	LOA 28 (formatting)	2021-12-14	25	40	LOA 28 (formatting)	2021-12-14
24	2	LOA 30	2023-07-12	25	41	LOA 28 (formatting)	2021-12-14
24	3	LOA 28 (formatting)	2021-12-14	25	42	LOA 28 (formatting)	2021-12-14
24	4	LOA 28 (formatting)	2021-12-14	25	43	LOA 28 (formatting)	2021-12-14
24	5	LOA 28 (formatting)	2021-12-14	25	44	Settlements	2026-02-16
24	6	LOA 28 (formatting)	2021-12-14	26	1	Settlements	2026-02-16
25	1	MOU 10	2022-04-05	26	2	MOU 10 Rev.1	2022-12-20
25	2	MOU 10	2022-04-05	26	3	MOU 10 Rev.1	2022-12-20
25	3	MOU 10 Rev.1	2022-12-20	26	4	MOU 10 Rev.1	2022-12-20
25	4	MOU 10	2022-04-05	26	5	MOU 10 Rev.1	2022-12-20
25	5	MOU 10	2022-04-05	26	6	MOU 10 Rev.1	2022-12-20
25	6	MOU 10	2022-04-05	26	7	MOU 10 Rev.1	2022-12-20
25	7	MOU 10	2022-04-05	26	8	MOU 10 Rev.1	2022-12-20
25	8	MOU 10 Rev.1	2022-12-20	27	1	LOA 28 (formatting)	2021-12-14
25	9	MOU 10	2022-04-05	27	2	LOA 28 (formatting)	2021-12-14
25	10	MOU 10	2022-04-05	27	3	LOA 28 (formatting)	2021-12-14
25	11	LOA 28 (formatting)	2021-12-14	28	1	LOA 28 (formatting)	2021-12-14
25	12	MOU 10 Rev.1	2022-12-20	28	2	LOA 28 (formatting)	2021-12-14
25	13	Settlements	2026-02-16	29	1	LOA 28 (formatting)	2021-12-14
25	14	MOU 10 Rev.1	2022-12-20	29	2	LOA 28 (formatting)	2021-12-14
25	15	LOA 28 (formatting)	2021-12-14	29	3	LOA 28 (formatting)	2021-12-14
25	16	LOA 28 (formatting)	2021-12-14	29	4	LOA 28 (formatting)	2021-12-14
25	17	LOA 28 (formatting)	2021-12-14	29	5	LOA 28 (formatting)	2021-12-14
25	18	LOA 28 (formatting)	2021-12-14	29	6	LOA 28 (formatting)	2021-12-14
25	19	LOA 28 (formatting)	2021-12-14	30	1	LOA 28 (formatting)	2021-12-14
25	20	LOA 28 (formatting)	2021-12-14	31	1	LOA 28 (formatting)	2021-12-14
25	21	Settlements	2026-02-16			LOA 28 (formatting)	2021-12-14
25	22	LOA 28 (formatting)	2021-12-14			LOA 28 (formatting)	2021-12-14
25	23	LOA 28 (formatting)	2021-12-14			LOA 28 (formatting)	2021-12-14
25	24	LOA 28 (formatting)	2021-12-14			LOA 28 (formatting)	2021-12-14

(continued)

List of Effective Pages Continued

[illegible]

(continued)

List of Effective Pages Continued

[illegible]

(continued)

List of Effective Pages Continued

Chapter	Page	Revision	Date	Chapter	Page	Revision	Date
		MOU 10	2022-04-05			MOU 10	2022-04-05
		LOA 28 (formatting)	2021-12-14			LOA 28 (formatting)	2021-12-14
		LOA 28 (formatting)	2021-12-14			MOU 10	2022-04-05
		LOA 28 (formatting)	2021-12-14			MOU 10	2022-04-05
		LOA 28 (formatting)	2021-12-14			LOA 30	2023-07-12
		LOA 28 (formatting)	2021-12-14			LOA 30	2023-07-12
		LOA 28 (formatting)	2021-12-14			LOA 31	2024-05-02
		LOA 28 (formatting)	2021-12-14			LOA 31	2024-05-02
		LOA 28 (formatting)	2021-12-14			LOA 31	2024-05-02
		LOA 28 (formatting)	2021-12-14			LOA 31	2024-05-02
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		LOA 28 (formatting)	2021-12-14			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16
		MOU 10	2022-04-05			Settlements	2026-02-16

Change Log

Page	Date	Comment
5-3	2026-01-06	Inserted Hyperlink to Grievance Settlement
14-1	2026-02-16	Added Link to GS
25-13	2026-02-16	Added link to GS
25-21	2026-02-16	Added link to GS
25-36	2026-02-16	Changed Language for IAW GS and moved content down to next page
25-37	2026-02-16	moved content from previous page
25-37	2026-02-16	Moved content from following page
25-38	2026-02-16	Content was removed and moved up a page
	2026-02-16	Added LOA 32
	2026-02-16	Added LOA 33
	2026-02-16	Added Grievance Settlement
	2026-02-16	Added Grievance Settlement
	2026-02-16	Added Grievance Settlement
	2026-02-16	Added Grievance Settlement
	2026-02-16	Added Grievance Settlement
	2026-02-16	Added Grievance Settlement

Change Log Cont.

Page	Date	Comment
There are no change log comments for this revision.		

1.A RECOGNITION

In accordance with the certification in Case 43 NMB 129, No. R-7381 issued by the National Mediation Board on June 1, 2016, Frontier Airlines, Inc. (hereinafter known as the "Company") recognizes the Air Line Pilots Association (hereinafter known as the "Association" or "ALPA") as the duly designated and authorized collective bargaining representative of the Pilots employed by the Company with the authority and obligations to represent them for the purposes of the Railway Labor Act, as amended.

1.B THIS AGREEMENT

1.B.1 This Collective Bargaining Agreement ("Agreement") is made and entered into between the Company and the Association.

1.B.2 This Agreement includes all letters of agreement, grievance decisions and settlements (unless designated non-precedential), and memoranda of understanding, including those that occur after the date of this Agreement, and all amendments that may be made after the date of this Agreement in accordance with **Paragraph C.**, below.

1.B.3 The purpose of this Agreement, in the mutual interest of the Company and the Association, is to provide for the operation of the Company under methods which shall further, to the fullest extent possible, the safety of air transportation, the efficiency of operation, the sustained profitability of the Company and the continued employment of all Pilots under reasonable working conditions and with proper compensation. It is recognized to be the duty of the Company, the Association and the Pilots to cooperate fully and make it their highest priority to provide to the traveling public high quality, affordable, uninterrupted air transportation while maintaining a desirable work environment. Nothing in this **Paragraph B.3.**, however, affects any right of either the Company, the Association, or the Pilots under the Railway Labor Act, as amended, or other applicable law or regulation.

1.B.4 **Section, paragraph, and subparagraph** references in **bold** are, unless otherwise stated, to sections, paragraphs, and subparagraphs of the Agreement.

1.C AMENDMENTS TO AGREEMENT

Either party hereto may, at any time, propose in writing to the other party any amendment which it may desire to make to this Agreement, and if such amendment is agreed to by both parties hereto, such amendment shall be stated in writing, signed by both parties, and shall then be deemed incorporated in, and shall become part of, this Agreement. No amendment hereto will be valid unless in writing and duly and properly executed by both parties.

1.D SEPARABILITY

Should any provision in this Agreement be declared illegal by any court of competent jurisdiction after exhaustion of all appeals, such provision shall immediately become null and void, leaving the remainder of the Agreement in full force and effect, and the Company and the Association shall thereupon seek to negotiate substitute provisions which are in conformity with applicable law.

1.E DEFINITIONS

- 1.E.1 "Affiliate" means, with respect to a specified Entity:
- 1.E.1.a any Subsidiary or Parent of the specified Entity; or
 - 1.E.1.b any Subsidiary or Parent of either a Parent or a Subsidiary of the specified Entity; or
 - 1.E.1.c any Entity that Controls the specified Entity or is Controlled by the specified Entity.
- 1.E.2 "Control" (including the terms "Controlling," "Controlled by," "under common Control with," and "Controlling interest," and with or without capitalization) means in this **Section 1** the ownership, whether directly or indirectly through Control of intermediate Entities, of an equity interest representing more than fifty percent (50%) of the outstanding capital stock of an entity or voting securities representing more than fifty percent (50%) of the total voting power of outstanding securities then entitled to vote generally in the election of such Entity's board of directors or other governing body.
- 1.E.3 "Company," "Frontier," or "Frontier Airlines, Inc." as used in this Agreement, means, and is specifically limited to Frontier Airlines, Inc. and, unless otherwise stated, does not include any other Entity.
- 1.E.4 "Company Flying" means flying for which the Company is required by the Agreement to utilize Pilots.
- 1.E.5 "Domestic Air Carrier" means an air carrier as defined in 49 U.S.C. Section 40102(a)(2) holding an air carrier certificate issued by the Administrator of the Federal Aviation Administration under 14 C.F.R. Section 119.5.
- 1.E.6 "Entity" means a natural person, corporation, association, partnership, trust or any other form for conducting business, and any combination or concert of any of the foregoing.
- 1.E.7 "Fence Agreement" means an agreement to keep the seniority lists and operations of two (2) or more pilot groups separate and distinct for a pre-determined period of time.
- 1.E.8 "Force Majeure," as used in this **Section 1**, means one or more of the following extraordinary events or circumstances if it is beyond the control of the Company and if it negatively impacts the Company's ability to conduct a portion of its flight operations, but it does not include the price of fuel, aircraft, or other supplies, the state of the economy, the financial state of the Company, or the relative profitability or unprofitability of the Company's then-current or projected operations:
- 1.E.8.a A natural disaster;
 - 1.E.8.b Grounding by a government agency, loss, or destruction of Company aircraft;
 - 1.E.8.c A decrease in available fuel supply or other critical materials due to either governmental action or commercial suppliers being unable to provide sufficient fuel or other critical materials for the Company's operations;
 - 1.E.8.d Revocation of a Company operating certificate;
 - 1.E.8.e A U.S. Government declared national emergency, a war or act of terrorism on U.S. soil;
 - 1.E.8.f Any delay, not caused by the Company, in delivery of new aircraft scheduled for delivery;
 - 1.E.8.g A strike by one or more groups of the Company's employees;
 - 1.E.8.h A health crisis or pandemic.
- 1.E.9 "Parent" means any Entity that Controls another Entity.
- 1.E.10 "Pilot" when capitalized means a pilot on the Frontier Airlines Pilots' System Seniority List.
- 1.E.11 "Subsidiary" means any Entity that is Controlled by another Entity.

1.F SCOPE

- 1.F.1 Except as otherwise provided in this Agreement, all flying performed by the Company shall be performed by Pilots.
- 1.F.2 The Company, or any Affiliate thereof, shall not establish or acquire an "alter ego" airline for the purpose of transferring the assets of the Company to such airline or Entity and/or to avoid the terms and conditions of this Agreement. This provision, however, does not prohibit a transaction in accordance with the terms of **Paragraphs G.** or **H.**, below, provided that the transaction is not for a purpose prohibited by the first sentence of this paragraph.
- 1.F.3 The Company may enter into a code share agreement, a marketing agreement, a capacity purchase agreement, an interline agreement, a pro-rate agreement or a block space agreement so long as: (i) the implementation or maintenance of any such agreement(s) does not result in the furlough of any of the Company's Pilots; (ii) no Company Pilot has been furloughed in the six (6) calendar months preceding the effective date of such agreement(s); and (iii) the Company does not eliminate or reduce its flying on a route (i.e., a non-stop city-pair) and replace the route or flying with flying by another carrier pursuant to any such agreement(s), unless the Company increases its system-wide scheduled block hours in an amount equal to the scheduled block hours attributable to the route elimination or reduction, with such increase to be measured by comparing the Company's system-wide block hours in each trailing period of twelve (12) calendar months to the same twelve (12) calendar months immediately before the reduction of Company flying on, or elimination of, such route.
- 1.F.4 The Company may contract with other air carriers to perform present or future flying but only under the following conditions:
- 1.F.4.a The Company must notify the chairman of the Frontier Pilots' ALPA Master Executive Council at least one (1) week before entering into such contract, or within such shorter period, if one (1) week of notice is not feasible under the circumstances;
- 1.F.4.b Such contract is necessary to fulfill the published schedule of the Company;
- 1.F.4.c The Company does not have sufficient aircraft to perform such flying;
- 1.F.4.d Each such contract shall not exceed thirty (30) days in duration; provided, however, if the reason for the contract is damage to Company aircraft or delay (not caused by the Company) in scheduled aircraft delivery, the total duration of the contract may be extended to a maximum of ninety (90) days so long as the Company is making commercially-reasonable efforts to repair, replace or take delivery of the aircraft in question. These duration limits are subject to extension for a period of thirty (30) days or longer with approval of the Frontier Pilots' ALPA Master Executive Council; and
- 1.F.4.e No Pilot is furloughed or Displaced as a result of such contracting.
- 1.F.5 Non-Seniority List Pilots
- 1.F.5.a The Company may use manufacturer's pilots to qualify Instructor Pilots, Check Airmen, and Pilots on a new aircraft type. The Company may use manufacturer's pilots or non - Seniority List pilots to ferry aircraft which are being acquired, sold or surrendered by the Company.
- 1.F.5.b In addition to the delivery and surrender of Company aircraft specified in **Paragraph F.5.a.**, above, the Company may use non - Seniority List pilots to perform non-revenue flights that:
- 1.F.5.b.i require the performance of diagnostic tests for which the Company's Pilots are not qualified;
- 1.F.5.b.ii are maintenance test flights which take off and land at the same airport, or
- 1.F.5.b.iii flights which transport Company aircraft to and from maintenance facilities provided that :

- 1.F.5.b.iii.a Pilots and non-Seniority List pilots shall not be paired together ;
- 1.F.5.b.iii.b "maintenance facilities" as used in this paragraph shall mean Denver and Tampa, and other locations that are mutually agreed to, in writing, by the parties;
- 1.F.5.b.iii.c non-Seniority List Pilots will only transport Company aircraft to a maintenance facility if such flight can only be operated with a ferry permit or if the aircraft is being moved to the maintenance facility for a C check or greater;
- 1.F.5.b.iii.d non-Seniority List pilots may reposition flights from a maintenance facility only if the maintenance facility is not a Pilot Domicile.
- 1.F.5.c When employing non - Seniority List pilots, the Company will make commercially reasonable efforts to identify and recruit pilots who retired or disability - retired from the Company, and who have advised the Company's Flight Operations Department of their desire to be considered for such flying.
- 1.F.6 In the event of a Force Majeure event, the parties shall promptly meet and confer to address the consequences of such event(s) and the appropriate response thereto. The objective of such discussions will be to achieve a mutually acceptable response, which shall, to the maximum extent reasonable, protect the Company's scheduled airline service without unreasonably burdening the Pilots.

1.G MERGER PROTECTION

In the event an air carrier or an Entity that Controls an air carrier acquires Control of the Company, or if the Company or a Parent of the Company acquires Control of another air carrier, and the Company is to be operationally merged with the other air carrier (a "Merger Transaction"), the Company will agree to, and will secure the agreement of the other air carrier in the transaction to undertake the same obligations as the Company with respect to, the following provisions:

- 1.G.1 Following the announcement of a Merger Transaction, the Company shall, upon the Association's request, promptly commence negotiations for a Transition and Process Agreement ("TPA"). The TPA shall include all of the protections in **Section 1.G.** of this Agreement unless the TPA parties agree otherwise. The Company and the Association will also agree to negotiate regarding other possible fence, protective, and transition terms to be in effect until the Operational Merger Date. The negotiations described in this **Section 1.G.1.** shall not be a prerequisite for closing or completing the Merger Transaction. The protections referenced in this paragraph will include the following:
 - 1.G.1.a The flight operations of the Company and the other air carrier shall remain separated, with pilots employed by each carrier operating each carrier's pre-merger aircraft under its collective bargaining agreement(s) and seniority list until the Operational Merger Date.
 - 1.G.1.b The Pilots will be entitled to seniority integration rights governed by Association Merger Policy if both pre-transaction pilot groups are represented by the Association, or by the McCaskill-Bond Amendment and Sections 3 and 13 of the Allegheny-Mohawk Labor Protective Provisions if one pilot group is not represented by ALPA. The Association agrees that it shall promptly invoke such procedures, provided such procedures need not be completed and a single seniority list need not be established until completion of a single collective bargaining agreement.
 - 1.G.1.c The Association shall promptly initiate proceedings before the National Mediation Board ("NMB") for a determination that the Company and the other air carrier constitute a single carrier for purposes of collective bargaining under the Railway Labor Act and, if necessary, for designation of the post-merger representative of the combined pilot group, and the Company will take all necessary steps to secure a single operating certificate from the Federal Aviation Administration ("FAA").

- 1.G.1.d The Company and the other air carrier shall, upon receipt of the Association's written demand, promptly begin negotiations with the Association and the pilots employed by the other air carrier through their collective bargaining representative, if any (i.e. ALPA or ALPA and another union party or parties prior to a determination of a single representative by the NMB, and the single representative, if any, after such determination) for a single collective bargaining agreement governing merged operations of the merged carrier. The negotiations described in this **Paragraph 1.G.1.d.** shall not be a prerequisite for closing or completing the Merger Transaction. Until the effective date of a single collective bargaining agreement, this Agreement shall continue to apply to Company Pilots unless otherwise agreed by the Association.
- 1.G.1.e The Company and the other air carrier shall forbear from interchanging or transferring pilots or aircraft with the other air carrier until the Operational Merger Date.
- 1.G.1.f The Company shall assure that until the Operational Merger Date the Pilots shall have the right to operate all aircraft on hand at the Company or on firm order for the use of the Company as of the date of the closing of the Merger Transaction. However, the Company will not be precluded from reducing its fleet due to retirement of aircraft in the normal course of business, to casualty loss, or to economic reasons not related to the Merger Transaction; the Company also shall not be precluded from allowing another air carrier to accept delivery of aircraft which had been on firm order for the use of the Company as of the date of the Merger Closing, provided that the other air carrier is not a party to the Merger Transaction and is not a Domestic Air Carrier.
- 1.G.1.g The Company shall assure that, in each rolling period of twelve (12) full calendar months until the Operational Merger Date, the systemwide block hours scheduled to be performed by Pilots shall not be less than the system-wide block hours scheduled to be flown by Pilots in the twelve (12) full calendar months immediately preceding the closing of the Merger Transaction. The Company shall be excused from compliance with the above minimum block hour requirements in the event of a "Force Majeure" as defined in **Paragraph E.8.**, above, the retirement of aircraft in the normal course of business, or requirement by a government agency that the Company reduce or cancel service and one of the above events is the cause of non-compliance with the foregoing minimum.
- 1.G.1.h The Company shall assure that no Pilot as of the date of the announcement of the proposed Merger Transaction shall be placed on furlough in anticipation of or as a result of the Merger Transaction from the date the Merger Transaction was announced until one (1) year following the Operational Merger Date.
- 1.G.1.i The Association will support the Company's efforts to integrate marketing, reservation systems, and livery, and to take steps necessary to secure approval from the FAA for operation under a single operating certificate, and to take such other steps as will facilitate achieving a complete operational merger (i.e., the operation of the carriers under a single FAA operating certificate, a single transportation system under the RLA, and under a single collective bargaining agreement with an integrated pilot seniority list) at the earliest reasonable time. The carriers may rationalize routes; exchange assets other than aircraft and pilots; code share with the merger partner; integrate systems including, but not limited to, reservations and marketing; and undertake steps to obtain a single operating certificate prior to reaching a single collective bargaining agreement with an integrated pilot seniority list consistent with their obligations under this **Paragraph G.**
- 1.G.1.j The Operational Merger Date is the date by which the Company and the other carrier party(ies) (i) are found by the NMB to be a single carrier, (ii) execute a single collective bargaining agreement, and (iii) accept an integrated seniority list. The Operational Merger Date shall be no later than one hundred and eighty (180) days following negotiation and ratification, if necessary, of a single collective bargaining agreement and acceptance by the carrier parties of the integrated seniority list.

- 1.G.2 If the seniority list integration is conducted pursuant to Association Merger Policy, the Company will accept the outcome of the seniority list integration process set forth in this subsection, provided that, solely with regard to a seniority list integrated pursuant to Association policy, none of the attendant conditions and restrictions negotiated or awarded (a) require a system flush whereby Pilots may Displace other Pilots from the latter's Position, (b) require a Pilot to be compensated for flying not performed (e.g., differential pay for a Position not flown), (c) require the cancellation of a Vacancy or Displacement award for a pilot who has commenced training for that position by attending ground school at a Company-approved training facility, (d) significantly increase the Company's costs, (e) provide that a pilot shall be displaced from his position by a pilot of the other pre-merger pilot group as a result of the implementation of, or the expiration of, any condition or restriction; and (f) are impossible in practice to comply with under the circumstances. If the seniority list integration is conducted pursuant to the McCaskill-Bond Amendment and not Association Merger Policy, including any arbitration proceeding, the Company agrees that it will be neutral as to the order of the pilots on the seniority list but such neutrality shall not prevent the Company from ensuring that the award complies with the criteria set forth in [Paragraphs G.1.a.-G.1.f.](#), above.

1.H ACQUISITIONS NOT INVOLVING MERGER

In the event an air carrier or an entity that Controls an air carrier acquires Control of the Company, or if the Company, Frontier Airlines Holdings, Inc., or Frontier Group Holdings, Inc. acquires Control of another air carrier, and the parties to the transaction determine that the Company is not to be operationally merged with the other air carrier, the Company, Frontier Airlines Holdings, Inc., and Frontier Group Holdings, Inc. will agree to, and will secure the agreement of the other party(ies) to the transaction to undertake the same obligations as the Company with respect to, the following provisions:

- 1.H.1 Company Pilots will have the right to operate all aircraft on hand at the Company or on firm order for the use of the Company as of the date of the closing of the acquisition transaction; provided, however, if the air carrier accepting delivery of any such aircraft is not a party to the acquisition transaction nor Controlled by a party to the acquisition transaction, and is not a Domestic Air Carrier, the Company shall not be precluded from allowing another air carrier to accept delivery of aircraft which had been on firm order for the use of the Company as of the date of the closing of the acquisition transaction.
- 1.H.2 No Pilot as of the date of the announcement of the proposed acquisition transaction shall be placed on furlough in anticipation of or as a result of the acquisition.
- 1.H.3 The Company will ensure that the system-wide Block hours scheduled to be performed by Pilots in any rolling period of twelve (12) full calendar months shall not be less than ninety-five percent (95%) of the system-wide scheduled Block hours which existed in the twelve (12) full calendar months immediately preceding the closing date of the acquisition transaction.
- 1.H.4 The ratio of system-wide Block hours performed by Company Pilots as compared to that performed by the acquired carrier during any rolling period of twelve (12) full calendar months will not diminish by more than five percent (5%) compared to the ratio which existed during the twelve (12) full calendar months immediately preceding the closing date of the acquisition transaction.
- 1.H.5 The Company, Frontier Airlines Holdings, Inc., and Frontier Group Holdings, Inc. will not assign or allocate flying or aircraft to other carriers any of them Controls for the purpose of securing contractual relief or concessions from the Pilots (i.e. no "whipsawing").
- 1.H.6 The Company shall be excused from compliance with [Paragraphs H.1.-H.4.](#), above, in the event of a "Force Majeure" as defined in [Paragraph E.8.](#), above, the retirement of aircraft in the normal course of business, or requirement by a government agency that the Company reduce or cancel service, as well as from Paragraph H.1., above, for economic reasons, not related to the acquisition transaction, and one of the foregoing events is the cause of noncompliance.

1.I SUCCESSORSHIP

- 1.I.1 This Agreement shall be binding upon any successor or assign of the Company unless and until changed in accordance with the provisions of the Railway Labor Act, as amended. For the purposes of this Paragraph I., a successor or assign shall be defined as an Entity, which either acquires Control of the Company or acquires all or substantially all of the assets of the Company, in either case through a single transaction or multi-step, related transactions.
- 1.I.2 No contract or other legally binding commitment involving a successor or assign shall be signed or otherwise entered into unless it is agreed as a material and irrevocable condition of entering into, concluding and implementing such transaction that the successor shall be bound by this Agreement, shall recognize the Association as the representative of the Pilots, and shall assume the employment of the Pilots.

1.J NOTICE

- 1.J.1 If the Company, Frontier Airlines Holdings, Inc., or Frontier Group Holdings, Inc., enters into any definitive agreement of acquisition or merger, with any other air carrier, or any other Entity which has control of, or acquires control of another air carrier, it shall notify the Association, in writing, of the proposed acquisition or merger within three (3) working days after the execution of such agreement.
- 1.J.2 The Company must give written notice of the existence of this labor agreement to any air carrier, or any other Entity, which has control of, or acquires control of, another air carrier with which the Company enters into an agreement of acquisition or merger. A copy of this written notice shall be given to the Association no later than three (3) working days after the parties have signed an agreement of acquisition or merger.

1.K MANAGEMENT RIGHTS

- 1.K.1 The right to manage and direct the work force, subject to the provisions of this Agreement, is vested in the Company.
- 1.K.2 Employees covered by this Agreement shall be governed by all reasonable rules, regulations and orders issued by the Company.

1.L EXPEDITED ARBITRATION

The parties agree that any grievance filed by either the Company or the Association alleging a violation of Section 1 of this Agreement shall bypass the initial steps of the grievance process, and shall be submitted, heard and resolved through binding arbitration on an expedited basis directly before the System Board of Adjustment sitting with a mutually agreed upon neutral arbitrator who is available to hear and decide the dispute within the time frame in this **Paragraph L**. If a mutually agreed upon neutral arbitrator cannot be selected within three (3) days of the filing, an arbitrator shall be selected pursuant to **Section 21.G** of this Agreement. The dispute shall be heard no later than fifteen (15) days following the submission to the System Board and the decision rendered no later than thirty (30) days after the hearing, unless the parties agree otherwise in writing. Any fees or other expenses incurred by the arbitrator shall be shared equally by the Company and the Association.

- 2.A **"ACCRUED VACATION"** means vacation a Pilot accrues in the current year that may be used the next year.
- 2.B **"ACTIVE SERVICE"** means the period of time that begins on a Pilot's most recent date of hire as a Pilot and continues until resignation, termination, furlough, or as set forth in [Section 13](#) (Leaves of Absence). A Pilot shall continue to accrue Active Service upon return from Leave of Absence or Furlough in accordance with those Sections. A Pilot shall forfeit all Active Service upon resignation or termination.
- 2.C **"ACTUAL BLOCK HOURS"** means actual time from Block Out to Block In.
- 2.D **"ADD"** means a Sequence or Reserve Day or RDP a Pilot voluntarily elects to place on his schedule from Open Time or the Premium Add Folder.
- 2.E **"AGGRESSIVE RESERVE"** means the process that allows an eligible Reserve Pilot to bid for Sequences on his Reserve Days or RDPs one (1) hour after Daily Open Time closes and prior to Reserve assignment, in accordance with [Section 25.T.7](#).
- 2.F **"BASE MONTH" Or "MAY GO"** means the calendar month a Pilot is due for training as defined by the FARs. Training may also occur in the month prior to the Base Month or in The Late Grace Month.
- 2.G **"CATEGORY"** means Seat and equipment (e.g., Airbus 320 Captain).
- 2.H **"BLOCK IN"** means the time at which an aircraft reaches a destination (generally, at a gate), the parking brake is set and a door is opened (typically as shown by ACARS).
- 2.I **"BLOCK OUT"** means the time at which an aircraft's parking brake is released and all doors are closed for departure (generally from a gate, and typically as shown by ACARS).
- 2.J **"BLOCK TIME" or "BLOCK"** means the time elapsed from Block Out to Block In.
- 2.K **"CALENDAR DAY" or "DAY"** means the twenty-four (24) hour period commencing at 0001 and ending at 2400 hours Local Time.
- 2.L **"CANCELLATION"** means any scheduled flight which does not operate for any reason.
- 2.M **"CAPTAIN"** means a Pilot who is in command of the aircraft, is responsible for the aircraft and crew while on-duty, is properly qualified and designated by the Company and who holds currently effective airman's certificates authorizing such Pilot to serve as Captain and act as pilot-in command.
- 2.N **"CHECK AIRMAN" or "LINE CHECK PILOT" or "LCP"** means a Pilot who is designated by the Company and approved by the FAA to examine other Pilots to determine Pilot proficiency with respect to Company and FAR procedures and competency to perform Pilot duties.
- 2.O **"CDO LINE"** means a line of flying consisting of only CDO Sequences.
- 2.P **"CONTINUOUS DUTY OVERNIGHT (CDO)"** means a scheduled Duty Period which begins in one Calendar Day and ends in the following Calendar Day which includes an overnight stay out of Domicile that is scheduled for less than FAR required minimum rest.
- 2.Q **"DAILY DROP LIMIT (DDL)"** means the limit on the number of Duty Periods that may be Dropped on a given day. The limit will include all Duty Periods operating that day.
- 2.R **"DAY OFF"** means a Calendar Day free from all duty with the Company which occurs in a Pilot's Domicile.
- 2.S **"DEADHEAD"** means transportation at Company direction (not local in character) to or from a duty assignment.
- 2.T **"DISPLACEMENT" or "DISPLACED"** means that a Pilot no longer has sufficient seniority to hold his current Position pursuant to [Section 24](#).
- 2.U **"DOMICILE"** means a geographic location where Pilots are based and the location from which Sequences are constructed to start and finish.

- 2.V **"DROP"** means a Sequence, Reserve Day, or RDP, or portion thereof, that a Pilot voluntarily removes from his schedule resulting in a deduction in Pay Credit.
- 2.W **"DUTY PERIOD"** means the period from scheduled Report Time until fifteen (15) minutes after actual Block In for domestic flights, and thirty (30) minutes for international flights.
- 2.X **"EARNED VACATION"** means unused vacation a Pilot has accrued the previous year for use in the current year.
- 2.Y **"EFFECTIVE DATE"** means the date when a Pilot's Hourly Rate changes as a result of a change in a Pilot's Position (subject to the Bypass provisions set out in [Section 24](#)) or the date upon which a Pilot is based at a different Domicile.
- 2.Z **"ELECTRONIC BID SYSTEM"** means an internet-based method for Pilots to access and modify their schedules. As of the date of signing of this Agreement, the Electronic Bid System is FLICA.
- 2.AA **"EXTENDED/EXTENSION"** means a Reserve assignment that is not in accordance with [Section 25.R.4](#).
- 2.AB **"FINAL LINE CHECK"** means the line check that qualifies the Pilot to be released to the line (either by the Company or FAA).
- 2.AC **"FIRST OFFICER"** means a Pilot who is second-in-command of the aircraft whose duty is to assist and relieve the Captain and, in the absence of the Captain, is responsible for the aircraft and crew while on duty. A First Officer shall be properly qualified and designated by the Company, hold currently effective airman's certificates authorizing such Pilot to serve as First Officer and act as second-in-command.
- 2.AD **"FLIGHT TIME"** means the total time from Block Out to Block In for scheduling and pay purposes.
- 2.AE **"FOOTPRINT"** means the time between the originally scheduled Sequence Report Time and the originally Scheduled Sequence Release Time.
- 2.AF **"GOLDEN DAYS"** means days chosen by a Pilot on which no training can be assigned.
- 2.AG **"GROUND TRAINING"** means all training conducted in a classroom or at any place that is not usually associated with flight training. It shall include classroom instruction, and training involving aircraft emergency procedures, flight equipment, hands on equipment, home/distance learning, or a Cockpit Procedure Trainer (CPT).
- 2.AH **"HARD LINE"** or **"REGULAR LINE"** means a line that includes only Sequences and Days Off and is not a Reserve Line.
- 2.AI **"HOURLY RATE"** means the rate of pay applicable to a Pilot in accordance with [Section 3.B.1](#).
- 2.AJ **"INCENTIVE CREDIT"** means additional Pay Credit time added to a Sequence in accordance with [Section 3.G](#).
- 2.AK **"INSTRUCTOR PILOT"** means a Pilot assigned by the Company to provide simulator training or Ground Training.
- 2.AL **"LATE GRACE MONTH"** Or **"MUST GO MONTH"** means the month after the Base Month during which a Pilot must complete recurrent training to maintain currency.
- 2.AM **"LINEHOLDER"** means a Pilot who holds a Hard Line.
- 2.AN **"LOCAL TIME"** means the time of day where the Pilot is physically located.
- 2.AO **"LOCAL DOMICILE TIME"** means the time of day in the Pilot's Domicile.

- 2.AP **"LONGEVITY"** means the period of time commencing on the date a Pilot first reports for Pilot training (or, if required by USERRA, the date the Pilot was initially scheduled to report for Pilot training) and shall continue to accrue except as otherwise provided in this Agreement.
- 2.AQ **"MANAGEMENT PILOT"** means a Pilot whose name appears on the Seniority List who has been designated by the Company and is responsible for managing Pilots and/or administering Company policy as it relates to the Pilot work force.
- 2.AR **"MASTER BID"** means a Pilot's bid for permanent Positions in accordance with [Section 24](#).
- 2.AS **"MONTHLY BID PERIOD"** means one of twelve Calendar month-based periods of thirty (30) or thirty-one (31) days as described in [Section 25.K](#).
- 2.AT **"MONTHLY CREDIT OVERRIDE" or "MCO"** means one hundred twenty-five percent (125%) Pay Credit for all credit in excess of eighty-two (82) hours, exclusive of sick and training credits, accrued in a Monthly Bid Period.
- 2.AU **"MONTHLY PAY GUARANTEE"** means the minimum amount of Pay Credit paid per Monthly Bid Period in accordance with [Section 4.A](#).
- 2.AV **"NEW HIRE PILOT"** means a Pilot who has not completed initial training.
- 2.AW **"NO-BID PILOT" or "SPECIAL PROJECT PILOT"** means a Pilot (other than a Management Pilot) working on Company business who is not eligible to participate in the monthly schedule bid process in accordance with [Section 10.D](#).
- 2.AX **"OPEN TIME"** means a Sequence, Reserve Day or RDP that has not been assigned or awarded to a Pilot as part of the Monthly Bid process or Sequences that were originally assigned or awarded to a Pilot but have become unassigned due to illness, injury, qualification, leaves of absence, etc.
- 2.AY **"OPEN VACATION PERIOD"** means a block of vacation that is not assigned or awarded to a Pilot.
- 2.AZ **"OPERATING EXPERIENCE"** means the operating experience required by FARs and administered by Company Line Check Pilots.
- 2.BA **"OVERNIGHTABLE RESERVE"** means a Short Call Reserve Pilot who is available for two (2) or more RDPs.
- 2.BB **"PAY CREDIT"** means a unit of pay to be multiplied by a Pilot's Hourly Rate to determine the Pilot's pay, in accordance with the provisions of this Agreement.
- 2.BC **"PAY REPORT"** means a monthly report electronically provided by the Company to a Pilot indicating daily Pay Credit, Pay Credit adjustments (i.e. Premium Add Folder, etc.), and per diem.
- 2.BD **"PILOT"** means an employee of Frontier Airlines, Inc. whose name appears on the Frontier Pilot Seniority List.
- 2.BE **"POSITION"** means Domicile, equipment, and Seat (e.g., Denver Airbus 320 Captain).
- 2.BF **"POSITIVE SPACE MUST RIDE"** means a guaranteed seat for a Pilot from which the Pilot will not be removed by a revenue passenger, in accordance with the provisions of [Sections 8 and 11](#).
- 2.BG **"POSITIVE TELEPHONE CONTACT"** means a telephone conversation between the Pilot and the Company.
- 2.BH **"PREMIUM PAY"** means the pay applicable to Premium Add Folder Adds, which will be paid at one hundred fifty percent (150%) of the Pay Credit for the Sequence.
- 2.BI **"PROBATION"** means the period of three hundred sixty-five (365) days from the date of hire (or as extended by a leave of absence) as a Pilot or the successful completion of the probationary proficiency check as described in [Section 11](#) whichever comes later (see [Section 22.D.2](#)).

- 2.BJ **"REASSIGNMENT"** or **"REASSIGNED"** means a Pilot is directed to operate or Deadhead on a leg or legs that is not a part of the Pilot's originally scheduled Sequence.
- 2.BK **"RED-EYE"** means any Duty Period, other than a CDO, that reports prior to and releases after, or the entire Duty Period occurs between 0100-0300 LDT.
- 2.BL **"REPORT TIME"** means the time that a Pilot is scheduled to report at the beginning of a Duty Period.
- 2.BM **"RESERVE AVAILABILITY PERIOD"** or **"RAP"** means short call reserve duty in accordance with FAR 117.
- 2.BN **"RESERVE DAY"** means the period of time a Long Call Reserve is obligated to be available to the Company for assignment.
- 2.BO **"RESERVE DUTY PERIOD"** or **"RDP"** means the period of time a Short Call Reserve is obligated to be contactable by the Company for notification of an assignment.
- 2.BP **"RESERVE LINE"** means a line consisting only of RDPs or Reserve Days and Days Off.
- 2.BQ **"RESERVE PILOT"** or **"RESERVE"** means a Pilot who is awarded Reserve.
- 2.BR **"RESERVE SWAP"** means the movement of Reserve Days or RDPs within an individual Reserve Pilot's schedule. All elements of the Swap must be scheduled to occur within the same Monthly Bid Period.
- 2.BS **"RESERVE TRADE"** means the exchange of Reserve Days or RDPs between two Pilots who hold the same Position that is scheduled to occur in the same Monthly Bid Period.
- 2.BT **"REST PERIOD"** means the period of time free from all Company duty between Duty Periods.
- 2.BU **"SCHEDULED BLOCK"** means the scheduled length of time from Block Out to Block In when the Sequence was originally constructed and as shown in the Monthly Bid Package.
- 2.BV **"SEAT"** means Captain or First Officer.
- 2.BW **"SENIORITY LIST"** means the list of Pilots employed by the Company. The Pilot Seniority List as of the date of signing of this Agreement is attached as [Appendix 1](#).
- 2.BX **"SEQUENCE"** or **"PAIRING"** or **"TRIP"** means a series of flights over one (1) or more days, which starts in the Pilot's Domicile and ends with a legal Rest Period in the Pilot's Domicile.
- 2.BY **"SEQUENCE RELEASE TIME"** means the time of the end of a Duty Period in Domicile on the last day of a Sequence.
- 2.BZ **"SEQUENCE REPORT TIME"** means the time of the start of a Duty Period in Domicile on the first day of a Sequence.
- 2.CA **"SPLIT"** means a Sequence that is divided in a Pilot's Domicile. However, this definition is not applicable to the Company's option to divide a Sequence to assign a Reserve, in accordance with [Section 25.O.5.b.iv](#).
- 2.CB **"SWAP"** means an exchange of flying, vacation, (or other activities as allowed by this Agreement) between a Pilot and Open Time (or Open Vacation Periods). All elements of the Swap (i.e. the work being added and the work being removed) must be scheduled to occur within the same Monthly Bid Period, except as provided in the Note below the grid in [Section 25.I](#).
- 2.CC **"TIME AWAY FROM BASE (TAFB)"** means the time from Sequence Report Time to the Sequence Release Time.
- 2.CD **"TRADE"** means an exchange of flying, vacation or other activities as allowed by this Agreement between two Pilots.

- 2.CE **“TRANSITION CONFLICT”** means conflicts due to an interference or illegality from the current Monthly Bid Period to the following Monthly Bid Period.
- 2.CF **“VACANCY”** means an opening in a Position.
- 2.CG **“WINDOW”** means a time period associated with a Short Call Reserve’s RDPs. The AM Window includes A and B Reserves, the MID Window includes C Reserves, and the PM Window includes D and E Reserves.
- 2.CH **“AVERAGE LINE VALUE (ALV)”** means the number of hours (including both Pay Credit hours and Virtual Credit hours) published by the Company prior to the opening of the monthly bid that is the projected average of all Regular Line PBS awards for a Category in a Monthly Bid Period.
- 2.CI **“CORRECT LINE”** means the initial line the Pilot should have been awarded had a PBS misaward not occurred.
- 2.CJ **“DENIAL MODE”** means a process in PBS that:
- 2.CJ.1 is performed after PBS is unable to award a Pilot a line consistent with bid preferences, seniority, his Known Absences, the FARs, the CBA, and within his credit window.
 - 2.CJ.2 is utilized after Shuffle and prior to SLG, and
 - 2.CJ.2.a ignores, one at a time, a Pilot's preference(s) to avoid flying a specified Sequence or a Sequence with specified criteria (e.g., number of Duty Periods in a Sequence, departure time of Sequence, number of flight segments per Duty period) or his preference to avoid flying on a specified Day, in an effort to award him a line within his credit window.
- 2.CK **“FILL TO THRESHOLD”** means a tool in PBS that:
- 2.CK.1 is utilized prior to Denial Mode; and
 - 2.CK.2 continues to award Sequences to each Pilot’s line, if possible, until such line is at or above the Threshold.
- 2.CL **“FORCE PRIORITY STACK DATE ON SLG”** means a tool in PBS that ensures a Pilot who is awarded a line during the SLG process is awarded a Sequence that is scheduled to operate on the specified Priority Stack Date.
- 2.CM **“HISTORICAL LINE VALUE”** means the twelve (12) Monthly Bid Period rolling average of the ALV for a Category.
- 2.CN **“KNOWN ABSENCE”** means an event including, but not limited to, vacation, training, LOA, etc. that is placed on a Pilot’s schedule prior to the opening of the monthly bid.
- 2.CO **“MAX FOLLOWED BY TIME”** means the maximum time between Sequences that are awarded via the “Followed By” bid statement.
- 2.CP **“MAX ITERATION”** means a parameter in PBS that limits the number of Sequences PBS considers when attempting to construct a Regular Line.
- 2.CQ **“MAX PASSES”** means the maximum number of passes through the data that will be attempted by the solver.
- 2.CR **“MAX RESERVES”** means a parameter in PBS that limits the number of Pilots permitted to be awarded a Reserve Line in a Position.
- 2.CS **“MAX SWAP DEPTH”** means a parameter in PBS that limits the number of Sequences that may be moved among lines and/or open time in an effort to comply with a Pilot’s bid preference.

- 2.CT **“MAX TRIP SUBSTITUTION”** means a parameter in PBS that limits multiple combinations of Sequences to be tested on a Pilot's Regular Line that match specific bid preferences in an attempt to construct a Regular Line for the Pilot.
- 2.CU **“MAXIMUM STACK HEIGHT”** means a parameter in PBS that limits a stack.
- 2.CV **“MAXIMUM CREDIT WINDOW”** means the range of hours based on ALV plus fourteen (14) hours. The Maximum Credit Window is available to Pilots on a seniority basis to those who used a set condition preference for the Maximum Credit Window.
- 2.CW **“MINIMUM CREDIT WINDOW”** means the range of hours based on ALV minus fourteen (14) hours except that the bottom of the Minimum Credit Window will never be set lower than seventy-four and one-half (74.5) hours. The Minimum Credit Window is available to Pilots on a seniority basis to those who used a set condition preference for the Minimum Credit Window.
- 2.CX **“NORMAL CREDIT WINDOW”** means the range of hours based on ALV plus or minus seven (7) hours. A Pilot who does not use a Set Condition preference for the Minimum Credit Window or Maximum Credit Window, or who is not awarded a Line in their desired window, will be awarded within the Normal Credit Window.
- 2.CY **“PRIORITY STACK DATE”** means a designated date that is unstacked before PBS unstacks any other date.
- 2.CZ **“RECURRENT TRAINING”** means the FAA required training necessary for a Pilot to remain qualified in his current Position.
- 2.DA **“SECONDARY LINE GENERATION” (“SLG”)** means the final PBS process, used after Shuffle and Denial Mode, that ignores a Pilot's bid preferences in an attempt to construct a Regular Line for the Pilot.
- 2.DB **“SEQUENCE PAY CREDIT”** means the sum of all the Pay Credit in a Monthly Bid Period by Position, including carry-in Pay Credit from the previous Monthly Bid period, excluding carry-out Pay Credit from the current Monthly Bid Period and excluding all Pay Credit associated with a Known Absence(s).
- 2.DC **“SHUFFLE”** means a tool in PBS that:
- 2.DC.1 is utilized after PBS is unable to award a Pilot a Regular Line within his credit window which complies with his higher priority bid preference(s),
 - 2.DC.2 removes a Sequence(s) which had been awarded in accordance with such bid preference(s) and searches for combinations of Sequence(s) which comply with his lower priority bid preference(s), and
 - 2.DC.3 is utilized prior to Denial Mode.
- 2.DD **“STACK”** means the number of Duty Periods that remain in Open Time on a given Day at the end of a bid run.
- 2.DE **“SEAT”** means Captain or First Officer.
- 2.DF **“THRESHOLD”** means the target number of Pay Credit hours set by ALPA for a given credit window.
- 2.DG **“UNSTACK or COVERAGE AWARD”** means a tool in PBS that assigns Sequences to Pilots in such a way as to prevent a Stack that is greater than the maximum Stack Height.
- 2.DH **“VIRTUAL CREDIT”** means the value of three (3) hours assigned to each Day of a Known Absence that the solver will use for Line construction. Virtual Credit has no pay value.
- 2.DI **“SMALL DOMICILE”** means a Domicile with seventy five (75) or fewer eligible monthly bidders by Position
- 2.DJ **“LARGE DOMICILE”** means a Domicile with seventy six (76) or more eligible monthly bidders by Position.
- 2.DK **“LINE CREDIT REDUCTION”** means the value assigned to each Day of an unpaid absence that reduces the upper and lower values of each credit window for the purposes of completing a Pilot's Line.

3.A LONGEVITY

When a Pilot is advanced from one Longevity pay status to the next, pay in the new status will begin at the beginning of the pay period that includes the anniversary date.

3.B WAGE RATES

3.B.1 All single aisle aircraft (or "narrowbody") Pilots will be compensated for all Pay Credit based on the following Hourly Rates:

Captain Pay Rates						
Years of Service	1/16/19	3/2/2019	3/2/2020	3/2/2021	3/2/2022	3/2/2023
1	\$180.09	\$183.70	\$187.38	\$191.12	\$196.86	\$202.76
2	\$194.93	\$198.83	\$202.81	\$206.87	\$213.08	\$219.47
3	\$197.96	\$201.92	\$205.96	\$210.08	\$216.39	\$222.88
4	\$202.00	\$206.04	\$210.17	\$214.37	\$220.81	\$227.43
5	\$204.02	\$208.10	\$212.27	\$216.51	\$223.01	\$229.70
6	\$206.04	\$210.17	\$214.37	\$218.66	\$225.22	\$231.98
7	\$209.23	\$213.42	\$217.69	\$222.05	\$228.71	\$235.57
8	\$215.46	\$219.78	\$224.18	\$228.66	\$235.52	\$242.59
9	\$220.84	\$225.26	\$229.77	\$234.36	\$241.40	\$248.64
10	\$226.37	\$230.90	\$235.52	\$240.23	\$247.45	\$254.87
11	\$230.88	\$235.50	\$240.21	\$245.02	\$252.37	\$259.94
12	\$239.88	\$244.68	\$249.57	\$254.57	\$262.21	\$270.07

First Officer Pay Rates						
Years of Service	1/16/19	3/2/2019	3/2/2020	3/2/2021	3/2/2022	3/2/2023
1	\$56.51	\$57.64	\$58.79	\$59.97	\$61.77	\$100.00*
2	\$105.46	\$107.58	\$109.73	\$111.92	\$115.28	\$118.74
3	\$113.29	\$115.56	\$117.87	\$120.23	\$123.84	\$127.55
4	\$119.71	\$122.10	\$124.55	\$127.04	\$130.85	\$134.77
5	\$126.99	\$129.53	\$132.12	\$134.76	\$138.81	\$142.97
6	\$132.23	\$134.88	\$137.58	\$140.33	\$144.54	\$148.88
7	\$138.27	\$141.04	\$143.86	\$146.74	\$151.14	\$155.68
8	\$142.41	\$145.26	\$148.17	\$151.13	\$155.67	\$160.34
9	\$148.16	\$151.12	\$154.15	\$157.23	\$161.95	\$166.81
10	\$151.84	\$154.88	\$157.98	\$161.14	\$165.98	\$170.96
11	\$155.53	\$158.64	\$161.82	\$165.05	\$170.01	\$175.11
12	\$159.22	\$162.40	\$165.65	\$168.97	\$174.04	\$179.26

* Effective date 1/31/23

- 3.B.2 When a Pilot downgrades from Captain to First Officer in the same equipment, the Pilot's First Officer Hourly Rate shall begin seven (7) Days after the start of training. However, if a Pilot moves from Captain to First Officer as a result of a Displacement in the same equipment, that Pilot shall continue to receive the Captain Hourly Rate until seven (7) Days after the start of training, or fifteen (15) Days from the date of the posting of the award of the Displacement (not including the posting date), whichever is later.

3.C PAY PERIODS

- 3.C.1 Paychecks on the 20th of the month will be for 50 percent (50%) of the Monthly Pay Guarantee (unless reduced by unpaid leaves), uniform cleaning allowance, and (if applicable) adjustments from previous pay period(s). Paychecks for the balance of the Monthly Bid Period will be paid on the 5th of the following month and will include the net Pay Credits earned for that Monthly Bid Period. This paycheck shall also include per diem, uniform cleaning allowance, and any other pay due to the Pilot. A Pilot who takes an unpaid leave during the first fifteen (15) days of a Monthly Bid Period will be paid for any actual Pay Credit earned, and not one-half of the Monthly Pay Guarantee.
- 3.C.2 Each Pilot will have access to an electronic pay statement in the Human Resources system (currently UltiPro) for each pay period to include but not be limited to: total hours, total Pay Credit, Company retirement contributions, sick leave used, and sick leave accrued.
- 3.C.3 An electronic monthly report (the Pay Report) will be provided by the Company to each Pilot showing his daily Pay Credit, Pay Credit adjustments and per diem. The Pay Report shall be provided to each Pilot no later than the 5th of each month for the prior Monthly Bid Period. It shall be the responsibility of the Pilot to review the Pay Report. Any confirmed discrepancy reported to payroll within one (1) week of the Pay Report being submitted to the Pilot will be paid on the 20th. Any confirmed discrepancy that is reported to payroll more than one (1) week after the Pay Report is submitted to the Pilot will be paid no later than the 5th of the following month.

3.D FLIGHT PAY CREDIT

- 3.D.1 Block or Better, Including Cancellation/Removal and Reassignment Pay

- 3.D.1.a A Pilot's Pay Credit shall be based on the greater of Scheduled or Actual Block Hours on a leg-by-leg basis for all legs flown by the Pilot.

- 3.D.1.b Cancellation/Removal Pay without Reassignment

When a Sequence or part of a Sequence is cancelled or when the Pilot is removed from a Sequence or part of a Sequence and the Pilot is not Reassigned, the Pilot will receive the greater of the scheduled or actual Pay Credit that accrued prior to the cancellation or removal, if any, plus the scheduled Pay Credit associated with the cancelled or removed flying.

Example 1 (Cancellation with No Reassignment): A Pilot is scheduled for a 3-Day Sequence worth 15 hours. Each Day is scheduled to credit 5 hours. The Pilot flies the first 2 Days and actually accrued 12 hours of Pay Credit. All of Day 3 cancels and the Pilot is not Reassigned. The Pilot will receive 17 hours of Pay Credit for the Sequence.

Example 2 (Flying Removed with No Reassignment): A Pilot is scheduled for a 3-Day Sequence worth 15 hours. Each Day is scheduled to credit 5 hours. The Pilot flies the first 2 Days and actually accrued 12 hours of Pay Credit. The Pilot is removed from the flying on Day 3 and the flying is performed by another Pilot. The Pilot is not Reassigned to other flying on Day 3. The Pilot will receive 17 hours of Pay Credit for the Sequence.

3.D.1.c Cancellation/Removal Pay with Reassignment

When a Sequence or part of a Sequence is cancelled or when the Pilot is removed from a Sequence or part of a Sequence and the Pilot is Reassigned, the Pilot will receive the greater of the scheduled or actual Pay Credit that accrued prior to the cancellation or removal, if any, and will also receive Pay Credit for the greater of the remaining originally scheduled credit or the actual credit for the Reassignment. If, after the Pilot is Reassigned, he rejoins his original Sequence, he will receive Pay Credit for the greater of the scheduled or actual credit following the point in time the Pilot rejoins his originally scheduled Sequence.

Note: The examples that follow do not include the application of the Trip Rig but are intended to illustrate both Block or Better and Reassignment.

Example 1 (Lower Value Reassignment): A Pilot is scheduled for a 3-Day Sequence with each Day scheduled for 6 hours of Pay Credit for a total of 18 hours of Pay Credit. After completing Day 1 and accruing 6.5 hours of Pay Credit, the Pilot is Reassigned to other flying that is scheduled for 10 hours of Pay Credit for the last 2 Days and does not rejoin his original Sequence. The Pilot actually accrues 11 hours of Pay Credit on the last 2 Days. The Pilot will receive 6.5 hours of Pay Credit for Day 1 plus 12 hours of Pay Credit for the remaining 2 Days, because his originally scheduled Pay Credit for Days 2 and 3 (i.e. 12 hours) is greater than the actual value of the Reassigned flying (11 hours). The Pilot will receive a total of 18.5 hours for the Sequence.

Example 2 (Multiple Reassignments): A Pilot is scheduled for a 3-Day Sequence with each Day scheduled for 5 hours of Pay Credit for a total of 15 hours of Pay Credit. After completing Day 1 and accruing 5.5 hours of Pay Credit, the Pilot is Reassigned to other flying that is scheduled for 12 hours of Pay Credit for the last 2 Days and does not rejoin his original Sequence. Prior to beginning the Reassigned flying on Day 2, the Pilot is then Reassigned to flying that is scheduled for 11 hours of Pay Credit for Days 2 and 3. The Pilot actually performs that flying and accrues 11.5 hours of Pay Credit. The Pilot will receive 5.5 hours of Pay Credit for Day 1 plus 11.5 hours of Pay Credit for Days 2 and 3 (because 11.5 is greater than the 10 hours of originally scheduled Pay Credit on Days 2 and 3) for a total Sequence Pay Credit of 17 hours. The Pilot will not be paid for the value of the interim Reassignment.

Example 3 (Higher Value Reassignment): A Pilot is scheduled for a 4-Day Sequence with a total of 17 hours of scheduled Pay Credit. The Pilot is Reassigned on Day 2 of the Sequence and does not rejoin his original Sequence. Prior to the Reassignment, the Pilot was scheduled for 9 hours of Pay Credit but actually accrued 10 hours of Pay Credit. The Pilot is scheduled to and actually completes the Reassigned flying prior to the end of his originally scheduled Sequence. The scheduled Pay Credit associated with the Reassigned flying was 12 hours, but the Pilot actually accrued only 11 hours of Pay Credit. The scheduled Pay Credit was 8 hours for the remainder of the original Sequence. The Pilot would be paid 10 hours for the Pay Credit accrued prior to the Reassignment and 12 hours of Pay Credit after the Reassignment for a total of 22 hours for the Sequence.

Example 4 (Reassignment then Rejoining Sequence): A Pilot is scheduled for a 4-Day Sequence with a total of 20 hours of scheduled Pay Credit. The Pilot is Reassigned on Day 2 of the Sequence and rejoins his original Sequence on Day 4. Prior to the Reassignment, the Pilot was scheduled for 10 hours of Pay Credit but actually accrued 11 hours of Pay Credit. The Pilot is scheduled to and actually completes the Reassigned flying prior to the end of his originally scheduled Sequence. The scheduled Pay Credit associated with the Reassigned flying was 5 hours, but the Pilot actually accrued 5.5 hours of Pay Credit. The originally scheduled flying that was replaced by the Reassigned flying was scheduled for 6 hours of Pay Credit. On Day 4, after the Pilot rejoins his original Sequence, he actually credits 3 hours, but was scheduled for 4 hours of Pay Credit. The Pilot would be paid 11 hours for the Pay Credit accrued prior to the Reassignment (because actual was greater than scheduled), plus 6 hours for the Reassigned flying (because the originally scheduled was greater than both the scheduled and actual Pay Credit of the Reassignment) plus 4 hours after he rejoined his Sequence (because scheduled was greater than actual). The Pilot will receive Pay Credit for 21 hours.

3.D.1.d **Example 5 (Lower Value Reassignment):** A Pilot is scheduled for a 3-Day Sequence with each Day scheduled for 6 hours of Pay Credit for a total of 18 hours of Pay Credit. After completing Day 1 and accruing 6.5 hours of Pay Credit, the Pilot is Reassigned to other flying that is scheduled for 10 hours of Pay Credit for the last 2 Days. The Pilot actually accrues 11 hours of Pay Credit on the last 2 Days. The Pilot will receive 6.5 hours of Pay Credit for Day 1 plus 12 hours of Pay Credit for the remaining 2 Days, because his originally scheduled Pay Credit is greater than the value of the Reassigned flying.

Example 6 (Conflict with Subsequent Sequence or RDP/Reserve Day): A Pilot is scheduled for a one-Day Sequence (Sequence 1) worth 5 hours of Pay Credit (based on AMDP since the Block Time is less than 5 hours) followed by a 1-Day Sequence (Sequence 2) worth 6 hours of Pay Credit. Sequence 1 is delayed, the Pilot has a legal Rest Period in the outstation, and the Pilot does not return to Domicile until after the departure of Sequence 2 (resulting in 2 Duty Periods within Sequence 1). The Pilot must be scheduled for a legal Rest Period in Domicile, which will terminate after the scheduled Sequence Release Time of Sequence 2. The Pilot will receive 10 hours of Pay Credit for Sequence 1 (2 x 5-hour Average Minimum Duty Period Credit) and will also receive 6 hours of Pay Credit for Sequence 2, which was removed. A Short Call or Long Call Reserve Pilot adds a one-day Sequence consisting of four (4) legs consisting of one and one-half (1.5) hours each on a day in which he has no Reserve obligation. The Pilot completes the first two legs under Block, and is Reassigned following the completion of the second leg to other flying that will extend into his RDP/Reserve Day on the following day. The Pilot will receive a Pay Credit of three (3) hours for the first two (2) legs, and one hundred fifty percent (150%) pay over the Monthly Pay Guarantee for the legs (deadheaded or flown) that are scheduled to or actually arrive three (3) hours after the original Sequence Release Time. If the Pilot returns to Domicile prior to his RDP start time, he will be given a legal Rest Period before resuming his reserve obligations. If the Pilot returns to Domicile after his RDP start time or after midnight on an LCR Day, the Pilot will resume his reserve availability consistent with the other provisions of this Agreement.

Example 7 (Rejoin Next Scheduled Sequence after Conflict): A Pilot is scheduled for a one (1) Day Sequence (Sequence 1) worth six (6) hours of Pay Credit followed by a two (2) Day Sequence (Sequence 2), with each Day worth six (6) hours of Pay Credit. The Pilot is delayed on Sequence 1 and is given a Rest Period in an outstation and does not return to Domicile until Day 2 after crediting three (3) hours and will not have another legal Rest Period prior to the Sequence Report time of Sequence 2. After receiving a legal Rest Period in Domicile, the Pilot is Reassigned to Deadhead to rejoin Sequence 2. The Pilot will receive, for Sequence 1, the greater of six (6) hours plus what he credited on the second day of Sequence 1 prior to the Rest Period, or ten (10) hours (2 x 5 AMDP). After the legal Rest Period in Domicile, the Pilot is Deadheaded (worth two (2) hours of Pay Credit) to rejoin Sequence 2 but operates no portion of Sequence 2 on that Day. After the legal Rest Period in Domicile, the Pilot is Deadheaded (worth two (2) hours of Pay Credit) to rejoin Sequence 2 but operates no portion of Sequence 2 on that Day. After a legal Rest Period, the Pilot operates the second Duty Period of Sequence 2 as originally scheduled. For Sequence 2, the Pilot's pay will be based on the greater of the scheduled value of the Pay Credit removed (six (6) hours) or the value of the Reassignment prior to rejoining his original Sequence (two (2) hours), plus the greater of the originally scheduled value or actual value (on a leg-by-leg basis) of the remainder of Sequence 2 (a minimum of six (6) hours unless the Pilot actually overblocks on one or more of the legs). Assuming the Pilot did not overblock on Day 2 of Sequence 2, the Pilot's Pay Credit for these two (2) Sequences is twenty-two (22) hours.

3.D.1.e In the case of a Reserve Pilot, [Paragraphs D.1.b.](#) and [D.1.c.](#), above, only apply when he is performing flying that was not assigned in conjunction with his reserve schedule (for example, Added flying from Open Time, etc.).

3.D.1.f **Paragraphs D.1.a.-c.**, above, also apply to a Pilot receiving Operating Experience ("OE").

3.D.1.g Turnback Pay

Pilot who has a block Turnback or air Turnback will be credited for the greater of scheduled or actual pay for all legs completed prior to the block or air Turnback, including the Turnback, and will also be credited for the greater of the originally scheduled flying or the Reassignment following the Turnback. For the purpose of this provision, "Turnback" shall mean that a flight Blocks out and Blocks in at the same airport without arriving at the scheduled destination. . If Turnback Pay is not accurately reflected on a Pilot's schedule, the Pilot will notify Pilot Payroll for coding and pay purposes.

Example: A Pilot's last turn is to fly from DEN to DCA and back. The Pilot departs DEN, encounters a mechanical, and returns to DEN. If the turn is removed from the Pilot, the Pilot will receive Pay Credit for the Block Time associated with the air Turnback, in addition to the scheduled value of the Pay Credit associated with the turn. If, after returning to DEN, the Pilot operates the turn, the Pilot will receive Pay Credit for the Block Time associated with the air return, and the greater of the scheduled or actual value of each leg of the turn. If the Pilot is Reassigned following the air Turnback, the Pilot will receive Pay Credit for the Block Time associated with air Turnback, and the greater of the scheduled value of the originally scheduled turn or the value of the Reassigned flying.

3.D.1.h Diversion Pay

Notwithstanding **Section 3.E.1.b.-c.**, in the event a Pilot diverts and then subsequently flies another leg to complete the flight to the originally scheduled destination, he will be credited for the greater of the scheduled value of the leg from which he diverted or the actual value of the diversion leg plus the subsequent leg to the originally scheduled destination, provided the Pilot then rejoins his schedule and no flying is removed. If a Pilot is Reassigned to anything other than to complete the originally scheduled flight and resume his scheduled Sequence, he will be paid for the greater of the scheduled or actual value of all of the legs prior to the diversion, plus the greater of the scheduled value of the leg from which the Pilot diverted or the actual value of the diversion leg, plus the greater of the value of the originally scheduled legs that were removed or cancelled or the value of the Reassigned flying.

Example 1 (Diversion and Reassignment to complete the Originally Scheduled Leg): A Pilot is scheduled to fly a two-day sequence: DEN-SLC-DCA on Day 1 followed by DCA-DEN on Day 2. He completes DEN-SLC as scheduled. On the SLC-DCA leg, he diverts to BWI, refuels, continues to DCA and resumes his Sequence. The Pilot would receive credit for the greater of the scheduled or actual value of the leg from DEN to SLC, plus the greater of the scheduled value of the SLC to DCA leg or the actual value of SLC-BWI-DCA legs, plus the greater of the scheduled or actual value of the leg from DCA-DEN.

Example 2 (Diversion followed by any other Reassignment): A Pilot is scheduled to fly a two-day sequence: DEN-SLC-DCA on Day 1 followed by DCA-DEN on Day 2. He completes DEN-SLC as scheduled. On the SLC-DCA leg, he diverts to BWI, and is directed to limo to DCA following a Rest Period to resume his Sequence. In this case, the Pilot is treated under the pay provisions of **Section 3.E.1.b.-c.** and BWI is considered the point of removal and/or cancellation. The Pilot would receive credit for the greater of the scheduled or actual value of the leg from DEN to SLC, plus the greater of the scheduled value of the SLC to DCA leg or the actual value of SLC-BWI leg, plus the greater of the scheduled value of SLC-DCA-DEN or the value of the Reassignment.

3.D.2 Deadhead Pay

A Pilot who is assigned to Deadhead will receive Pay Credit equal to one hundred percent (100%) of the scheduled or actual time spent Deadheading, whichever is greater. However, in the case of an off-line Deadhead, if the actual time exceeds the scheduled time, to be credited for actual time spent Deadheading, the Pilot must contact Crew Scheduling no later than seventy-two (72) hours after the Deadhead.

3.D.3 Trip Rig

3.D.3.a A Pilot shall receive one (1) hour of Pay Credit for each three and one-half (3.5) hours for the greater of the scheduled or actual Time Away From Base ("TAFB") for each Sequence built or modified by the Company.

3.D.3.b If a Sequence operates from one Monthly Bid Period to another and the Trip Rig applies to the Sequence, all scheduled or actual credit accumulated in the first Monthly Bid Period will be included in that Monthly Bid Period's total Pay Credit. All scheduled or actual credit accumulated in the second Monthly Bid Period will be included in the second Monthly Bid Period's total Pay Credit. Any remaining credit due as a consequence of the application of the Trip Rig will be paid in the second Monthly Bid Period.

Example: A Pilot is scheduled for a 4-Day Sequence starting on the last 2 Days of one Monthly Bid Period and ending on the first 2 Days of the following Monthly Bid Period. The total value of the Sequence is 22 hours, including the Trip Rig, and each Day is scheduled to credit 5 hours of Block Time. The Pilot will receive 10 hours of Pay Credit for the Sequence in the first Monthly Bid Period and 12 hours of Pay Credit in the second Monthly Bid Period.

3.D.3.c The Trip Rig shall not apply to a Sequence only in the following cases :

3.D.3.c.i Modified by a Pilot through FLICA

3.D.3.c.i.a Daily Open Time Split

3.D.3.c.i.b Trip Trade Split

3.D.3.c.ii Modified by a Jetway Trade

3.D.3.c.iii When a Sequence is Split pursuant to this Paragraph, the Trip Rig will not apply to the resulting Sequences.

3.D.3.c.iv The Trip Rig will not apply to the remainder of a Sequence modified as a result of a Pilot's absence that is flown by another Pilot.

3.D.3.c.v The Trip Rig will not apply to training assignments (including Deadheads to and from training), except OE.

3.D.3.c.vi If Trip Rig would have applied to a Sequence but for the provisions of **Paragraph D.3.c.i. - v.**, above, and the actual Sequence Release Time is later than the originally scheduled Sequence Release Time, Trip Rig will be applied to the TAFB starting with the original Sequence Release Time until the actual Release time of the Sequence. A Pilot should contact Pilot payroll to advise of the application of this provision

3.D.3.c.vii Combination of Sequences

3.D.3.c.vii.a If a Pilot combines two (2) or more Sequences, no additional Trip Rig will be created as a result of the combination of the Sequences. However, any Trip Rig that would have applied to any of the Sequences prior to the combination of the Sequences will be paid.

3.D.3.c.vii.b If the Company combines two (2) Sequences and either or both Sequences include Trip Rig credit, the Pilot will be paid for the greater of the sum of the originally scheduled value of each Sequence or the value of the Sequences combined.

3.D.3.c.vii.c When either (a) or (b) above occurs, the Pilot must contact Pilot payroll to advise them that a combination of Sequences has occurred.

3.D.3.c.viii When a Pilot returns to work under the provisions of Section 14.D.3., the Trip Rig will not apply to the sick Days used. Applied sick Days will be credited with the original Block Time credit as applicable per Duty Period.

3.D.4 Average Minimum Duty Period

A Pilot will receive no less than five (5) hours of Pay Credit times the number of Duty Periods in a Sequence. The Average Minimum Duty Period will not apply in the same circumstances in which the Trip Rig does not apply (see [Paragraphs D.3.c.i. - ix .](#)).

Example 1: If a Pilot is scheduled to fly a 1-Day Sequence, the Pilot will receive no less than 5 hours of Pay Credit.

Example 2: If a Pilot is scheduled to fly a 3-Day Sequence that includes 3 Duty Periods, the Pilot will receive no less than 15 hours of Pay Credit.

Example 3: If a Pilot is scheduled to fly a 3-Day Sequence that includes 2 Duty Periods, the Pilot will receive no less than 10 hours of Pay Credit.

Example 4: A Pilot is scheduled to fly a 3-Day Sequence with 3 Duty Periods which is worth 15 hours of Pay Credit based on the Average Minimum Duty Period. On Day 3, the Pilot also Adds a 1 - Day Sequence from Open Time worth 5 hours based on the Average Minimum Duty Period and does not have a legal Rest Period between the 2 Sequences. The Pilot will receive 20 hours of Pay Credit.

3.D.5 Duty Rig

For Continuous Duty Overnights (CDOs) or Split Duty Trips (SDTs), a Pilot will receive no less than six (6) hours of Pay Credit per Duty Period or Actual Block Hours, whichever is greater. If a Sequence operates from one Monthly Bid Period to another, and the Duty Rig applies to the Sequence, all scheduled or actual credit accumulated in the first Monthly Bid Period will be included in that Monthly Bid Period's total Pay Credit. All scheduled or actual credit accumulated in the second Monthly Bid Period will be included in the second Monthly Bid Period's total Pay Credit. Any remaining credit due as a consequence of the application of the Duty Rig will be paid in the second Monthly Bid Period.

3.D.6 Minimum Pay for a Sequence

For each sequence a Pilot will be paid for the greater of :

- 3.D.6.a the sum of the greater of the scheduled or actual Block, and greater of scheduled or actual Deadhead Pay Credit, as specified in [Paragraphs D1.](#) and [D.2.](#), above; or
- 3.D.6.b the greater of the scheduled or actual value of the Trip Rig as specified in [Paragraph D.3.](#), above; or
- 3.D.6.c the value of the Average Minimum Duty Period as specified in [Paragraph D.4.](#) , above; or
- 3.D.6.d the value of the Duty Rig as specified in [Paragraph D.5.](#), above.

3.E DELAY INTO A DAY OFF OVERRIDE

A Pilot who is delayed into a Day Off in accordance with [Section 25.Q.](#) will receive an additional five (5) hours of Pay Credit in addition to all other Pay Credit for the Sequence and over the Pilot's Monthly Pay Guarantee.

Example 1 (Delay into Day Off): A Pilot is scheduled for a 3 - Day Sequence that is scheduled to finish at 2200. Due to circumstances beyond the Company's control, the Pilot does not return to Domicile until 0300 LDT on the following Day, which is a Day Off. The Pilot would be credited for the value of the Sequence plus 5 hours over the Pilot's Monthly Pay Guarantee.

Example: A Pilot is Trading, either via the Trade Board or a Jetway Trade, part of his Sequence to another Pilot. The original Sequences of both Pilots would have triggered the Trip Rig. The Pilot trading away part of his Sequence loses any Trip Rig applicable to that Sequence. The Pilot adding the partial Sequence to his original Sequence will retain the Trip Rig applicable to his original Sequence and will also be paid for the Block or Better value of the partial Sequence added.

Example 2 (Reassignment with Return on Day Off Prior to 0200): A Pilot is Reassigned on Day 2 of a 4 - Day Sequence and does not rejoin his original Sequence. Prior to the Reassignment, the Pilot was scheduled for 9 hours of Pay Credit but actually accrued 10 hours of Pay Credit. The Pilot is delayed following the Reassignment and actually completes the Reassigned flying 2 hours after the end of his originally scheduled Sequence, and prior to 0200 LDT on the following Day (a scheduled Day Off). The scheduled Pay Credit associated with the Reassigned flying was 12 hours, but the Pilot actually accrued 11 hours of Pay Credit. The originally scheduled Pay Credit was 8 hours for the remainder of the Sequence. The Pilot would be paid 10 hours for the Pay Credit accrued prior to the Reassignment and 12 hours of Pay Credit resulting in a total of 22 hours for the Sequence.

Example 3 (Reassignment with Return on Day Off After 0200): A Pilot is Reassigned on Day 2 of a 4-Day Sequence and does not rejoin his original Sequence. Prior to the Reassignment, the Pilot was scheduled for 9 hours of Pay Credit but actually accrued 10 hours of Pay Credit. The Pilot is delayed following the Reassignment and actually completes the Reassigned flying after the end of his originally scheduled Sequence, and after 0200 LDT on the following Day, which was a Day Off. The scheduled Pay Credit associated with the Reassigned flying was 12 hours, but the Pilot actually accrued 11 hours of Pay Credit. The originally scheduled Pay Credit was 8 hours for the remainder of the Sequence. The Pilot would be paid 10 hours for the Pay Credit accrued prior to the Reassignment and 12 hours of Pay Credit resulting in a total of 22 hours for the Sequence. In addition, the Pilot will receive 5 hours of Pay Credit over the Pilot's Monthly Pay Guarantee.

Example 4 (Reassignment with Return on Day Off After 1600): A Pilot is Reassigned on Day 2 of a 4-Day Sequence and does not rejoin his original Sequence. Prior to the Reassignment, the Pilot was scheduled for 9 hours of Pay Credit but actually accrued 10 hours of Pay Credit. The Pilot is delayed following the Reassignment and actually completes the Reassigned flying after the end of his originally scheduled Sequence, and after 1600 LDT on the following Day, which was a Day Off. The scheduled Pay Credit associated with the Reassigned flying was 12 hours, but the Pilot actually accrued 11 hours of Pay Credit. The originally scheduled Pay Credit was 8 hours for the remainder of the Sequence. The Pilot would be paid 10 hours for the Pay Credit accrued prior to the Reassignment and 12 hours of Pay Credit for a total of 22 hours for the Sequence. In addition, the Pilot will receive 5 hours of Pay Credit over the Pilot's Monthly Pay Guarantee, and a vacation Day.

Example 5 (Reassignment with Return on Day Off After 1600): A Pilot is Reassigned on Day 4 of a 4-Day Sequence and, due to circumstances beyond the control of the Company, the Company is unable to Reassign the Pilot to return to Domicile prior to the end of the Footprint of his original Sequence pursuant to 25.Q.2.

The Company will return the Pilot to Domicile as soon as practical. If he returns after 0200 LDT on the following Day, which was a Day Off, the Pilot will receive 5 hours of Pay Credit in addition to all other Pay Credit associated with the Sequence and in addition to the Pilot's Monthly Pay Guarantee. If the Pilot returns after 1600 LDT on that Day, he will also receive a vacation Day. Assuming the Pilot has otherwise credited 92 hours for that Monthly Bid Period, the additional 5 hours of Pay Credit will be paid in addition to the 92 hours. If the Pilot's Pay Credit for the Monthly Bid Period is equal to his Minimum Guarantee, the Pilot will receive the 5 hours of Pay Credit in addition to his Minimum Guarantee.

Example 6 (Reserve Delay into Day Off): A Pilot is on the last Day of a block of RDPs and is designated as RSD or RSE, and the last RDP starts on the 6th (but an assigned/awarded Sequence extends into the 8th). He operates a Sequence that is scheduled to be completed at 0700 on the 7th. If the Pilot is delayed into a Day Off and returns to Domicile and his Sequence Release Time is after 0200 on the 8th, then the Pilot is entitled to five (5) hours of Pay Credit over his Monthly Pay Guarantee, and if he returns and his Sequence Release Time is after 1600 on the 8th, he will also be entitled to a vacation Day. If the Pilot is delayed, but his Sequence Release Time in Domicile on the 8th is no later than 0200, he is not entitled to additional Pay Credit.

Example 7 (Reserve "C" Delay into Day Off): If a Pilot were an RSC Reserve whose RDP commenced at noon in Example 6, above, and his Sequence Release Time was delayed beyond 0200 on the 7th, the Pilot would be entitled to five (5) hours of Pay Credit over his Monthly Pay Guarantee, and if his Sequence Release Time was delayed beyond 1600 on the 7th, he would also be entitled to a vacation Day. If the Company modifies the C RDP start time to 1300 on the 7th, then the Pilot would receive the Delay Into a Day Off override if he were delayed beyond 0300. The vacation day would still be applied at 1600 on the 7th, and if the Pilot were delayed into the 8th, then an additional override would be triggered at 0200 and the second vacation day would be triggered at midnight.

3.F MONTHLY CREDIT OVERRIDE PAY

All Pay Credit in excess of eighty-two (82) hours in a Monthly Bid Period shall be paid at one hundred twenty-five percent (125%) as Monthly Credit Override Pay. All Pay Credits including seat support assignments, except those for sick or training time, shall accrue toward this Monthly Credit Override Pay.

Example: A Pilot credits 92 hours in a Monthly Bid Period (excluding sick and training credit). The Monthly Credit Override will be applied to 10 hours, resulting in 2.5 hours of Monthly Credit Override Pay for a total of 94.5 hours of Pay Credit.

3.G INCENTIVE CREDIT

The Company may flag individual Sequences for additional pay by adding Pay Credit (hours) to a Sequence. Such Pay Credit will appear in the Electronic Bid System as "INC" and will be called Incentive Credit.

3.H PREMIUM ADD FOLDER (PREMIUM PAY)

3.H.1 All Sequences in the Premium Add Folder will be paid at one hundred fifty percent (150%).

Example: A 2-Day Sequence in Open Time is worth 14 hours of Pay Credit. If this Sequence is placed in the Premium Add Folder, the value of the Sequence will be 21 hours (14 hours x 1.5 = 21).

3.H.2 The Company may apply Incentive Credit to a Sequence that is included in the Premium Add Folder (i.e. add credit hours to the Sequence).

Example: A 3 - Day Sequence in Open Time is worth 16 hours of Pay Credit, and a 2-hour Incentive Credit has been applied, making the total value of the Sequence equal to 18 hours. If this Sequence is placed in the Premium Add Folder, the value of the Sequence will be 27 hours (18 hours x 1.5 = 27).

3.H.3 Once Incentive Credit is added to a Sequence in the Premium Add Folder, it cannot be removed or reduced, unless the Sequence is assigned to a Reserve

3.H.4 If a Sequence is placed in the Premium Add Folder, it will carry the "NTR" designation if Incentive Credit has been added and any Pay Credit that would have accrued based on either the Trip Rig or Average Minimum Duty Period will be added to the value of the Sequence as Incentive Credit. If the actual Sequence Release Time occurs after the originally scheduled Sequence Release Time, then the Pilot will be paid in accordance with Section [3.E.3.c.viii.](#), and must advise Pilot Payroll so that they are aware that this provision should be applied.

Example: A 3 - Day Sequence is scheduled for 5 hours of Block Time per Duty Period and is worth 19 hours of Pay Credit based on the Trip Rig. When this Sequence is placed in the PAF, the Sequence will include at least 19 hours of Pay Credit and will carry the NTR designation. If the Pilot's actual Sequence Release Time is later than his originally scheduled Sequence Release Time, and if the later Sequence Release Time triggers trip rig Pay Credit, the Pilot will advise Pilot Payroll.

3.H.5 Information that details the value of the Sequence prior to placement in the Premium Add Folder (such as the legs of flying, Deadhead time, Block time, and other credits such as Trip Rig), as well as each change the Company made to increase or decrease the value of the Sequence prior to placing it in the Premium Add Folder, will be preserved and made available to Association representatives to confirm compliance with these provisions.

3.I SICK PAY

3.I.1 Sick time shall be Pay Credited based on the total scheduled value of the Sequence in accordance with the provisions of this Section.

3.I.2 Sick time shall not be included in the accrual of Pay Credits for the purposes of Monthly Credit Override Pay.

3.I.3 A Pilot who calls in sick for some or all of a Sequence from the Premium Add Folder will lose the Premium Pay associated with the portion of the Sequence for which he calls in sick. A Pilot who calls in sick for some or all of a Sequence that includes Incentive Credit will lose the Incentive Credit associated with the portion of the Sequence for which he calls in sick.

Example: A Pilot is scheduled to fly a 2 Day, 2 Duty Period Sequence worth 20 hours of Pay Credit, including 10 hours of Incentive Credit, and 5 hours of Pay Credit on each Day. The Pilot calls in sick after completing all of the flying associated with Day 1 under Block. The Pilot will be debited one sick day and will be paid 10 hours for the flying and 5 hours of Incentive Credit.

3.J DISPLACEMENT PAY

If a Pilot is displaced for reasons such as management flying, training to facilitate Consolidation of Knowledge and Skills ("CKS") for a Pilot or OE, the Pilot shall receive Pay Credit for the scheduled value of any part of the Sequence from which he was displaced. In addition, if the Pilot elects to Add flying on a Day on which he was displaced, he will receive Pay Credit for the Added flying in addition to the value of the flying from which he was displaced.

3.K SHOW PAY

Except for a Pilot returning from sick status in accordance with [Paragraph 14.D.](#), if two (2) Pilots are scheduled and show for the same Sequence, the senior Pilot shall have the option of flying the Sequence. The Pilot who flies will receive Pay Credit for the Sequence in accordance with [Paragraph 3.D.6.](#) and the other Pilot shall receive Pay Credit for the scheduled value of the Sequence.

3.L PILOT AGE LIMIT CREW PAIRING REQUIREMENT

If two Pilots over the age of sixty (60) are scheduled for an international revenue flight (s), the senior Pilot will have the option of flying the affected flight (s). The Pilot who flies will receive Pay Credit for the Sequence in accordance with [Paragraph 3.D.6.](#), above, the other Pilot shall receive Pay Credit for the scheduled value of the Sequence.

3.M TAXI PAY / ENGINE RUN-UPS

- 3.M.1 Having flight crews perform taxi/reposition is not intended to occur on a regular basis, but rather in those circumstances (e.g., charters, irregular operations, etc.) where the regular contractor or agent is unavailable to perform such actions. If any situation occurs where regular taxi/reposition activities are expected to occur, or are occurring, the Company will promptly discuss these issues with the Association and come to agreement on how long, and under what conditions these activities will continue.
- 3.M.2 Taxi/reposition activities and engine run-ups will be paid at eighteen (18) minutes (0.3 block hours) per event, or actual time, whichever is greater. This pay will be in addition to all other Pay Credit for the Sequence. If the actual time exceeds eighteen (18) minutes, the Pilot will notify Crew Scheduling of each such event within seventy-two (72) hours of occurrence for coding and pay purposes
- 3.M.3 Reposition and/or taxi time or engine run-ups will be included in the Duty Period.
- 3.M.4 Reposition and/or taxi events or engine run-ups will be scheduled through Crew Scheduling.
- 3.M.5 Crew Scheduling will make arrangements for and notify the crew of any transportation necessary to bring the crew to/from any non-terminal or gate locations
- 3.M.6 Out of Domicile, Crew Scheduling will coordinate the reposition/taxi event or engine run-ups through the flight crew. The Captain will be the primary contact. In the event the Captain is not available, the First Officer may relay the assignment to the Captain.
- 3.M.7 No crew member shall be obligated to be available to be notified while on rest for any taxi/reposition activity or engine run-ups.
- 3.M.8 Any taxi and/or reposition or engine run-ups of the aircraft will be done by a complete crew (Captain and First Officer).
- 3.M.9 For the purposes of this Paragraph, taxi means movement of the aircraft under its own power. Reposition means movement by tug or other ground-based means.
- 3.M.10 For engine run-ups that occur at a gate, a safety monitor will be available to monitor the run-up area. If for any reason, the Captain deems the conditions are unsafe to perform the run-up, (e.g. icy ramp), he will not be required to perform the run-up until the safety concerns are resolved.
- 3.M.11 A reposition and/or taxi event will be defined as moving an aircraft from a gate or parking location, to a gate or parking location without departing for purposes of flight.

3.N TRAINING PAY

- 3.N.1 A Pilot in initial, transition, or upgrade training shall be paid in accordance with [Paragraph N.4. or N.7.](#), below, at the Hourly Rate associated with the Category in which he is currently qualified, subject to Paragraph 24.H. A Pilot performing OE shall receive all Pay Credits applicable to the flying scheduled and performed in accordance with the provisions of this Section.
- 3.N.2 RGS/Recurrent Simulator Training as a Known Absence

A Pilot who is awarded RGS or Recurrent Simulator Training will receive four and one-half (4.5) hours of Pay Credit per Day.
- 3.N.3 RGS/Recurrent Simulator Training Awarded After the Monthly Schedule Award

In the event an active Pilot's RGS and/or simulator training was not reflected as a Known Absence in the Pilot's Must Go Month, the Company may assign the training on scheduled Days of work and the Pilot will be paid for any scheduled Pay Credit lost as a result of the training assignment.

Example 1: A Chicago-based Pilot Deadheads to RGS on the Day prior to a 2-Day RGS and Deadheads back to Chicago on the Day after RGS ends. The Pilot will receive Pay Credit for both Deadheads plus 9 hours of Pay Credit for RGS.

Example 2: A Chicago-based Pilot Deadheads to a 2-Day simulator event and Deadheads back to Chicago after a Rest Period on the Day the sim event ends. The Pilot will receive Pay Credit for both Deadheads plus 9 hours of Pay Credit for the simulator event.

Example 3: A Chicago-based Pilot Deadheads to RGS on the Day prior to a 2-Day RGS and Deadheads back to Chicago on the second Day after RGS ends. The Pilot will receive Pay Credit for both Deadheads plus 13.5 hours of Pay Credit for the 3 Days blocked for RGS.

- 3.N.4 A Pilot who is ineligible to bid due to training shall receive the Monthly Pay Guarantee plus any additional Pay Credits accrued in the training month (e.g., carryover, etc.) not associated with the training.
- 3.N.5 Any home study course or training credited by the FAA with one (1) or more hours may be used for recurrent training topics or to supplement classroom training for the introduction of new subject material. Such home study courses shall be Pay Credited for fifty percent (50%) of the hours of FAA training credit. This Pay Credit shall occur in the Monthly Bid Period in which the course materials are issued to the Pilot. This Pay Credit shall not apply for normal manual revisions or operations bulletins issued by the Company.
- 3.N.6 If a Pilot dequalifies due to the failure of a training or checking event, the Pilot shall be Pay Credited for any scheduled Pay Credits that are removed from his schedule until the Pilot completes the required training and / or checking scheduled in accordance with [Section 11.E.1.e.](#) to be qualified in his Position. If the Pilot determines he is not fit to attend the scheduled retraining/checking he may elect to remove his scheduled flying for a period not to exceed thirty (30) Days after the date on which the training failure occurs. The Pilot will not be paid during this period unless he elects to use his Sick Leave to cover the absences.
- 3.N.7 A Pilot will receive a Virtual Credit of three (3) hours per Day for each Day a Pilot is in non - Recurrent Training. A Pilot who is awarded non-recurrent training and who is also awarded a line in the same Monthly Bid Period, and who is available for the entire Monthly Bid Period, will be paid no less than the Monthly Pay Guarantee in accordance with [Section 4](#), provided that the Pilot maintains at least the same amount of Pay Credit as was awarded for the non-training portion of the Bid Period. If the sum of the Pilot's training pay credit (at four and one-half (4.5) hours per Day) and other Pay Credit exceeds the Monthly Pay Guarantee, the Pilot's pay will equal the sum of those Pay Credits. A Pilot shall not be pay protected for Sequences removed from his schedule in order to complete training. A Pilot who does not believe he has been correctly paid under this [Paragraph N.7.](#) will contact Pilot payroll.
- 3.N.8 Pay Credit earned in training shall not accrue towards Monthly Credit Override Pay.

Example 1: If a Pilot is scheduled for 2 Days of training on Days Off, the 9 hours of training pay accrued will not count toward Monthly Credit Override Pay.

Example 2: A 12 - hour trip is dropped for 2 Days (9 hours) of training. The 9 hours of training shall not be credited towards Monthly Credit Override Pay, but the remaining 3 hours will.

3.O RESERVE PAY

- 3.O.1 For each Monthly Bid Period, a Reserve Pilot will receive the Monthly Pay Guarantee in accordance with [Section 4](#) or what the Pilot actually credits, whichever is greater.
- 3.O.2 A Reserve Pilot who is scheduled to fly in excess of eight (8) hours on a Part 91 leg (s) shall receive those Pay Credits in excess of eight (8) hours over and above his Monthly Pay Guarantee.
- 3.O.3 Any Pay Credit earned as a result of Adding from Open Time, the Pilot Trade Board, Jetway Trades, the Premium Add Folder or Aggressive Reserve awards flown on a Day Off or outside of an RDP (s) shall be paid above the Monthly Pay Guarantee. A Reserve Pilot who Adds from Open Time, Premium Add Folder, the Pilot Trade Board, or Jetway Trades will be treated in accordance with [Sections 25.M.](#) and [25.R.](#) and [Paragraph D.](#) of this Section for pay purposes.
- 3.O.4 A Reserve Pilot will be paid over his Monthly Pay Guarantee for Open Time, Pilot Trade Board Adds and Premium Folder Adds for all legs up to and including, the last leg that starts prior to the Pilot's next RDP / Reserve Day and carries into that RDP / Reserve Day.
 - 3.O.4.a A Block and Deadhead credit that occurs before the first scheduled RDP in a block of RDPs (for Short Call Reserves), or prior to 1200LDT (for Long Call Reserves) on the first Reserve Day in a block of Reserve Days, will be paid above the Pilot's Monthly Guarantee. In addition, if any leg spans the scheduled RDP start time (for Short Call Reserves) or 1200 LDT (for Long Call Reserves), then the entire leg shall be credited above the Pilot's Monthly Guarantee.

3.O.4.a.i If the Sequence is paid based on the Trip Rig, then the difference between the Trip Rig value from [Paragraph D.3.](#), above, and the sum of the Block and Deadhead credit from [Paragraphs D.1.](#) and [D.2.](#), above, total Rig value will be paid above a Pilot's Monthly Pay Guarantee.

3.O.4.a.ii If the Sequence is paid based on the Average Minimum Duty Period, then the difference between the Average Minimum Duty Period value from [Paragraph D.4.](#), above, and the sum of the Block and Deadhead credit from [Paragraphs D.1.](#) and [D.2.](#), above, will be paid above a Pilot's Monthly Pay Guarantee.

3.O.4.a.iii All other Pay Credit accrued will be credited toward the Reserve Pilot's Monthly Guarantee.

Example: A Pilot has a 4-Day Sequence worth 4 hours of flying on each Day with 2 Duty Periods on Days Off and 2 Duty Periods on reserve. The Pilot would be credited for 4 hours on each of the Days of the Sequence, and would receive 4 hours of AMDP above the Pilot's Monthly Pay Guarantee, for a total of 12 hours over the Monthly Pay Guarantee. The 8 hours of Pay Credit that occurred on the reserve Days would accrue toward the Pilot's Monthly Pay Guarantee.

3.O.4.b Aggressive Reserve Pay when Awarded Flying is Scheduled to Terminate After Last RDP or Reserve Day

A Reserve Pilot who receives an Aggressive Reserve award that is not removed in accordance with [Section 25.T.7.d.](#), and that is scheduled to end after the latest possible release time (as set out in [Section 25.T.3.a.-e.](#)) on the last RDP in a block of RDPs, or in the case of a Long Call Reserve Pilot, on a Day Off, will be paid in accordance with the following:

3.O.4.b.i Block and Deadhead credit that occurs after the latest possible release time (as set out in [Section 25.T.3.a.-e.](#)) on the last RDP in a block of RDPs, or in the case of a Long Call Reserve Pilot, on a Day Off, will be paid above the Pilot's Monthly Pay Guarantee. If any leg spans the latest possible release time, then the entire leg shall be credited above the Pilot's Monthly Pay Guarantee, and

3.O.4.b.ii If the Sequence is paid based on the Trip Rig, then the difference between the Trip Rig value from [Paragraph D.3.](#), above, and the sum of the Block and Deadhead credit from [Paragraphs D.1.](#) and [E.2.](#), above, will be paid above a Pilot's Monthly Pay Guarantee.

3.O.4.b.iii If the Sequence is paid based upon the Average Minimum Duty Period, then the difference between the Average Minimum Duty Period value from [Paragraph D.4.](#), above, and the sum of the Block and Deadhead credit from [Paragraphs D.1.](#) and [D.2.](#), above, will be paid above a Pilot's Monthly Pay

3.O.4.b.iv All other Pay Credit accrued will be credited toward the Reserve Pilot's Monthly Pay Guarantee.

Example: A Pilot has a 4 - Day Sequence worth 4 hours of flying on each Day, with an additional 8 hours of Trip Rig that is scheduled on 2 Days Off and 2 reserve Days. The Pilot actually accrues 5 hours of Block Time on each Day. The Pilot would be credited for 5 hours on each of the Days of the Sequence and would receive 4 hours of Trip Rig above the Pilot's Monthly Pay Guarantee, for a total of 14 hours over the Monthly Pay Guarantee. The 10 hours of Pay Credit that occurred on the reserve Days would accrue toward the Pilot's Monthly Pay Guarantee.

3.O.4.c A Reserve Pilot who is delayed beyond his latest possible release time (set out in [Section 25.T.3.a.-e.](#)) on the last RDP in a block of RDPs, or in the case of a Long Call Reserve Pilot, on a Day Off, will be paid in accordance with 3.F. above and in accordance with the following:

3.O.4.c.i Block and Deadhead credit that occurs after the latest possible release time (as set out in [Section 25.T.3.a.-e.](#)) on the last RDP in a block of RDPs, or in the case of a Long Call Reserve Pilot, on a Day Off, will be paid above the Pilot's Monthly Pay Guarantee. If any leg spans the latest possible release time, then the entire leg shall be credited above the Pilot's Monthly Pay Guarantee, and

3.O.4.c.ii If the Sequence is paid based on the Trip Rig, then the difference between the Trip Rig value from [Paragraph D.3.](#) above and the sum of the Block and Deadhead credit from [Paragraphs E.1. and E.2.](#) above, will be paid above a Pilot's Monthly Pay Guarantee.

3.O.4.c.iii If the Sequence is paid based upon the Average Minimum Duty Period, then the difference between the Average Minimum Duty Period value from [Paragraph D.4.](#) above, and the sum of the Block and Deadhead credit from [Paragraphs D.1. and D.2.](#) , above, will be paid above a Pilot's Monthly Pay Guarantee.

3.O.4.c.iv All other Pay Credit accrued will be credited toward the Reserve Pilot's Monthly Pay Guarantee.

Example: A Long Call Reserve Pilot has a 4 - Day Sequence worth 4 hours of flying on each Day, with an additional 2 hours of trip rig, all within his Reserve obligation. The Pilot is delayed into his Day Off. Any flying that spans and/or follows midnight on his last day of Long Call, plus any trip rig, would be paid over the Pilot's Monthly Pay Guarantee (in addition to any pay owed pursuant to [3.E.](#) above)

3.O.5 A non - Long Call Reserve Pilot who performs a CDO / SDT where the combination of CDO / SDT and RDP duty time is scheduled in excess of fourteen (14) hours of duty will receive Pay Credit for all duty time (scheduled or actual) in excess of fourteen (14) hours above the Pilot's Monthly Pay Guarantee.

Example: A CDO is scheduled for a 13-hour Duty Period and the Pilot's RDP starts 2 hours prior to the Report Time. The total Duty time is scheduled for 15 hours. The Pilot shall be credited 1 hour (or greater if actual Duty exceeds scheduled Duty) of Pay Credit above Guarantee.

3.O.6 Premium Reserve Day

Reserve Pilot who is available on a Premium Reserve Day will be credited with a minimum of four (4) hours or what the Pilot actually credits on the Premium Reserve Day, whichever is greater, over the Pilot's Monthly Pay Guarantee

Example 1: A Pilot is on Reserve on a Premium Reserve Day but does not fly. The Pilot will receive 4 hours of Pay Credit over Monthly Pay Guarantee.

Example 2: A Pilot is on Reserve on a Premium Reserve Day and is assigned and flies a 1-Day Sequence worth 6 hours of Pay Credit. The Pilot will receive 6 hours of Pay Credit toward Monthly Pay Guarantee (in accordance with [Paragraph P.1.](#)) and 6 hours of Pay Credit over the Monthly Pay Guarantee. If the 1-Day Sequence cancels or the Reserve Pilot is removed, he will receive 4 hours of Pay Credit over the Monthly Pay Guarantee.

3.P VACATION PAY

- 3.P.1 A Pilot may elect to be paid between fifteen (15) and forty (40) hours per seven (7) Day vacation period, provided the Pilot has sufficient hours in his vacation bank. For vacation periods that include fewer than seven (7) Days or more than seven (7) Days (or more than a multiple of seven (7) Days), then the weekly value selected will be divided by seven (7) and multiplied by the number of Days in the vacation period. Refer to the vacation daily values chart below.

Example 1: A Pilot has 5 vacation Days. He wishes to value his vacation period at the equivalent of 35 hours for a 7-Day vacation period. The value of each vacation Day will be 5 hours. He will receive Pay Credit of 25 hours (5 vacation Days x 5 hours per Day = 25 hours of Pay Credit for his vacation).

Example 2: A Pilot has 8 vacation Days. He wishes to value his vacation period at the equivalent of 40 hours for a 7-Day vacation period. The value of each vacation Day will be 5.71 hours or 5:43. He will receive Pay Credit of 45.68 hours or 45:41 (8 vacation Days x 5.71 hours or 5:43 per Day = 45.68 hours or 45:41 of Pay Credit for his vacation).

- 3.P.2 A Pilot may indicate during the VAP that he wishes to sell his vacation in the applicable Monthly Bid Period. A Pilot will receive five (5) hours of Pay Credit for each vacation Day in his awarded vacation period, or whatever remains in the Pilot's vacation bank if the Pilot's remaining vacation bank equals less than five (5) Pay Credit hours per Day. Such Pay Credit will be in addition to all other Pay Credits for that Monthly Bid Period and above the Pilot's Minimum Monthly Pay Guarantee. MCO pay will apply to this vacation Pay Credit. In addition, paid vacation shall not be included in the ALV calculation.

3.P.3 Vacation Daily Values

Vacation Code	Weekly Value	Daily Value	Daily Value (HH:MM)
V00	0	0.00	0:00
V01	1	0.14	0:09
V02	2	0.29	0:17
V03	3	0.43	0:26
V04	4	0.57	0:34
V05	5	0.71	0:43
V06	6	0.86	0:51
V07	7	1.00	1:00
V08	8	1.14	1:09
V09	9	1.29	1:17
V10	10	1.43	1:26
V11	11	1.57	1:34
V12	12	1.71	1:43
V13	13	1.86	1:51
V14	14	2.00	2:00
V15	15	2.14	2:09
V16	16	2.29	2:17
V17	17	2.43	2:26
V18	18	2.57	2:34
V19	19	2.71	2:43
V20	20	2.86	2:51
V21	21	3.00	3:00
V22	22	3.14	3:09
V23	23	3.29	3:17
V24	24	3.43	3:26
V25	25	3.57	3:34
V26	26	3.71	3:43
V27	27	3.86	3:51
V28	28	4.00	4:00
V29	29	4.14	4:09
V30	30	4.29	4:17
V31	31	4.43	4:26
V32	32	4.57	4:34
V33	33	4.71	4:43
V34	34	4.86	4:51
V35	35	5.00	5:00
V36	36	5.14	5:09
V37	37	5.29	5:17
V38	38	5.43	5:26
V39	39	5.57	5:34
V40	40	5.71	4:43

3.P.4 A Pilot may specify the amount he wishes to be paid during the VAP, by selecting the applicable absence code, V15 – V40.

3.P.4.a A Pilot who does not specify the amount he wishes to be paid during the VAP will receive five (5) hours of Pay Credit for each vacation Day, or if he doesn't have five (5) hours of Pay Credit to apply to each Day of vacation, then he will receive the credit value (based on the chart above) that is closest to (and lower than) his remaining vacation credit. No Pay Credit will be applied to his VSDs if applicable.

3.P.4.b A Pilot who specifies the amount he wishes to be paid during the VAP, but who does not have that amount of Pay Credit in his vacation bank, will receive the credit value (based on the chart above) that is closest to (and lower than) his remaining vacation credit. No Pay Credit will be applied to his VSDs if applicable.

3.P.4.c If a Pilot has elected to allocate sufficient Pay Credit to his vacation in a Monthly Bid Period so that the Pay Credit exceeds the top of the Pilot's awarded credit window, that Pilot will not be awarded any flying and will receive the value of the Pay Credit he elects to use on his vacation Days (including VSDs). If a Pilot has elected to allocate Pay Credit to his vacation so that Pay Credit exceeds the bottom of the Pilot's awarded credit window, (but does not exceed the top of the Pilot's awarded credit window), the Pilot may or may not be awarded flying, depending upon his bid preferences and his seniority. A Pilot with a Reserve bid group above all pairing bid groups, who is awarded a Reserve line, will be awarded Reserve Days/RDPs in accordance with the proration table set out in [Section 25.E](#) below.

3.P.5 Any unused vacation credit will be paid out on January 5th paycheck of the following year.

3.Q MISCELLANEOUS PAY

3.Q.1 A Pilot who declines an FAR 117 extension shall not lose any Pay Credit as a consequence thereof.

3.Q.2 Any events not explicitly covered under this Section shall be addressed by the Company and the Association on a case-by-case basis.

3.R COMPANY BONUS PROGRAMS

Pilots of Frontier Airlines, Inc. shall participate in any Discretionary Bonus Programs on the same terms and conditions as other non-management employees.

4.A MONTHLY PAY GUARANTEE

For pay purposes, the Company will guarantee a Pilot a minimum Pay Credit of seventy-five (75) hours for each Monthly Bid Period, subject to **Paragraph B.**, below.

4.B A Pilot whose Pay Credit value is reduced below seventy-five (75) hours by authorized unpaid Drops, Trades, or leaves will have their Monthly Pay Guarantee reduced accordingly.

4.C A Pilot's total Pay Credit shall be calculated by subtracting or adding any adjustments to the greater of the awarded line value or the seventy-five (75) hour Monthly Pay Guarantee.

Example 1: A Pilot is awarded a line with a value of 73 hours and flies the line as scheduled. The Pilot Drops a 5-hour Sequence and the Pilot will be paid 70 hours.

Example 2: A Pilot is awarded a line with a value of 73 hours and flies the line as scheduled. The Pilot will be paid 75 hours. If the Pilot Adds a 5 -hour Sequence, the Pilot will be paid 80 hours.

4.D A Reserve Pilot who takes an unpaid leave of absence shall have four (4) hours of Pay Credit deducted for each RDP covered by the leave. Should a Reserve Pilot not bid for a Monthly Bid Period, the Pilot shall be charged for the difference of the prorated RDPs assigned and nineteen (19) RDPs.

Example: A Pilot available for eleven (11) days shall be assigned seven (7) RDPs and charged for twelve (12) RDPs.

5.A The Company shall provide and pay for any hotel room and transportation for Company purposes when the Pilot is required by the Company to be out of the Pilot's Domicile

5.B HOTEL ACCOMMODATIONS

5.B.1 The Association Hotel Committee and the Company shall mutually agree on layover accommodations. The Association shall not unreasonably withhold its agreement on layover accommodations taking into consideration the provisions of **Paragraph B.3.**, below. A current list of hotels shall be published each month by Flight Operations.

5.B.2 The Company shall provide Pilots with comfortable, safe and clean single occupancy accommodations.

5.B.3 Hotels utilized by the Company for Pilots will, at a minimum, comply with the following required items in **Paragraphs B.3.a., b., c., and d.**, below. The Company will attempt also to provide the preferred items in **Paragraph B.3.e.**, below. The Association may grant exceptions to any of the required items in **Paragraphs B.3.a. through B.3.d.**, below, on a case-by-case basis.

5.B.3.a Hotel Services

5.B.3.a.i Safe and reliable car/van transportation to and from the airport either by the hotel or a third-party provider, at no cost to the Pilot;

5.B.3.a.ii 24-hour front desk operation;

5.B.3.a.iii Expedited check-in/checkout procedures;

5.B.3.a.iv Dependable message service;

5.B.3.a.v Reliable wake-up calls;

5.B.3.a.vi Daily housekeeping services;

5.B.3.a.vii Equipped with AC and heat in good working order;

5.B.3.a.viii Free internet access in room;

5.B.3.a.ix Ice machines located within one floor;

5.B.3.a.x Complimentary local phone calls and toll-free access;

5.B.3.a.xi Hotel equipped with elevators to guestroom floors; and

5.B.3.a.xii Clean hotel common areas.

5.B.3.b Safety and Security

5.B.3.b.i Property monitored by video or security guard;

5.B.3.b.ii Entrances to hotel limited and secured;

5.B.3.b.iii Well-lit hallways;

5.B.3.b.iv Sprinklers and smoke detectors in each guest room;

5.B.3.b.v Guest room doors with peepholes and double locks; and

5.B.3.b.vi No exterior corridors/hallways.

5.B.3.c Location

- 5.B.3.c.i Safe neighborhood for walking or running; and
- 5.B.3.c.ii Food service options (on premise restaurants or room service) will be available at the hotel, or within a safe, five-minute walk from the hotel, when Pilots arrive. If no options are open at the time of arrival, Pilots will be reimbursed for food delivery service charges within thirty (30) days of submission of receipts.

5.B.3.d Rooms

- 5.B.3.d.i Non-smoking hotels (except in locations where the hotels generally permit smoking), with single rooms with double, queen, or king-sized beds. In hotels where smoking is not prohibited, Pilots will be provided non-smoking rooms;
- 5.B.3.d.ii Clean and neat with no offensive odors;
- 5.B.3.d.iii Second floor or above, and away from ice and vending machines, elevators, traffic, and other noise;
- 5.B.3.d.iv Hair dryer, coffee maker, or complimentary coffee, iron and ironing board; and,
- 5.B.3.d.v Blackout window coverings.

5.B.3.e Preferred Items (Hotel Services, Location, and Rooms)

- 5.B.3.e.i Complimentary transportation to nearby shopping malls, theaters, restaurants, health clubs, etc.;
- 5.B.3.e.ii Airline discounts in restaurants and lounges;
- 5.B.3.e.iii Close proximity to historical and cultural attractions;
- 5.B.3.e.iv Swimming pool;
- 5.B.3.e.v Close proximity to multiple restaurants, shopping, and entertainment;
- 5.B.3.e.vi Room assignments and room key distribution in hotel van on the way from the airport to the hotel; and,
- 5.B.3.e.vii In-room refrigerators and microwaves; and fitness center with cardio and weight machines in good working order.

5.B.4 Upon request, the Company will provide documentation, including full RFPs and hotel contracts (with hotel contracts subject to redactions for confidential financial information and in compliance with a non-disclosure agreement), that substantiates that the standards of these provisions included in **Section 5** are being sought and maintained. In addition, the Company shall provide advance written notice to the Association Hotel Committee Chairman, with a copy to the MEC Chairman, whenever it intends to cancel a contract with a hotel concerning layover lodging for Pilots, along with the reason for the cancellation.

5.B.5 Circumstances may arise (e.g., regular hotel is flooded, or located near construction) during which an agreed-upon hotel cannot provide the requirements of this Section. When the Company becomes aware of such circumstances, the Company will notify the Association's Hotel Committee immediately, and the Company and Hotel Committee will agree on alternate arrangements that best achieve the requirements of this Section.

5.B.6 The Company and the Association also acknowledge that unexpected and isolated incidents that do not meet the requirements as outlined in **Paragraphs B.3.a. through B.3.d.**, above, may occur with respect to individual night stays at approved hotels that the Company continues to use. The Company shall address such incidents when repeated.

5.B.7 The Company and the Association recognize that situations may arise when required hotel accommodations are not available at the regularly contracted or agreed-upon hotel at the time of Pilot check-in. In such cases, the Company will expeditiously provide the Pilot with alternate hotel accommodations that satisfy the requirements of this Section. If such accommodations are not provided by the Company within ninety (90) minutes of Block-In, the Pilot may secure alternate transportation, and may obtain hotel accommodations similar to the accommodations customarily used by airline pilot crews. The Pilot will be reimbursed for the cost of such transportation and accommodations by the Company within thirty (30) days after submission of receipts.

5.B.8 Long Stay Hotels

5.B.8.a Long Stay Hotels as defined in **Paragraph B.8.b.**, below, shall be provided for all scheduled layovers of eighteen (18) hours or longer in accordance with the provisions of the Implementation Letter of Agreement.

5.B.8.b Long Stay Hotels shall be hotels located within:

5.B.8.b.i A core business district or city center of metropolitan area served; or

5.B.8.b.ii Easy and safe distance to a range of full-service dining options, entertainment (recreation facilities, parks, coffee houses, museums, sporting venues, golf, etc.), stores and shops.

5.B.9 Day Rooms

When a Sequence has a scheduled ground time to exceed four (4) hours, single room accommodations shall be provided. If the ground time is not scheduled to exceed four (4) hours, but System Operations Control (SOC) reasonably expects the total ground time to exceed (5) five hours, the Pilot may request, and the Company shall provide, a single accommodation hotel room for each Pilot.

5.B.10 Delayed Transportation to Hotel

Should a crew have to wait for forty (40) minutes or more from Block In for hotel transportation, the crew shall be permitted to call for alternate transportation to the hotel. The hotel shall be charged for this alternate transportation at the time of the occurrence. If the hotel refuses to pay, the Captain shall submit an expense form with proper receipts and be reimbursed for this amount within thirty (30) days of submitting the expense documentation.



See Appendix for details of grievance settlement

5.C PER DIEM

5.C.1 Per Diem shall be paid from the time the Company directs the Pilot to leave their Domicile to the time the Pilot is returned to Domicile (e.g., scheduled Report Time at the beginning of a Sequence to release at the end of a Sequence, or from the time a Pilot reports for the Company-scheduled flight to depart their Domicile for training, **Section 19** hearing, etc. until the time the Pilot is returned to Domicile).

5.C.2 Per Diem shall be paid at the greater of the following rates or Flight Attendant rates:

DOS: \$2.00
 DOS + 1: \$2.05
 DOS + 2: \$2.10
 DOS + 3: \$2.15
 DOS + 4: \$2.20

6.A ELIGIBILITY

- 6.A.1 A Pilot Displaced to another Domicile for any reason or a Pilot that is recalled from furlough to a Domicile other than the Domicile he held at the time of the furlough shall be entitled to the benefits and expenses in this Section. A Pilot displaced to another Domicile for any reason or a Pilot who is recalled from furlough to a Domicile other than the Domicile he held at the time of the furlough shall be treated in accordance with all paragraphs in this section with the exception of A.3. Each moving Day will be Pay Credited at five (5) hours per Day.
- 6.A.2 Successful Vacancy bidders, Pilots moving to a Domicile upon initial employment, and Pilots making Domicile swaps are not entitled to the benefits and expenses provided in this Section.
- 6.A.3 Successful Vacancy bidders and Pilots making Domicile swaps who move their primary residence to the new Domicile shall be pre-awarded up to four (4) consecutive unpaid Days Off to move. The Pilot must advise Crew Planning of the dates no later than the opening of the Monthly Bid (for the following month). If the move Days Off cannot be pre-awarded, the Pilot will coordinate move Days with the Pilot's Chief Pilot and will be removed from his Sequence, if applicable. Such move Days will be unpaid.
- Example:** A Pilot wishes to have moving Days in June. The Pilot must coordinate with Crew Planning so that the selected dates can be blocked no later than the Day prior to the date the June monthly bid opens on May 1st.
- 6.A.4 A Pilot who is eligible for unpaid moving Days pursuant to this paragraph will be given three (3) hours of Line Credit Reduction for each moving Day. A Pilot who uses moving Days will be subject to the proration table in [Section 25.E](#).

6.B MOVING BENEFITS

An eligible Pilot shall be entitled to:

- 6.B.1 Actual residential moving expenses by a professional mover, including packing materials, packing, shipping, loading, unloading, storage of household goods up to thirty (30) Days, and insurance for household goods and effects, up to a total weight of twelve thousand five hundred (12,500) pounds but not to exceed ten thousand dollars (\$10,000). The mover must be approved by the Company and shall be paid directly by the Company.
- 6.B.2 A Pilot who elects to self-move shall, with valid receipts, be reimbursed for the rental truck and/or trailer, packing materials, insurance, fuel, and five hundred dollars (\$500.00) to offset other costs not included in this paragraph. Reimbursement for a self-move shall not exceed the cost of a Company approved professional move as described in **Paragraph B.1.**, above.
- 6.B.3 All Company-paid and/or reimbursed moves must be completed within one (1) year of the effective date of the new Domicile assignment.
- 6.B.4 The Company will reimburse each eligible Pilot for the relocation expenses of up to two (2) vehicles.
- 6.B.4.a The Company shall reimburse the Pilot for toll expenses incurred during the move.
- 6.B.4.b At the Pilot's discretion, a vehicle may be relocated prior to the planned move, in conjunction with the actual move, or within sixty (60) Calendar Days after the actual move.
- 6.B.4.c The Company shall only be responsible for the actual distance traveled in each of the vehicles transported but no more than the distance between the two Domiciles calculated by Google Maps set to the "fastest route."
- 6.B.4.d The Company shall reimburse the Pilot at the current Company mileage rate, or thirty-six cents (\$.36) per mile, whichever is greater.
- 6.B.4.e A Day of travel shall be considered a minimum of three hundred fifty (350) miles, calculated using Google Maps set to the "fastest route."

6.B.5 MOVING OF VEHICLES AND PERSONNEL

- 6.B.5.a The Company shall reimburse each Pilot for lodging, meals, and incidental expenses incurred for travel related to the move as provided in **Paragraph B.6.b.**, below.
- 6.B.5.b Expenses reimbursed by the Company shall include the following:
- 6.B.5.b.i Double occupancy lodging, in hotels comparable to those used for Pilot layovers, for the Pilot and his immediate family for the time required to travel to the new Domicile based on traveling three hundred fifty (350) miles each Calendar Day; and
 - 6.B.5.b.ii A daily meal allowance of forty-five dollars (\$45.00) for the Pilot; forty-five dollars (\$45.00) for his spouse or domestic partner traveling with the Pilot (provided such partner is eligible for coverage under the Pilot's company insurance); and twenty-five dollars (\$25.00) for each of the dependents traveling with the Pilot per Calendar Day based on traveling three hundred fifty (350) miles each Calendar Day; and
 - 6.B.5.b.iii Meals and incidentals for the travel Days may be combined so that expenses that exceed the maximum on one Calendar Day may be covered by expenses from another Calendar Day which did not exceed the maximum provided that total meals and incidentals for the travel period do not exceed the maximum amount of each Calendar Day added together.

6.B.6 Residential Expenses

- 6.B.6.a For rental property used as a primary residence, if a penalty is incurred from breaking a lease as a result of moves covered in Paragraph A.1., above, the Company will pay the penalty up to the amount of two thousand dollars (\$2,000.00) with proper documentation.
- 6.B.6.b With proper documentation, the Company will pay up to three hundred dollars (\$300.00) for termination and hook-up of gas and electric utilities, telephone, internet, cable television, and any other utilities (excluding deposits) resulting from a move covered in **Paragraph A.1.**, above.
- 6.B.7 If immediate occupancy of the new residence is impracticable because of time constraints imposed by the moving company, the Company shall pay meal and lodging expenses provided in **Paragraph B.6.b.**, above, for up to fourteen (14) Calendar Days.
- 6.B.8 If a Company-preferred vendor is used, payment shall be made directly from the Company to the moving vendor. All other eligible expenses shall be paid to the Pilot as a reimbursed expense. The reimbursement shall be paid to the Pilot as an electronic funds transfer, if available, or via a check that shall be delivered to the Pilot, at the address of his choosing, within fourteen (14) Calendar Days of the Pilot's submission of the expense form.

6.C MOVING DAYS

- 6.C.1 A Pilot who is moving his primary residence will be entitled to four (4) consecutive Days Off, inclusive of scheduled Days Off, for a move of seven hundred (700) miles or less, plus one additional Day Off for each three hundred fifty (350) additional miles. Days Off referenced in this Section are to be taken in conjunction with the actual move.
- 6.C.2 Paid moving Days will be coordinated with Crew Planning and designated as a Known Absence if the Days are known ahead of the Monthly Bid Process. Moving Days shall be awarded as Days Off and pay credited at five (5) hours per Calendar Day. If the Pilot is removed from flying for moving Days, the Pilot will be paid for the value of any Sequences lost.
- 6.C.3 Unless the move happens within thirty (30) Calendar Days of the Effective Date of the Displacement, or within fourteen (14) Calendar Days of the sale or purchase of real estate by the Pilot, spouse, or domestic partner (provided such partner is eligible for coverage under the Pilot's company insurance), moving Days may not be scheduled during the weeks of Thanksgiving, Christmas, and New Year's Day.

6.D GENERAL

- 6.D.1 A Pilot who is eligible for moving expenses under this Section, who elects not to move, will be entitled to either (a) five hundred dollars (\$500.00) (which need not be verified by receipts); or (b) ten (10) nights of hotel stays at the Company hotel in the new Domicile to be used within the first six (6) months of the Pilot's scheduled flying in the new Domicile (such nights can be used before the beginning of his scheduled flying in the new Domicile).
- 6.D.2 When eligible for moving expenses, nothing in this Section is intended to prevent the Company and the Pilot from agreeing to an amount to be paid to the Pilot in lieu of expenses set forth.
- 6.D.3 Moves must be coordinated with the Chief Pilot. Moving expenses should be submitted within thirty (30) Calendar Days after incurring the expenses. Receipts must verify all moving expenses. The Company will not be liable for any damages incurred during moving.
- 6.D.4 A Pilot who becomes eligible for moving expenses twice within a twelve (12) month period, but who has not yet incurred expenses for his first move, will receive the amount specified in **Paragraph D.1.**, above, but no longer be eligible for additional benefits for other expenses related to the first move. Such Pilot will retain eligibility under this Section for his second move.
- 6.D.5 The Company will pay moving expenses to eligible Pilots who move to any location that is within two hundred fifty (250) miles of the new Domicile.
- 6.D.6 Moving Outside the Contiguous United States
- 6.D.6.a If the Company opens or closes a Domicile outside the contiguous United States, the Company and ALPA will meet to negotiate any specific additional considerations reasonable and necessary to facilitate the Pilot moves to or from that Domicile.
- 6.D.6.b All benefits for moves outside of the contiguous United States shall be no less beneficial than already included in this **Section 6**.
- 6.D.6.c If the Company and ALPA have any unresolved issues in dispute under **Paragraph D.6.a.**, above, no later than sixty (60) Calendar Days prior to the proposed Domicile open date, the Company and ALPA will submit their final offers to expedited interest arbitration. The parties intend for all issues to be submitted to the arbitrator prior to Domicile opening. The arbitrator will issue the decision no later than thirty (30) Calendar Days following the conclusion of the arbitration.

7.A GENERAL

- 7.A.1 A Pilot shall receive vacation with pay. Pilot vacation awards shall be granted in seniority order for the Position a Pilot was last awarded regardless of whether the Pilot has completed training for that Position and regardless of whether he is actually flying in that awarded Domicile at the time of the vacation bid round award. A Pilot shall bid vacation based on their projected year end accrual.
- 7.A.2 A Pilot's daily rate for pay in lieu of vacation shall be five (5) hours per day of vacation. If a Pilot is eligible to be paid for vacation in accordance with the provisions of this Section, the payout will be made on January 5 of the following year, except in the cases of retirement, resignation, and termination (in which case the payout will be made within thirty (30) days or in accordance with applicable law, whichever is sooner). Any vacation payout unrelated to retirement, resignation or termination will be included in the Pilot's total December monthly Pay Credit, and Monthly Credit Override Pay will be applied in accordance with **Section 3.F**.
- 7.A.3 Unused vacation periods due to Pilot retirement, termination, etc. will be promptly placed back into the Open Vacation Periods and be available for bid.
- 7.A.4 A Pilot may elect to drop some or all of his awarded vacation and have such vacation be paid during a Leave of Absence provided the Pilot notifies Crew Planning via email (CrewPlanning@flyfrontier.com) no less than 48 hours prior to the close of the monthly bid for the Monthly Bid Period in which the vacation is scheduled to be taken. A Pilot who has been awarded vacation that overlaps with a Leave of Absence granted in accordance with **Section 13** may elect to rebid the vacation in that calendar year or be paid out at the end of that calendar year.

7.B ACCRUAL

Vacation days shall be accrued in the current calendar year to be taken in the following calendar year according to the following rates (based on years of service as a Pilot):

- 7.B.1 A Pilot who, as of December 31st of any year, has less than one (1) calendar year of Active Service with the Company shall be entitled to a vacation on the basis of .577 Calendar Days per pay period.
- 7.B.2 As of December 31st of any year, a Pilot who has completed one (1) year or more of Active Service but less than five (5) years of Active Service shall receive fifteen (15) Calendar Days.
- 7.B.3 As of December 31st of any year, a Pilot who has completed five (5) years or more of Active Service but less than ten (10) years of Active Service shall receive twenty-one (21) Calendar Days.
- 7.B.4 As of December 31st of any year, a Pilot who has completed ten (10) years or more of Active Service shall receive twenty-eight (28) Calendar Days.

7.C VACATION BIDDING

- 7.C.1 Bidding for annual vacation shall be accomplished in four (4) rounds. If a Pilot wishes to bid for consecutive periods in one choice, he shall indicate his preference for the first period and the total number of days desired in accordance with **Paragraph C.2.**, below. A Pilot who does not bid a sufficient number of choices in any round to receive an award shall have any remaining vacation carried into the next round.
- 7.C.2 Vacation periods of ten (10) days or less shall be taken as one period. Any vacation period of eleven (11) days or more may be split. Split vacation periods shall be split in multiples of seven (7) days and any remaining days shall be bid as one additional split period.
- 7.C.3 Following the Fourth Round award, a Pilot who has unawarded vacation shall have that vacation assigned by the Company.
- 7.C.4 Vacation bidding rounds shall occur as follows:
- 7.C.4.a On October 1, the Company shall post the First Round Vacation Bid Package, by Position, covering the following calendar year. Bidding shall commence at 0900 LDT on October 1 and close at 0900 LDT on October 7 and be posted by 1700 LDT on October 7.

- 7.C.4.b On October 9, the Company shall post the Second Round Vacation Bid Package, by Position, covering the remaining vacation periods for the following calendar year. Bidding shall commence at 0900 LDT on October 9 and close at 0900 LDT on October 15 and be posted by 1700 LDT on October 15.
- 7.C.4.c On October 17, the Company shall post the Third Round Vacation Bid Package, by Position, covering the remaining vacation periods for the following calendar year. Bidding shall commence at 0900 LDT on October 17 and close at 0900 LDT on October 23 and be posted by 1700 LDT on October 23.
- 7.C.4.d On October 25, the Company shall post the Fourth Round Vacation Bid Package, by Position, covering the remaining vacation periods for the following calendar year. Bidding shall commence at 0900 LDT on October 25 and close at 0900 LDT on October 31 and be posted by 1700 LDT on October 31.

7.D OPEN TIME

A Pilot who is on a scheduled vacation period may pick up Open Time in accordance with [Section 25](#). Such flying during a scheduled vacation period shall be Pay Credited at the Pilot's appropriate Hourly Rate. All days worked during the vacation period(s) shall count as vacation.

7.E VACATION TRADES /SWAPS

A Pilot may Trade/Swap vacation periods on a first-come/first-served basis with the following constraints:

- 7.E.1 Trades/Swaps must be Position specific.
- 7.E.2 Vacation periods must be within the same calendar year.
- 7.E.3 The Company must receive the Trade/Swap prior to the beginning of the Monthly Bid Period immediately preceding the month the vacation Trade/Swap would be effective (e.g., before March 1st for an April vacation Trade/Swap).

7.F VACATION SLIDE

7.F.1 Vacation Adjustment Period (VAP) Slide

- 7.F.1.a A Pilot may slide his vacation period plus or minus three (3) Calendar Days. A Pilot shall not be permitted to slide a vacation period between Monthly Bid Periods. However, if a Pilot is awarded a vacation period that spans two (2) Monthly Bid Periods, or if a vacation Day or Day(s) are added to a Pilot's awarded vacation period, and the addition of such vacation Day or Days causes the Pilot's vacation period to span two (2) Monthly Bid Periods, then the Pilot will be permitted to slide the vacation backward in the 1st month or forward in the 2nd month by three (3) Days.
- 7.F.1.b A Pilot who intends to slide his vacation period will submit his request via the Electronic Bid System in accordance with the timetable in [Section 25.I](#). (the close of the vacation slide/adjustment period) (VAP).
- 7.F.1.c A Pilot may elect to slide his vacation in accordance with Section 7.F., provided he so specifies during the VAP that occurs two (2) months prior the vacation month (e.g. January VAP for March vacation).
- 7.F.1.d A Pilot with a carry-out Sequence who Swaps or Trades for the first vacation period in a bid month after the previous monthly bid award has been published will not have the Sequence removed as a result of the conflict.

Example: In the Monthly Bid Period prior to the month in which PBS is implemented, a Pilot has a 4-Day carry in Sequence worth 20 hours starting on the last Day of that Monthly Bid Period. Each Day is worth 5 hours. The entire Sequence will be dropped, and the Pilot will be pay protected for 5 hours of Pay Credit and that Pay Credit will be applied to the Monthly Bid Period prior to the vacation.

7.F.2 Slide Concurrent with Monthly Bid

- 7.F.2.a A Pilot is entitled to elect "Slide Vacation" and/or "Vacation Any" if he wishes to move his vacation within the Monthly Bid Period. A Pilot who selects Slide Vacation may move his vacation to a different time period within the Monthly Bid Period, regardless of [Section 7.I.](#), and in accordance with the Pilot's seniority, provided there is no conflict with a Known Absence. A Pilot who selects "Vacation Any" may have his vacation moved to another time in the Monthly Bid Period, and may have the vacation split, however, the solver will minimize the number of splits.

7.G CANCELED VACATIONS

- 7.G.1 A Pilot's vacation shall only be canceled when the needs of service necessitate the cancellation.
- 7.G.1.a The Company shall notify the Association of all vacation periods it intends to cancel no later than the 1st of the month prior to the Monthly Bid Period in which the vacation periods are scheduled;
- 7.G.1.b The Parties shall promptly meet (conference call is acceptable) to discuss alternatives which could mitigate the need to cancel vacation periods;
- 7.G.1.c After the Parties meet, if the Association does not agree with the Company's determination that the needs of service necessitated the cancellation of vacations, then the MEC Chairman and Vice President of Flight Operations shall meet and confer in an effort to resolve the dispute;
- 7.G.1.d If the Parties cannot resolve the dispute, the matter will be submitted directly to the System Board of Adjustment ("SBA").
- 7.G.1.e The Company maintains the right to proceed with the cancellation of vacations pending the outcome of the SBA.
- 7.G.2 When a Pilot's vacation is cancelled the Company shall first solicit volunteers for such cancellation. If there are insufficient volunteers for such cancellation, the Company may make such cancellations mandatory.
- 7.G.2.0.i Voluntary cancellations shall be awarded in seniority order.
- 7.G.2.0.ii Involuntary cancellations shall be awarded in reverse order of seniority.
- 7.G.3 In the event the Company cancels a Pilot's vacation, the Pilot may elect to be rescheduled to an Open Vacation Period during that calendar year. If the Pilot elects not to be rescheduled during that calendar year, then, at the Company's option, the Pilot may defer the vacation to be bid in the next calendar year or be paid in lieu of vacation. The value of each cancelled vacation day will be five (5) hours.
- 7.G.4 In the event the Company cancels a Pilot's vacation and the Pilot suffers a loss of a non-refundable cost which the Pilot has made for his scheduled vacation, the Company shall reimburse the Pilot for such loss. Receipts for such loss must be presented to the Company for reimbursement.

7.H CHANGE OF POSITION

- 7.H.1 A Pilot shall bid in the Position he was last awarded, consistent with [Paragraph A.1.](#), above, as of the closing date of the bidding round. A Pilot who changes Position during the normal annual vacation bid may bid in his new Position during any remaining vacation rounds. If no rounds remain, he will be subject to [Paragraph H.2.](#), below.

- 7.H.2 A Pilot who is awarded a new Position must drop any vacation awarded in conjunction with the Pilot's previously held Position if the vacation is scheduled to occur after:
- 7.H.2.a the date the Pilot is scheduled to commence training; or
 - 7.H.2.b the Pilot's Effective Date, whichever comes first.
- Prior to a class date award or an Effective Date award, a Pilot is eligible to adjust his vacation in accordance with this Section. Following a class date award and/or Effective Date award, a Pilot will be eligible to adjust his vacation based on his new Position. In the event there are no open vacation periods available for bid in the new Position, the affected Pilot shall be assigned a vacation by the Company or paid in lieu of an awarded vacation at the Company's option.
- 7.H.3 In conjunction with the posting of a system bid, the Company will publish a list of Open Vacation Periods, by Position. Open Vacation Periods posted with a system bid will not be removed unless they are awarded to a Pilot.
- 7.H.4 In the event a Pilot is Displaced and his scheduled vacation period is available in the new Position, the Pilot will retain his scheduled vacation. If the vacation period is not available, the Pilot may elect:
- 7.H.4.a to be paid in lieu of such vacation on January 5th of the following year; or
- Prior to a class date award or an Effective Date award, a Pilot is eligible to adjust his vacation in accordance with this Section. Following a class date award and/or Effective Date award, a Pilot will be eligible to adjust his vacation based on his new Position. In the event there are no open vacation periods available for bid in the new Position, the affected Pilot shall be assigned a vacation by the Company or paid in lieu of an awarded vacation at the Company's option.
- 7.H.5 In conjunction with the posting of a system bid, the Company will publish a list of Open Vacation Periods, by Position. Open Vacation Periods posted with a system bid will not be removed unless they are awarded to a Pilot.
- 7.H.6 In the event a Pilot is Displaced and his scheduled vacation period is available in the new Position, the Pilot will retain his scheduled vacation. If the vacation period is not available, the Pilot may elect:
- 7.H.6.a to be paid in lieu of such vacation on January 5th of the following year; or
 - 7.H.6.b to bid from remaining Open Vacation Periods in the year in which the vacation was due to be taken, if any.
- 7.H.7 A Pilot who retires, resigns, or is terminated shall be paid for his Earned and Accrued Vacation in accordance with **Paragraphs A.2.** and **B.**, above.
- 7.H.8 A Pilot who is in his last year of service due to mandatory retirement shall be able to forgo his vacation for that year and elect to receive appropriate pay for any unused Accrued Vacation. In order to do so, the Pilot must notify the Company thirty (30) days prior to the first vacation bid round for the Pilot's retirement year.

7.I VACATION BID PERIODS

The following periods shall be used for bidding vacation periods. Unless otherwise mutually agreed to by the Association and the Company, vacation periods shall be distributed so that no period has more than forty percent (40%) below and no more than thirty-five percent (35%) above the annualized weekly average, and at least one (1) of each of these periods shall be available for each Position. In addition, the distribution of available periods shall be similar between all Domiciles.

1. JAN 1-7	2. JAN 9-15	3. JAN 16-22	4. JAN 23-29
5. JAN 31-FEB 6	6. FEB 8-14	7. FEB 15-21	8. FEB 22-28
9. MAR 2-8	10. MAR 10-16	11. MAR 17-23	12. MAR 24-30
13. APR 1-7	14. APR 9-15	15. APR 16-22	16. APR 23-29
17. MAY 1-7	18. MAY 9-15	19. MAY 16-22	20. MAY 23-29
21. JUN 1-7	22. JUN 9-15	23. JUN 16-22	24. JUN 23-29
25. JUL 1-7	26. JUL 9-15	27. JUL 16-22	28. JUL 23-29
29. JUL 31-AUG 6	30. AUG 9-15	31. AUG 16-22	32. AUG 23-29
33. AUG 31-SEP 6	34. SEP 9-15	35. SEP 16-22	36. SEP 23-29
37. OCT 1-7	38. OCT 9-15	39. OCT 16-22	40. OCT 23-29
41. NOV 1-7	42. NOV 9-15	43. NOV 16-22	44. NOV 23-29
45. DEC 1-7	46. DEC 9-15	47. DEC 16-22	48. DEC 23-29

7.J VACATION STRETCH DAYS (“VSDs”)

For each full vacation period of seven (7) Days, PBS will block up to two (2) additional Calendar Days as VSDs at the Pilot’s option. VSDs must be designated by the Pilot in the Vacation Adjustment Period (VAP) process that occurs two (2) months prior to the vacation month (e.g., January for the March Monthly Bid Period) and must be contiguous with his awarded vacation. The Pilot will use his vacation accruals if he chooses to be paid for VSDs. If a Pilot does not request VSDs during the VAP, they will not be awarded.

Example 1: A Pilot has 9 Days of accrued vacation which he takes in one block. The Pilot is entitled to up to 2 VSDs.

Example 2: A Pilot has 14 Days of accrued vacation which he takes consecutively in one Monthly Bid Period. The Pilot is entitled to up to 4 VSDs.

Example 3: A Pilot has 5 Days of accrued vacation which he takes in one block. The Pilot is not entitled to VSDs.

- 8.A Deadhead time shall be included in duty time. Deadheads may not be performed during any Rest Period required by FARs or this Agreement.
- 8.B Deadheads performed at the end of the Sequence for the purpose of returning a Pilot to his Domicile shall be scheduled on the first scheduled Company or codeshare flight taking into account the minimum connection times used by Crew Planning during monthly Sequence construction. However, for purposes of a Reserve assignment or Reassignment, Crew Scheduling will use the lesser of the thirty (30) minute minimum ground time or the published ground time, in accordance with [Section 12.D.6](#).
- 8.C A Deadheading Pilot shall travel Positive Space Must Ride and have a seat reserved in advance by the Company. A Deadheading Pilot will not be required to occupy the cockpit jumpseat but may volunteer to sit in the cockpit jumpseat to avoid displacing a revenue passenger. In addition, a Deadheading Pilot will be assigned to a window or aisle seat on Frontier, and if the Deadheading Pilot is booked on an off-line flight, he will be booked for a window or aisle coach class seat if available. If the Pilot is Deadheading on Frontier, and if available at time of check-in, a Deadheading Pilot will be assigned to a stretch or exit row window or aisle seat.
- 8.C.1 Deadheads will be booked by 0001 Denver time on the day of the Deadhead, if known at that time.
- 8.C.2 Deadheads that arise from 0001 the day of to four (4) hours before the Deadhead departure time will be booked prior to the assignment being given to the Pilot.
- 8.C.3 Notwithstanding **Paragraphs C.1. and 2.**, above, if the Deadhead is assigned within four (4) hours of the Deadhead departure time, the Company may assign the Deadhead to the Pilot and then the Company may subsequently book the Deadhead.
- 8.C.4 **Paragraphs D.1. through C.3.**, above, are not applicable during a Declared Irregular Operation ("DIO").
- 8.D Deviation from a Deadhead
- 8.D.1 General
- 8.D.1.a A Pilot (including Lineholders and Reserves) may deviate from a Deadhead, provided the Pilot notifies Crew Scheduling as soon as practical but no later than forty-five (45) minutes prior to the scheduled departure time of the DDeadhead leg. If the Pilot deviates from a Deadhead, the Pilot shall be responsible for arranging his own alternative transportation. If a Pilot is assigned to a Deadhead within forty-five (45) minutes of the scheduled departure time, the Pilot will notify Crew Scheduling of his decision to deviate as soon as possible.
- 8.D.1.b A Pilot who deviates from a Deadhead will receive Pay Credit for the originally scheduled Deadhead.
- 8.D.1.c A Pilot who deviates from a Deadhead shall be considered to have Deadheaded as scheduled when considering the Pilot's eligibility and legality for adding Open Time, flying from the Premium Add Folder, etc. Crew Scheduling will, during the Pilot's notification call to deviate, adjust the Deadhead to reflect the originally scheduled Block Time for legality and pay purposes.
- 8.D.2 Optional Flight in Lieu of Scheduled Deadhead
- 8.D.2.a A Pilot who is scheduled to Deadhead on the first leg(s) or last leg(s) of any Sequence is entitled to replace the scheduled Deadhead travel with a non-stop Frontier flight to or from any Frontier-served city. A Pilot who elects to replace his scheduled Deadhead flight through the use of this provision will be booked on a Positive Space Must Ride basis, provided that a seat is available at the time of booking. A Pilot who elects to use this option to replace a Deadhead at the end of his Sequence must list for a flight that is scheduled to depart within twenty-four (24) hours of the originally scheduled Deadhead flight.

Example: An MCO-based Pilot is awarded a Sequence that begins with a Deadhead flight from MCO to PHL, but the Pilot desires to travel from RDU. The Pilot will be permitted to replace the Deadhead from MCO to PHL by instead traveling from RDU to PHL on a non-stop flight, and the Pilot will be given must ride status, provided that a seat is available at the time of booking.

- 8.D.2.b A Pilot who elects to use this provision must activate ID90 (or its equivalent) for the year in which the optional travel will occur, and the Pilot will be obligated to pay any applicable ID90 user fees. The fee charged to the Pilots will be the same as the fee charged to any other employee group.
- 8.D.2.c A Pilot who deviates from a Deadhead pursuant to these provisions and who incurs international taxes as a consequence of the deviation will be reimbursed for such taxes provided the Pilot contacts Corporate Travel (F9corporatetravel@flyfrontier.com) and includes the flight number and date of travel.
- 8.D.2.d New Hire Pilots may book themselves Positive Space Must Ride travel to and from the location of assigned OE Sequences from any city Frontier serves in accordance with this [Paragraph D.](#), notwithstanding the scheduled Deadhead requirement. For the avoidance of doubt, use of Positive Space Must Ride travel does not constitute a deadhead for purposes of FAR 117 rest and duty limitations.
- 8.D.2.e A Pilot who becomes unable to report for duty as a result of the interruption, delay, or Cancellation of the optional flight will notify Crew Scheduling as soon possible. If Crew Scheduling removes the Pilot from the duty assignment or portion thereof, the Pilot will not be paid for the duty removed and will have the option to return to work in accordance with [Section 14.D](#). The Pilot will be subject to the Monthly Bid Period minimums pursuant to [Section 25.K.3](#).

8.D.3 Lineholders – Outbound from Domicile

- 8.D.3.a The Pilot must contact Crew Scheduling as soon as possible if the Pilot encounters any delays that might affect the Pilot's operating flight.
- 8.D.3.b A Pilot will not be permitted to deviate from the Deadhead if the Pilot has been Reassigned prior to notifying Crew Scheduling of his intent to deviate, if the Reassignment either removes the Deadhead leg or the Pilot is notified that he will operate the Deadhead leg

8.D.4 Lineholders – Inbound to Domicile

If a Pilot intends to deviate from the last leg(s) of a Sequence, the Pilot shall call Crew Scheduling in advance. The Pilot shall not be Reassigned during this notification to Crew Scheduling, but Crew Scheduling may deny the request to deviate, and require the Pilot to operate the leg(s). A Pilot will not be required to operate the last leg(s) of a Sequence after he has notified Crew Scheduling of his intent to deviate.

8.D.5 Reserves – Outbound from Domicile

A Reserve Pilot will not normally be allowed to deviate from a Deadhead on the outbound leg but may be allowed to do so with concurrence from Crew Scheduling. If a Reserve Pilot is permitted to deviate from a Deadhead, [Paragraph D.3.](#), above, will apply.

8.D.6 Reserves – Inbound to Domicile

- 8.D.6.a A Short Call Reserve Pilot who is scheduled to Deadhead on the last leg of a Sequence shall not be required to Deadhead back to Domicile if that Reserve Pilot is projected to have less than four (4) hours of scheduled duty remaining following the Deadhead leg on the last day of the Sequence.
- 8.D.6.b A Long Call Reserve Pilot who intends not to Deadhead to Domicile shall call Crew Scheduling in advance. The Reserve Pilot shall not be Reassigned during this notification call to Crew Scheduling.
- 8.D.6.c In all other instances where a Reserve Pilot is scheduled to Deadhead back to Domicile on the last leg of a Sequence, that Reserve may request a release from Deadheading duties from Crew Scheduling.

- 9.A In the event that the Company, at any time during the term of this Agreement, intends to place widebody aircraft into revenue service, then this Agreement, at the written request of the Association or the Company, shall be reopened for the sole purpose of determining rates of pay for such aircraft. These negotiations shall not be pursuant to Section 6 of the Railway Labor Act, as amended.
- 9.B The procedure for determining the rates of pay for widebody aircraft shall be as follows:
- 9.B.1 The Company shall give the Association notice of its intention to introduce the widebody aircraft at least six (6) months prior to the estimated scheduled revenue service date or within thirty (30) Days after entering into an agreement for acquisition of the aircraft, whichever is later.
 - 9.B.2 The parties shall meet within fifteen (15) Days following a written request by either party to negotiate the pay rate for such aircraft.
 - 9.B.3 The negotiations shall attempt to determine a Captain pay rate for the widebody aircraft which is consistent with the average percentage differential paid by the other U.S.-based carriers which operate the same or similar narrowbody and widebody aircraft but, in no event, shall the differential between Captain pay rates for the Company's narrowbody and widebody aircraft be less than ten percent (10%).
 - 9.B.3.a The First Officer percentage of Captain pay rates for the Company's widebody aircraft shall be the same as the First Officer percentage of Captain pay rates for the Company's narrowbody aircraft as provided in **Section 3.B.1.** of this Agreement.
 - 9.B.3.b Pay rates for all First Officers in their first year of service, whether in narrowbody or widebody aircraft, are the same. Widebody pay for a First Officer increases to a percentage of Captain pay on the first anniversary of a Pilot's date of hire.
 - 9.B.3.c If an agreement is not reached within sixty (60) Days from the commencement of negotiations, either party may submit the dispute to final and binding interest arbitration.
 - 9.B.3.d The dispute shall be heard by an arbitrator mutually selected in advance, or from a panel of neutrals agreed upon in advance by the parties, using an alternate strike method of selection from that panel if the parties cannot mutually agree on the arbitrator.
 - 9.B.3.e The arbitrator shall determine a Captain pay rate for widebody aircraft which is consistent with the average percentage differential paid by other U.S.-based carriers which operate the same or similar narrowbody and widebody aircraft but, in no event, shall the differential between Captain pay rates for the Company's narrow body and widebody aircraft be less than ten percent (10%).
 - 9.B.3.e.i Pay rates for all First Officers in their first year of service, whether in narrowbody or widebody aircraft, are the same. Widebody pay for a First Officer increases to a percentage of Captain pay on the first anniversary of a Pilot's date of hire.
 - 9.B.3.e.ii The First Officer percentage of Captain pay rates for the Company's widebody aircraft shall be the same as the First Officer percentage of Captain pay rates for the Company's narrowbody aircraft, except as provided in **Section 3.B.1.** of this Agreement.
 - 9.B.3.f The hearing shall be conducted and post-hearing briefing by the parties, if any, shall be completed within forty-five (45) Days from the date of submission of the dispute to arbitration.
 - 9.B.3.g The arbitrator's award shall be issued no later than thirty (30) Days after the completion of the hearing and any post-hearing briefs.
 - 9.B.3.h Upon final negotiated agreement, or upon issuance of the arbitrator's award, retroactive compensation, if applicable, shall be paid to all Pilots who operated the widebody aircraft in revenue service before the parties' agreement became effective or the award was issued. If the Company begins to operate widebody aircraft prior to reaching an agreement with ALPA or the issuance of an arbitration award, the initial Captain and First Officer pay rates shall be as set forth in **Paragraph B.3.**, above, and any necessary adjustments shall be made pursuant to **Paragraph B.3.**, above.

- 9.B.4 Nothing herein shall prevent the Company from acquiring and placing into revenue service any widebody aircraft or hiring, training, and placing Pilots into such service before agreement is reached over pay rates or an arbitration award is issued.

10.A GENERAL

- 10.A.1 A Pilot transferred to No-Bid or Management status shall retain and continue to accrue seniority and Longevity.
- 10.A.2 If a Pilot is transferred to No-Bid or Management status due to sickness or injury, or becomes sick or injured while on such status, that Pilot shall retain and continue to accrue seniority and Longevity during the period of sickness or injury whether or not the Pilot is able to maintain a medical certificate, until able to return to flying duty. The Pilot's eligibility to remain on the Seniority List shall be in accordance with [Section 13](#).
- 10.A.3 Any disputes arising hereunder concerning the physical fitness of such Pilot shall be determined in accordance with [Section 15](#) of this Agreement.
- 10.A.4 An individual who occupies a Management status who is not on the Seniority List shall have no rights under this Agreement.

10.B MANAGEMENT PILOTS

- 10.B.1 The Company shall notify the ALPA MEC Chairman in writing when a Pilot transfers to a Management Pilot (e.g., Vice President, Director, Manager, Chief Pilot, or Assistant Chief Pilot).
- 10.B.2 Management Pilots shall not be eligible to bid or be awarded any type of line (Regular, or Reserve) or Open Time or flying from the Premium Add Folder, except as specified in [Section 25.Z](#), but may elect to fly by displacing a Pilot who has been awarded a Sequence, provided the displaced Pilot is pay protected and released from duty in accordance with [Section 25.W](#).
- 10.B.3 When a Pilot on the Seniority List is released by the Company from Management status or desires to return to the line from such status, the Company shall notify the ALPA MEC Chairman in writing and such Pilot shall be eligible to bid for a line of flying in accordance with his seniority on the next scheduled monthly bid and exercise his Position on the Seniority List as defined under this Agreement. The Pilot will return to his "double bid" Position, if applicable (as specified in [Paragraph C.](#), below) and his return will not cause the Displacement of another Pilot.

10.C DOUBLE BID SYSTEM

- 10.C.1 The "Double Bid" System will apply to Management Pilots to allow them to bid and be awarded a new Position in accordance with [Section 24](#) in accordance with his seniority while in a Management status. A Management Pilot who is "double bid" will occupy a Position only for administrative or pay purposes, as applicable, until the Management Pilot returns to line flying to fill that Position.
- 10.C.2 A Management Pilot will bid in accordance with [Section 24](#) for the purpose of being awarded a "double bid" Position. The same Position will also be awarded to the next junior Pilot (or senior Pilot in the case of a Displacement).

10.D NO-BID PILOTS

- 10.D.1 Check Airmen, Aircrew Program Designees, or Instructor Pilots on "No-Bid" status for the Company during an entire Monthly Bid Period shall be considered No-Bid Pilots for that Monthly Bid Period. These Pilots shall be designated "No-Bid Training" on the PBS Information Page.
- 10.D.2 Any Pilot appointed by the Company as a Special Project Pilot ("SPP") to perform administrative or other non-flying duties during an entire Monthly Bid Period (not including Pilots who are medically unable to fly) shall also be considered a No-Bid Pilot for that Monthly Bid Period. These Pilots shall be designated "No-Bid SPP" on the PBS Information Page.
- 10.D.3 No-Bid Pilots shall not be eligible to bid or be awarded any type of line (Regular, or Reserve) or any Open Time or flying from the Premium Add Folder, except as specified in [Section 25](#), but may elect to fly by displacing a Pilot who has been awarded a Sequence, provided the displaced Pilot is pay protected and released from duty in accordance with [Section 25.W](#).
- 10.D.4 Compensation for duties performed for the Company by No-Bid Pilots (in excess of the Monthly Pay Guarantee) shall be entirely at the discretion of the Company.
- 10.D.5 Notice to the Association required by [Paragraph B.1.](#), above, shall be considered fulfilled if a "No-Bid Training" or "No-Bid SPP" Pilot is designated on the PBS Information Page.

11.A GENERAL

11.A.1 Association Training Committee

The Company and the Association Training Committee shall meet once every three (3) months, on request of either party, to review the status of the training programs. The Association Training Committee Chairman shall contact the Director of Flight Operations Training and Standards (or equivalent position) to schedule a mutually agreeable time for these meetings. The Company shall consider the suggestions and course critiques of the Association Training Committee as to the improvement of the training programs.

11.A.2 Training Records

Any disputes arising hereunder concerning the physical fitness of such Pilot shall be determined in accordance with **Section 15** of this Agreement.

11.A.3 Information and Training Materials Provided to Pilots in Training

11.A.3.a Training Materials

Training materials that are required to be studied or completed prior to a training event shall be provided electronically at least seven (7) days (or less, by mutual agreement between the Pilot and the Company) prior to any simulator or Ground Training.

11.A.3.b List of Airports to be Used for Proficiency Check ("PC") and Proficiency Training ("PT") Events

A list of up to five (5) airports that may be used for PC and PT events will be available on myfrontier.org/Departments/Flight Ops/Training.

11.A.3.c Recurrent Ground School Syllabus

Pilots attending Recurrent Ground School shall be provided with a syllabus that describes the topics to be covered each day. Pilots shall have access to the syllabus through the Company website at least seven (7) days (or less, by mutual agreement between the Pilot and the Company) prior to the training.

11.A.4 Notification of a Training/Qualification Event

A Pilot whose training is awarded via the pre-bid process will be notified of a Recurrent Training/qualification event via the monthly RGS/simulator award.

11.A.5 Instructor Change Requests

A Pilot in simulator training may request a change of instructor after discussing the reason for the change with the Director of Flight Operations Training and Standards.

11.A.6 Change of Instructor/Check Airman Following a Failure

If a Pilot fails a Training/Qualification Event, the Pilot may request and then shall be assigned another Instructor/Check Airman for the subsequent Qualification Event.

11.A.7 Additional Training

Any additional training after a failure that is specified in this Section may be waived in writing by the Pilot, and with the consent of the Company.

11.A.8 Training Withdrawals

11.A.8.a Hardship Withdrawals

- 11.A.8.a.i A Pilot may voluntarily withdraw from training for hardship circumstances (for example, but not limited to, a death or serious illness in the family, divorce).
- 11.A.8.a.ii The request for a hardship withdrawal must be submitted in writing to the Vice President of Flight Operations.
- 11.A.8.a.iii A hardship withdrawal will not be treated as a failure.
- 11.A.8.a.iv A Pilot who withdraws from training for hardship circumstances will return to his previous Position. If the Pilot is placed on a leave of absence, the Pilot's return to work will follow the provisions in [Section 13](#) (Leaves of Absence, Personal Leave). The Pilot will notify the Chief Pilot in writing when he is ready to be rescheduled for the training that was discontinued. The Pilot will be placed in the next published Vacancy that has not been awarded.

11.A.8.b Voluntary Withdrawals

- 11.A.8.b.i A Pilot who voluntarily withdraws from training with more than two (2) weeks' notice in writing to the Chief Pilot prior to the start of training shall not be penalized.
- 11.A.8.b.ii A Pilot who voluntarily withdraws from training with less than two (2) weeks' notice in writing to the Chief Pilot prior to the start of training shall not be awarded a Captain Position with an originally published Effective Date within eight (8) months from the date of his withdrawal.

11.A.9 Recordings of Training Events

There will be no recording or transmission of data, images, or audio from any simulator or training device except as a tool for the debriefing of training or evaluation periods. The Company will, immediately upon conclusion of each session's debrief, permanently erase all recorded media of such events in the presence of the Pilot who received the applicable training.

11.A.10 Check Airman Qualifications

- 11.A.10.a All OE, Proficiency Checks, Proficiency Training, and Line Checks shall be given by Pilots who:

- 11.A.10.a.i Are or have been on the Seniority List; and
- 11.A.10.a.ii Have at least five hundred (500) hours of line flying experience at the Company as Captain in the aircraft type (Airbus A320 family).

- 11.A.10.b These requirements under **Paragraph A.10.a.**, above, may be waived with the consent of the Association.

11.A.11 ALPA Observer

A Pilot or the Company has the option to request an ALPA designee employed by the Company as a Pilot to ride as an observer. If flying must be dropped for the observer by Pilot request, the drop shall be requested as an ALPA drop in accordance with [Section 25](#). If flying must be dropped for the observer by Company request, the drop shall be requested as a Company drop.

11.B SCHEDULING OF TRAINING EVENTS

11.B.1 General Training Scheduling Rules

11.B.1.a General Training Scheduling Rules

- 11.B.1.a.i It shall be the Company's responsibility to schedule and administer Proficiency Checks, Proficiency Training, and Line Checks on time. No Pilot shall be downgraded or lose pay due to the Company's failure to schedule and complete required training on time to prevent a dequalification.
- 11.B.1.a.ii When a Pilot is scheduled for a training event that is planned to exceed six (6) days, the Pilot must be scheduled for at least one (1) Calendar Day free of any Company duty during any seven (7) Calendar Day period. This Calendar Day free of any Company duty may occur in or away from the Pilot's Domicile. The Pilot may choose to waive this requirement.
- 11.B.1.a.iii When a Pilot is scheduled for a training event that is planned for six (6) or fewer days, the Pilot must be scheduled for at least one (1) Calendar Day free of any Company duty during any seven (7) Calendar Day period. This Calendar Day Off must occur in the Pilot's Domicile. The Pilot may choose to waive this requirement.

11.B.1.b Pilot Responsibilities and Travel to/from Training

- 11.B.1.b.i It shall be the Pilot's responsibility to comply with the scheduled time for the Training/Qualification event once he has been notified by the Company of the schedule.
- 11.B.1.b.ii In lieu of Company scheduled transportation, a Pilot may book himself must ride travel to and from training events from any city Frontier serves in accordance with [Sections 8.D.1](#) and [8.D.2](#). The Pilot will receive Pay Credit for the originally scheduled Deadhead. One (1) additional must ride round trip booking shall be provided to a Pilot for a training course that is planned to exceed six (6) Days. This provision does not apply to a Pilot in initial training or line flying during Ground or simulator training. Deadhead pay will not be applied to travel that occurs pursuant to this **Subparagraph B.1.b.ii**.

- 11.B.1.c A Pilot who is in training shall not normally be assigned or allowed to pick up Open Time. However, should there be an extended lapse (greater than thirty (30) days) in the training due to unforeseen circumstances, the Company and the Association shall discuss the Pilot's return to line flying during the lapse in training.

11.B.1.d Deadheading to or from Training

The Company will build training patterns for any Pilot who does not train in their Domicile that includes Deadhead in accordance with the other provisions of this Agreement. Any Deadheading to or from a training event shall be included in the duty time calculations in accordance with [Section 12](#).

11.B.1.e Training during Vacation

Training shall not be assigned during any vacation period except by the Pilot's consent. The Pilot may waive this requirement after receiving their monthly bid award.

11.B.1.f Oral Examinations – PIC Type.

Oral examinations for the purpose of a PIC type rating administered by the FAA or the Company Aircrew Program Designee shall not be scheduled on the same Calendar Day with any other training or duties; however, the Pilot may waive this same Calendar Day restriction.

11.B.2 Ground School Scheduling

11.B.2.a Time Limitations

Ground Training shall not be scheduled more than eight (8) hours in any Calendar Day, except for meals. Should it become necessary for the Company to reschedule training, such training may not be rescheduled for more than ten (10) hours in any Calendar Day and in no case more than forty-two (42) hours in any five (5) consecutive days.

11.B.2.b Rest

A Pilot who has been scheduled for ground school shall receive the same legal rest as applicable to flight duty before ground school and shall receive the applicable legal rest after ground school prior to performing duties as a flight deck crew member.

11.B.2.c Pre-Probationary PC Recurrent Ground School

Recurrent Ground School shall be scheduled and completed prior to a Pilot's Probationary PC.

11.B.3 Simulator Training Scheduling

11.B.3.a Simulator Training Times

11.B.3.a.i No training or checking will be scheduled to occur between the hours of 0200 and 0600 LT. Post briefs shall be scheduled to conclude no later than 0230. Under no circumstances will simulator training or checking, including debriefing time, be conducted between 0330 and 0600 LT. Pre-briefing may be scheduled to start no earlier than 0500.

11.B.3.a.ii Simulator sessions scheduled on consecutive days shall be scheduled with no more than a four (4) hour start time variance, except with consent of the Pilot.

11.B.3.b Simulator Rest Requirements

A Pilot who has been scheduled for simulator training shall not be scheduled by the Company to perform any duty within twelve (12) hours of the simulator training period (including the scheduled brief time and a one-half (.5) hour debrief session) as a required flight deck crew member or as a Deadhead

11.B.3.c Simulator Training Duration Limits

11.B.3.c.i A Pilot assigned to simulator training shall not receive in excess of eight (8) hours of total training (including oral briefing and debriefing) in a Calendar Day.

11.B.3.c.ii No Pilot shall be scheduled more than two hours and thirty minutes (2:30) as the Pilot Flying ("PF") and not more than six (6) hours total elapsed time in a simulator in any one (1) Duty Period.

11.B.3.d PC/PT Notice Requirements

A Pilot shall be given at least five (5) Calendar Days' notice prior to any PC/PT with the exception of training and subsequent check rides required as provided in [Paragraph E.](#), below (Performance Standards).

11.B.3.d.i If the simulator period is cancelled and rescheduled to a date after the originally scheduled period, no further notification is required other than the date, time, and place of the rescheduled period.

- 11.B.3.d.ii If the period is rescheduled to a date prior to the originally scheduled period, with less than five (5) days' notice, it shall be the Pilot's option to accept the rescheduled period; however, in the event the cancellation occurs in the Pilot's Late Grace Month and the rescheduled period is prior to the originally scheduled period with less than forty-eight (48) hours' notice, it shall be the Pilot's option to accept the rescheduled period.

11.C BIDDING FOR TRAINING

Pilots shall bid for training in accordance with [Section 25.H](#).

11.D PAY DURING TRAINING

Pilots shall be paid for training in accordance with [Section 3](#).

11.E PERFORMANCE STANDARDS

11.E.1 General Performance Standards

11.E.1.a Failure Documentation

If a Pilot's performance is judged to be unsatisfactory during any training or qualification event, the instructor/Check Airman will include the reason(s) for unsatisfactory performance on the appropriate Pilot's training record document(s).

11.E.1.b Oral Examinations Failures

A failure of an Oral Examination associated with a PC or PT shall be considered a failure of the PC or PT. Additional simulator training sessions, where required in this Performance Standards subparagraph, shall not be required if the training or checking event is due to failure of the Oral Examination. Additional training provided by the Company, if any, for a failed Oral Examination shall be ground/classroom training.

11.E.1.c Seat Support Pilots

- 11.E.1.c.i A Pilot who performs duty in the flight simulator for the purpose of facilitating training being administered to another Pilot, but who is not receiving training (i.e. a seat support Pilot) shall be subject to evaluation based upon applicable FARs but shall not be required to participate in an oral exam.

- 11.E.1.c.ii If the Check Airman or instructor observes unsatisfactory performance by a Pilot who is providing seat support, the unsatisfactory performance shall not be considered a failure. Under these circumstances, the Check Airman or instructor has two (2) options:

- 11.E.1.c.ii.a Immediately provide the Pilot with additional training to correct the items that were unsatisfactory; or

- 11.E.1.c.ii.b Immediately notify the Director Flight Operations Training and Standards that the Pilot is disqualified. The Director Flight Operations Training and Standards will coordinate and schedule Requalification Training for the Pilot who is disqualified with the Chief Pilot.

- 11.E.1.c.ii.c A Pilot will not lose any pay as a consequence of an unsatisfactory performance under this Paragraph.

11.E.1.d Multiple Failures and Training Review Board ("TRB")

- 11.E.1.d.i For the purposes of this Paragraph, Training Phases shall include: Training Simulator (Paragraph E.3.a.), Simulator Qualification (Paragraph E.3.b.), Operating Experience/Line Checks (Paragraph E.4.), and Recurrent Simulator (Paragraph E.5.).

- 11.E.1.d.ii If a Pilot has a pattern of failures, the Company shall notify the Pilot and the Association MEC Chairman in writing within thirty (30) days of the failure that determined the pattern, that he may be subject to review by the TRB following another failure.
- 11.E.1.d.iii The TRB shall consist of four (4) members—two (2) who shall be selected by the Company and two (2) selected by the Association. The Company and Association members shall be Frontier Airlines employees familiar with Pilot training. In the event a TRB is convened to review a Pilot's training performance, either party may invite a person who is familiar with the equipment, Pilot and/or training involved who may speak on training issues under consideration.
- 11.E.1.d.iv The TRB shall recommend by majority vote to the Vice President of Flight Operations whether future upgrade attempts or continued employment should be allowed. Upon deadlock of the TRB, the Vice President of Flight Operations shall make the final determination.
- 11.E.1.d.v The Pilot shall have the right to appeal the final decision of the Vice President of Flight Operations under [Section 21](#) of this Agreement.
- 11.E.1.d.vi The TRB's deliberations shall not be admissible in any proceeding under [Section 19](#) or [21](#) of this Agreement.
- 11.E.1.e Simulator Scheduling Following a Failure
 - Simulator training/checking following a failure shall be paid in accordance with [Section 3.N.6](#). Such retraining/rechecking will be scheduled at the Company's discretion with the following limitations:
 - 11.E.1.e.i The training will not be scheduled to begin earlier than forty-eight (48) hours following the initial failure, except by the Pilot's consent, and
 - 11.E.1.e.ii If scheduled within the first five (5) days following the training failure, the training will not be scheduled outside of a previously scheduled Sequence or reserve period, except by the Pilot's consent.
- 11.E.2 Initial New Hire Training and Probationary PC Performance Standards.
 - 11.E.2.a Initial New Hire Training
 - If a Pilot's performance during any phase of an initial new hire training is unsatisfactory, the Company may determine if any further training will be given and whether his employment will be continued. This decision must be explained in writing with copies to the Pilot and the Association.
 - 11.E.2.b Probationary PC
 - If a Pilot fails a Probationary PC, the Company may determine if any further training will be given.
- 11.E.3 Upgrade Training Performance Standards
 - 11.E.3.a Training simulator phase (this includes simulator events excluding simulator qualification events as defined under the Flight Operations Training Manual ("FOTM")):
 - 11.E.3.a.i A Pilot shall be considered to have failed the upgrade training simulator phase if he receives an overall unsatisfactory grade (as defined in the FOTM) for a total of three (3) times, whether on the same simulator period (e.g., three (3) attempts to successfully complete simulator period #1), different simulator periods, or on any combination thereof.

11.E.3.a.ii Failure During the First Attempt at Upgrade

If a Pilot fails the upgrade training simulator phase, he shall return to First Officer, and he shall not be awarded a Captain Position with an originally published Effective Date within eight (8) months from the date of his last upgrade training simulator phase failure.

11.E.3.a.iii Failure During the Second Attempt at Upgrade

If a Pilot is awarded a second Captain Position and fails the upgrade training simulator phase, he shall again return to First Officer

11.E.3.a.iv A third attempt at upgrade will not normally be authorized by the Company.

11.E.3.b Simulator qualification phase (this includes Simulator Qualification Events as defined under the FOTM):

11.E.3.b.i First Failure

Following the first failure of a qualification event, a Pilot shall receive additional training specific to the deficiency. The additional training shall consist of at least one (1) simulator period (the Pilot may waive this in writing) but not to exceed two (2) simulator periods. The Pilot shall then be given a second qualification event attempt.

11.E.3.b.ii Second Failure

If a Pilot fails a second qualification event, he shall elect one of the following two (2) options:

11.E.3.b.ii.a Third Qualification Attempt Option

He may elect to receive at least one (1) additional simulator period and a third qualification event. If his third qualification event is not satisfactory, his retention in the service of the Company will be at Company discretion subject to the provisions of [Section 19](#); or

First Officer Option

11.E.3.b.ii.b He may remain as a First Officer in the aircraft in which he was attempting to upgrade and shall receive at least one (1) training simulator period and a First Officer PC prior to returning to the line as a First Officer. At the Pilot's option, the Pilot shall receive one (1) Flight Training Device ("FTD") period prior to the training simulator

(i) Satisfactory First Officer

- (1) If the Pilot's First Officer PC is satisfactory, he shall not be awarded a Captain Position with an Effective Date within eight (8) months from the date of his most recent failure (and the Company shall have the option to give the Pilot an evaluation flight prior to awarding him the Captain Position)

(ii) Unsatisfactory First Officer PC

- (1) If the Pilot's First Officer PC is not satisfactory, he shall receive additional training (the Pilot may waive this in writing) to include at least one (1) simulator period but not to exceed two (2) simulator periods, and another First Officer PC.
- (2) If the second First Officer PC is satisfactory, the Pilot shall be restricted from being awarded a Captain Position with an Effective Date within eighteen (18) months from the date of his most recent failure (and the Company shall have the option to give the Pilot an evaluation flight prior to awarding the Captain Position).
- (3) If his second First Officer PC is not satisfactory, his retention in the service of the Company will be at Company discretion subject to the provisions of [Section 19](#).

11.E.4 Operating Experience ("OE")

11.E.4.a Initial Captain Line Check (end of OE)

If a Pilot fails his initial Captain line check, he shall receive additional training specific to the deficiency and a subsequent initial Captain line check. If a Pilot fails the second attempt at the initial Captain line check, at the Company's option:

- 11.E.4.a.i he shall return to First Officer and he shall not be awarded a Captain Position with an Effective Date within eight (8) months from the date of his most recent failure (and the Company shall have the option to give the Pilot an evaluation flight prior to awarding the Captain Position); or
- 11.E.4.a.ii the Company may provide a LOFT and a third line check. This option shall not normally be allowed. If the Pilot fails this third line check, he shall return to First Officer and he shall not be awarded a Captain Position with an Effective Date within twenty-four (24) months from the date of his most recent failure (and the Company shall have the option to give the Pilot an evaluation flight prior to awarding the Captain Position).

11.E.4.b Fifty-Hour Rule

If a Pilot is not ready for his line check (or to be signed off for OE) after receiving fifty (50) hours of OE and that Pilot has flown with only one (1) Check Airman during OE, the Company shall assign a second Check Airman to continue the OE.

11.E.4.c Sixty-Hour Rule

If a Pilot is not ready for his line check (or to be signed off for OE) after receiving a total of sixty (60) hours of OE, the Company shall decide whether the Pilot will receive additional OE.

- 11.E.4.c.i For a Captain trainee: At the completion of at least sixty (60) hours of OE, if the Pilot is not ready for his line check and the Company has determined he shall not receive any more OE, he shall have failed OE. The Pilot shall return to First Officer and he shall not be awarded a Captain Position with an Effective Date within eight (8) months from the date of his last Captain trainee OE event (and the Company shall have the option to give the Pilot an evaluation flight prior to awarding the Captain Position).
- 11.E.4.c.ii For an FO trainee: at the completion of at least sixty (60) hours of OE, if the Pilot is not ready to be signed off for OE, he shall have failed OE and the Company may determine whether his employment will be continued. This decision must be explained in writing with copies to the Pilot and the Association.

11.E.5 Recurrent Simulator Training

The following standards applicable to Captains and First Officers are in reference to one (1) individual recurrent training event (e.g., one (1) PC or PT event).

- 11.E.5.a Captain Recurrent Simulator Training (applicable to Captains other than Probationary Pilots).
- 11.E.5.a.i First Failure
- 11.E.5.a.i.a Following the first failure of a PC/PT, a Captain shall receive additional training specific to the deficiency. The additional training shall consist of at least one (1) simulator period (the Pilot may waive this in writing) but not to exceed two (2) simulator periods.
- 11.E.5.a.i.b The Captain shall then be given a second PC/PT event.
- 11.E.5.a.ii Second Failure
- If a Captain fails the second PC/PT, he shall elect one (1) of the following two (2) options:
- 11.E.5.a.ii.a Third PC/PT Option. He may elect to receive at least one (1) additional simulator period and a third PC/PT. If his third PC/PT is not satisfactory, his retention in the service of the Company will be at Company discretion subject to the provisions of [Section 19](#); or
- 11.E.5.a.ii.b First Officer Option. He may elect to move to First Officer in the aircraft in which he was qualified as a Captain and shall receive at least two (2) simulator training periods, and a First Officer PC before flying as a First Officer. At the Pilot's option, the Pilot shall receive one (1) FTD period prior to the training simulator.
- 11.E.5.a.ii.b.I If the Pilot's First Officer PC is satisfactory, he shall not be awarded a Captain Position with an Effective Date within eight (8) months from the date of his most recent failure.
- 11.E.5.a.ii.b.II If the Pilot's First Officer PC is not satisfactory, he shall receive additional training (the Pilot may waive this in writing) to include at least one (1) simulator period, but not to exceed two (2) simulator periods, and another PC/PT. If the second PC/PT is satisfactory, the Pilot shall not be awarded a Captain Position with an Effective Date within two (2) years from the date of his most recent failure.

11.E.5.a.ii.b.III If his second First Officer PC/PT training is not satisfactory, his retention in the service of the Company will be at Company discretion subject to the provisions of [Section 19](#).

11.E.5.b First Officer Recurrent Simulator Training (applicable to First Officers other than Probationary Pilots)

11.E.5.b.i First PC/PT Attempt

11.E.5.b.i.a Following the first failure of a PC/PT, a First Officer shall receive additional training (the Pilot may waive this in writing) specific to the deficiency. The additional training shall consist of at least one (1) simulator period but not to exceed two (2) simulator periods.

11.E.5.b.i.b The First Officer shall then be given a second PC/PT.

11.E.5.b.ii Second PC/PT Attempt

11.E.5.b.ii.a If the second First Officer PC/PT is not satisfactory, the First Officer shall receive additional training (the First Officer may waive this in writing) specific to the deficiency. The additional training shall consist of at least one (1) simulator period but not to exceed two (2) simulator periods.

11.E.5.b.ii.b The First Officer shall then be given a third PC/PT.

11.E.5.b.iii Third PC/PT Attempt

11.E.5.b.iii.a If the third First Officer PC/PT is satisfactory, the Pilot shall be restricted from being awarded a Captain Position with an Effective Date within eight (8) months from the date of his most recent failure (and the Company shall have the option to give the Pilot an evaluation flight prior to awarding the Captain Position).

11.E.5.b.iii.b If the third First Officer PC/PT is not satisfactory, his retention in the service of the Company will be at Company discretion subject to the provisions of [Section 19](#).

11.F RECURRENT LINE CHECKS

11.F.1 If a Pilot fails a line check, he shall receive additional training specific to the deficiency and an associated second line check.

11.F.2 If the Pilot fails the second line check, he shall receive additional training specific to the deficiency and shall be subject to receiving a LOFT event and subsequent line check.

11.F.3 If the Pilot fails the LOFT or third line check, he shall move to First Officer in the aircraft in which he was qualified as a Captain and shall receive at least two (2) simulator training periods, and a First Officer PC before flying as a First Officer. At the Pilot's option, the Pilot shall receive one (1) FTD period prior to the training simulator.

11.F.3.a If the Pilot's First Officer PC is satisfactory, he shall not be awarded a Captain Position with an Effective Date within eight (8) months from the date of his most recent failure.

11.F.3.b If the Pilot's First Officer PC is not satisfactory, he shall receive additional training (the Pilot may waive this in writing) to include at least one (1) simulator period but not to exceed two (2) simulator periods, and another PC/PT. If the second PC/PT is satisfactory, the Pilot shall not be awarded a Captain Position with an Effective Date within eighteen (18) months from the date of his most recent failure.

11.F.3.c If his second First Officer PC/PT training is not satisfactory, his retention in the service of the Company will be at Company discretion subject to the provisions of [Section 19](#).

12.A GENERAL

- 12.A.1 In any case in which the Agreement and the FAR provisions differ, the more restrictive of the provisions will be applied.
- 12.A.2 All of the provisions included in this Section apply to all Pilots, regardless of the type of line the Pilot holds, unless the provision states otherwise.

12.B REPORT ON/OFF TIMES

- 12.B.1 The following shall be used to determine Report Time:
- 12.B.1.a Not less than sixty (60) minutes prior to departure in Domicile.
 - 12.B.1.b Not less than forty-five (45) minutes prior to departure away from Domicile.
 - 12.B.1.c May be reduced at the discretion of the Captain and SOC, but at no time shall the legal Rest Period be less than that required by the FARs.
- 12.B.2 The following shall be used to determine release time:
- 12.B.2.a For domestic flights, not less than fifteen (15) minutes after Block In.
 - 12.B.2.b For international flights, not less than thirty (30) minutes after Block In.
 - 12.B.2.c When a Pilot is requested to perform ground duties (including drug and/or alcohol testing), release from duty shall be delayed until such duty is completed.
- 12.B.3 The above referenced minimum Report Times shall apply to Deadhead transportation, including ground transportation, not local in nature (i.e. limo).
- 12.B.4 The above referenced minimum Report Times shall apply to Pilots who are Reassigned.
- 12.B.5 In no case will a Pilot be required to check in prior to the start of any work assignment.

- 12.C A Pilot is on duty from Report Time to release time. A Reserve Pilot is also considered on duty during his RDP or until released from an assignment.

- 12.D Duty Periods shall be limited in accordance with the following:

- 12.D.1 A Pilot shall not be scheduled to be on duty for more than fourteen (14) hours, except:
- 12.D.1.a If any portion of a Duty Period is scheduled to occur between 0059-0430 LT, the Duty Period will not:
 - 12.D.1.a.i Be scheduled for greater than 10:30 hours;
 - 12.D.1.a.ii Actually exceed twelve (12) hours, unless the Pilot agrees otherwise;
 - 12.D.1.a.iii Be scheduled to include more than two (2) legs;
 - 12.D.1.a.iv Have a scheduled ground time of greater than one hundred twenty (120) minutes.

Example 1: A Pilot is scheduled to complete a Duty Period at 2300, but due to weather, the Pilot is not released until 0100, and the Pilot's Duty Period exceeds 12 hours. Since the Pilot was not originally scheduled to operate between 0059 and 0430, there is no violation.

Example 2: A Pilot is scheduled to complete a Duty Period at 2300, but is Reassigned and scheduled to complete the Duty Period at 0200. In this case, the Reassignment must comply with **Paragraphs D.1.a.i.-iv.**, above

Example 3: A Pilot is scheduled to complete a Duty Period at 2300, but is advised he will Deadhead on the same flight that he was originally scheduled to operate. This is not considered to be a Reassignment, and if the Pilot is delayed and is ultimately released at 0100, **Paragraphs D.1.a.i.-iv.**, above, do not apply.

12.D.1.b The Duty limitations set out in **Paragraphs D.1.a.i. through D.1.a.iv.**, above, apply to each Duty Period within a Sequence. The time a Reserve Pilot spends in a Reserve Availability Period ("RAP") without performing any other duty will not count towards these limitations.

12.D.2 If the Company schedules a Pilot to Deadhead on a leg(s) that he had been scheduled to operate as part of his original Sequence, it is not considered a schedule change for the purpose of determining whether a Pilot has been scheduled to exceed either the fourteen (14) hour duty limitation or the ten and one-half (10.5) duty limitation referenced in **Paragraph D.1.**, above. All other modifications to a Pilot's schedule must comply with the scheduled fourteen (14) hour or ten and one-half (10.5) hour limitation, as applicable.

12.D.3 Sequences shall be constructed so that if a Pilot is on duty through 0400 LT, the Pilot shall be released for legal rest at the termination of such flight.

12.D.4 If a Pilot is projected prior to Block Out to exceed sixteen (16) hours of actual duty (including time spent in an RDP), he will be released to rest in lieu of operating or Deadheading on the leg that will cause the Pilot to exceed sixteen (16) hours of duty, unless the Pilot agrees to Deadhead.

12.D.5 In accordance with **12.D.2**, above, a Pilot who Deadheads on the same segment(s) he was originally scheduled to operate will not be required to exceed the FAR 117 Table B limitations, including the scheduled time for the Deadhead segment(s). In addition, the Deadhead segment(s) will count as a leg for the purpose of calculating the Table B limitations.

Example: A Pilot is scheduled to operate three (3) flight segments, and reports at 0700 LDT. The Pilot's maximum FDP pursuant to Table B is 13 hours. If the Pilot's third segment is changed to a Deadhead, the Pilot remains subject to a thirteen (13) hour Duty Period limitation.

12.D.6 In some cases, due to the integration of crew scheduling systems and other airline software systems, the Electronic Bid System may not accurately reflect the standard minimum ground time at the time of notification. In such a case, the minimum ground time must be projected manually. When manually projecting a Pilot's Duty Period for the purposes of Reserve assignment or Reassignment, the Company shall use a minimum of thirty (30) minutes of ground time between all flights and/or scheduled ground transportation not local in nature (i.e. limo) within the Duty Period, unless the Monthly Bid Package reflects a scheduled ground time of less than thirty (30) minutes between the leg(s) being assigned, in which case the scheduled ground time as reflected in the Monthly Bid Package will be used. A Pilot may waive this provision and accept a further reduced ground time at his discretion.

12.E DAYS OFF

12.E.1

12.E.1.a A minimum of twelve (12) Days Off shall be scheduled in every Regular, SDT/CDO, Long Call Reserve Line, FDO Reserve Line, 3x6 Line in a 30-day Monthly Bid Period (except that in a 31-day Monthly Bid Period a 3x6 Line will receive a minimum of thirteen (13) Days Off) and Relief line of flying. A Pilot who has been assigned to Recurrent Training on his Days Off will not receive fewer than the minimum number of Days Off as specified by this Subparagraph.

12.E.1.b Short Call Reserve lines will be built with no more than eighteen (18) RDPs in a 30-day Monthly Bid Period and no more than nineteen (19) RDPs in a 31-day Monthly Bid Period.

- 12.E.2 A Regular, Relief, and Reserve Lineholder (except for an FDO Reserve) must be scheduled for at least one (1) Day Off during any seven (7) day period, except as provided in [Section 11](#). A Pilot may choose to waive this provision.

12.F REST

- 12.F.1 No Pilot shall be scheduled to receive less than ten (10) hours of rest at outstations and no less than eleven (11) hours of rest in domicile unless the Association and the Company mutually agree to create an exception to this provision in writing (email is acceptable). Actual rest shall not be less than ten (10) hours. A Pilot may waive this provision in circumstances that would not result in an FAR 117 violation.
- 12.F.2 No Pilot shall be scheduled to receive less than a thirty-one (31) hour Rest Period in any consecutive one hundred sixty-eight (168) hour period prior to the start of any Flight Duty Period (as defined by FAR 117) or Reserve Duty Period. Actual rest may be less than thirty-one (31) hours but not less than thirty (30) hours.
- 12.F.3 A Reserve Pilot who is requesting to Add a Sequence in accordance with [Section 25.R.6.](#), [Section 25.T.7.](#), or [25.X.4.](#), will be eligible to add such Sequence provided he is scheduled to receive at least a thirty-one (31) hour Rest Period in any one hundred sixty-eight (168) hour period taking into account the applicable latest possible release time in accordance with [Section 25.T.3.](#) for Short Call Reserve Pilots, and midnight for Long Call Reserve Pilots.

13.A GENERAL

- 13.A.1 A Pilot shall provide notice to the Chief Pilot's office of his projected start (whenever possible) and return date from a Leave of Absence as far in advance as possible.
- 13.A.2 A Pilot on a Leave of Absence, other than a Medical Leave of Absence, with a return date after the last projected start date for training shall not be awarded a Vacancy unless the Pilot, prior to the Vacancy or Realignment bid close, modifies the Leave of Absence in accordance with this Section to accommodate a potential training date. A Pilot on a Medical Leave of Absence or who otherwise requires a return to work certification will be awarded a Vacancy only if such certification provides that the Pilot is able to return in advance of the last projected start date for training.
- 13.A.3 A Pilot on a Leave of Absence shall not be allowed to convert his Leave of Absence to another type of leave without the permission of the Chief Pilot's office unless otherwise allowed under the provisions of this Section or federal law.
- 13.A.4 A Pilot on a Leave of Absence may not perform duties for the Company except by mutual agreement between the Pilot and the Company.
- 13.A.5 A Pilot with a vacation period during a Leave of Absence shall have the option to be paid for the entire vacation or re-bid the entire vacation from Open Vacation Periods. This applies to all Leaves of Absence, including those that do not otherwise allow pay from vacation.
- 13.A.6 Unless otherwise specified in this Agreement, a Pilot returning from a Leave of Absence shall return to the Position he held prior to the Leave of Absence. However, if he would have otherwise been subject to a Displacement pursuant to [Section 24](#) had he not been on a Leave of Absence, that Displacement shall be effective immediately upon return.

13.B ASSOCIATION LEAVE OF ABSENCE

- 13.B.1 Upon written request by the ALPA MEC Chairman to the Vice President of Flight Operations and Company approval, ALPA Representatives on Association business shall be granted an unpaid Association Leave of Absence. If an Association Leave of Absence is granted, the Company and the Association shall agree in writing to the terms of the leave to include, but not be limited to, a scheduled return date, pay during and before requalification if necessary, early return and/or recall from leave, etc.
- 13.B.2 A Pilot on Association business who is either being paid by the Company (e.g., FOQA, JWPG, etc.) or who is receiving Pay Credit from ALPA for flight pay loss will be treated as an active Pilots in all respects. To the extent possible, once PBS is implemented, ALPA Known Absences will be communicated to the Company at least two (2) Days before the Monthly Bid opens, except that leave that becomes known prior to the close of the monthly bid will also loaded into Navblue as a Known Absence. In addition, A Pilot shall be allowed to drop Sequences in accordance with [Sections 25.M.4.](#) and [25.O.3.c.](#) by using the online Drop Form.
- 13.B.3 The Company will not charge the Association for the first two thousand one hundred (2,100) hours of Pay Credit in any Calendar Year (in addition to the Company-paid leave provided in [Section AB.14.](#)). Pay Credit over and above the two thousand one hundred (2,100) hours shall be charged at that individual's Hourly Rate for the Pay Credit dropped or Known Absence Pay Credit applied. In addition, any Pay Credit dropped or Known Absence Pay Credit applied for a Pilot to meet with the Company, or for a Pilot to work on project(s) initiated by the Company, shall not be charged to the Association.
- 13.B.4 A Pilot who is projected to be on ALPA Leave for the entire Monthly Bid Period will not be eligible to bid for a schedule but will not be considered a No-Bid Pilot as defined by [Section 2.AW](#). If a Pilot on ALPA leave for the entire Monthly Bid Period has a meeting(s) with the Company, or is working on a project(s) initiated by the Company, then the Company will be charged five and one-half (5.5) hours for each Day.
- 13.B.5 A Pilot who will be on ALPA leave for an entire Monthly Bid Period to work on FOQA, ASAP, or other safety programs designated by the Company will be required to be available to the Company for fifteen (15) Days and receive eighty-two and one-half (82.5) hours of Pay Credit, unless otherwise provided for in the associated LOA. However, such Pilots may also take leave for less than a full Monthly Bid Period and, in that case, will be credited with five and one-half (5.5) credit hours per Day
- 13.B.6 Other than the MEC Chairman, the MEC Vice Chairman and up to three (3) members of the Negotiating Committee during section 6 negotiations, the Company may limit the number of Pilots on ALPA leave for the entire Monthly Bid Period based on staffing requirements.

13.B.7 The value of an ALPA Day will equal five and one-half (5.5) hours of Pay Credit per Day. A Pilot who is required to travel in conjunction with ALPA duties and requests a travel Day(s) will receive Pay Credits equal to (2.75) for each travel Day taken.

13.B.8 Association Leaves of Absense

13.B.8.a Upon written request by the ALPA MEC Chairman to the Vice President of Flight Operations and Company approval, a Pilot who holds a position at ALPA National shall be granted an unpaid Association Leave of Absence. If an Association Leave of Absence is granted, the Company and the Association shall agree in writing to the terms of the leave to include, but not be limited to, a scheduled return date, pay during and before requalification if necessary, early return and/or recall from leave, etc.

13.B.8.a.i Longevity: shall accrue for the duration of the leave.

13.B.8.a.ii Sick Leave accrual: for the first two (2) years of the leave.

13.B.8.a.iii Sick Leave retention: for the duration of the leave.

13.B.8.a.iv Vacation accrual: only for the first thirty (30) days of the leave.

13.B.8.a.v Vacation retention: for the duration of the leave.

13.B.8.a.vi Group health insurance: if the Pilot wants to continue Group health insurance coverage, the Pilot shall pay the employee and employer contribution to the health insurance plan.

13.B.8.a.vii Pass Benefits: the Pilot retains the same pass benefits as an active Pilot.

13.B.8.a.viii The Pilot does not have the option to be paid from accrued sick leave.

13.B.8.a.ix The Pilot does not have the option to be paid from Accrued Vacation or Earned Vacation.

13.C BEREAVEMENT LEAVE OF ABSENCE

13.C.1 The Company shall grant four (4) consecutive Calendar Days of Bereavement Leave of Absence with pay for the purpose of attending the funeral of a member of the immediate family. Members of the immediate family include the Pilot's:

13.C.1.a Domestic partner.

13.C.1.b Grandchildren; and

13.C.1.c Grandparents;

13.C.1.d Sister-in-law/brother-in-law;

13.C.1.e Daughter-in-law/son-in-law;

13.C.1.f Mother-in-law/father-in-law;

13.C.1.g Siblings;

13.C.1.h Children;

13.C.1.i Spouse;

13.C.1.j Stepbrother/stepsister;

13.C.1.k Stepchildren (including stepchildren of a domestic partner);

13.C.1.l Stepparents;

13.C.1.m Mother and father;

13.C.2 At the sole discretion of the Chief Pilot, Bereavement Leave may be extended past four (4) consecutive Calendar Days to a maximum of seven (7) consecutive Calendar Days and/or may be granted in extraordinary circumstances for persons other than the Pilot's immediate family.

13.C.3 Longevity: shall accrue for the duration of the leave.

13.C.4 Sick Leave accrual: shall accrue for the duration of the leave.

13.C.5 Sick Leave retention: for the duration of the leave.

13.C.6 Vacation accrual: shall accrue for the duration of the leave.

13.C.7 Vacation retention: for the duration of the leave.

13.C.8 Group health insurance: The Pilot shall pay the employee contribution, and the Company shall pay the employer contribution to the health insurance plan for the duration of the leave.

13.C.9 Pass Benefits: the Pilot retains the same pass benefits as an active Pilot.

13.C.10 The Pilot does not have the option to be paid from accrued sick leave.

13.C.11 If the leave is extended beyond the four (4) consecutive Calendar Days, such additional days shall be unpaid unless the Pilot opts to be paid from Accrued or Earned Vacation.

13.D COMPANY-OFFERED LEAVE OF ABSENCE ("COLA")

13.D.1 Unpaid leaves of absence may be offered to Pilots at the discretion of the Company and shall generally be offered in increments of single Monthly Bid Periods. Pilots shall submit their requests for a COLA in writing to Crew Planning prior to the deadline that shall be specified in the COLA bid. These unpaid leaves will be granted in seniority order and shall be posted online no later than the close of the next business day.

13.D.2 A Pilot that is in their Late Grace Month for any training shall be required to attend recurrent training during the leave and shall be paid for such training in accordance with Section 3.

13.D.2.a Longevity: shall accrue for the duration of the leave.

13.D.2.b Sick Leave accrual: for the duration of the leave.

13.D.2.c Sick Leave retention: for the duration of the leave.

13.D.2.d Vacation accrual: for the duration of the leave.

13.D.2.e Vacation retention: for the duration of the leave.

13.D.2.f Group health insurance: the Pilot shall pay the employee contribution and the Company shall pay the employer contribution to the health insurance plan for the duration of the leave.

13.D.3 Pass Benefits: the Pilot retains the same pass benefits as an active Pilot.

13.D.4 The Pilot does not have the option to be paid from accrued sick leave.

13.D.5 The Pilot does not have the option to be paid from Accrued or Earned Vacation.

13.E EMERGENCY LEAVE OF ABSENCE

- 13.E.1 The Company shall grant an Emergency Leave of Absence in cases of serious emergencies. Examples include, but are not limited to, fires, floods, etc. affecting a Pilot's household, or a serious accident or incident involving a Pilot's family member. The Company shall retain the authority to limit the number of such leaves granted during a given time period so as to avoid interruption to its operations. The Company shall retain the authority to approve or deny Emergency Leaves of Absence for FAA suspensions.
- 13.E.2 Emergency Leaves of Absence shall be granted for periods of up to seven (7) consecutive Calendar Days. The Company, at its discretion, may grant longer periods of leave where appropriate.
- 13.E.3 Longevity: shall accrue for the duration of the leave.
- 13.E.4 Sick Leave accrual: only for the first thirty (30) days of the leave.
- 13.E.5 Sick Leave retention: for the duration of the leave.
- 13.E.6 Vacation accrual: only for the first thirty (30) days of the leave.
- 13.E.7 Vacation retention: for the duration of the leave, except for any vacation used to pay for the leave.
- 13.E.8 Group health insurance: the Pilot shall pay the employee contribution and the Company shall pay the employer contribution to the health insurance plan for the duration of the leave.
- 13.E.9 Pass Benefits: Pilot retains the same pass benefits as an active Pilot.
- 13.E.10 The Pilot does not have the option to be paid from accrued sick leave.
- 13.E.11 This leave shall be unpaid unless the Pilot opts to be paid from Accrued or Earned Vacation.

13.F FAMILY AND MEDICAL LEAVE OF ABSENCE ("FMLA")

- 13.F.1 A Pilot may request, and the Company shall grant, a family leave of absence in accordance with the Family and Medical Leave Act of 1993.
- 13.F.2 Longevity: shall accrue for the duration of the leave.
- 13.F.3 Sick Leave accrual: only for the portion of the leave that is paid by the Company.
- 13.F.4 Sick Leave retention: for the duration of the leave.
- 13.F.5 Vacation accrual: only for the portion of the leave that is paid by the Company.
- 13.F.6 Vacation retention: for the duration of the leave.
- 13.F.7 Group health insurance: the Pilot shall pay the employee contribution and the Company shall pay the employer contribution to the health insurance plan for the duration of the leave.
- 13.F.8 Pass Benefits: Pilot retains the same pass benefits as an active Pilot.
- 13.F.9 The Pilot has the option to be paid from accrued sick leave.
- 13.F.10 The Pilot has the option to be paid from Accrued or Earned Vacation.
- 13.F.11 Return to work:
 - 13.F.11.a Prior to returning to work from FMLA for a Pilot's own illness or injury, the Company may require a Pilot to first present a reasonably sufficient report from the Pilot's healthcare provider certifying the Pilot's fitness to return to work.
 - 13.F.11.b For monthly bid purposes, a Pilot shall be eligible to bid in accordance with [Section 25.F](#). In order to determine eligibility to bid after a Family Medical Leave for the purpose of the Pilot's own illness or injury, the Company may require a doctors's certification from the Pilot's healthcare provider certifying the Pilot's probable return to work date.

13.G JURY DUTY/WITNESS LEAVE OF ABSENCE

- 13.G.1 Pilots shall be paid in accordance with [Section 3](#) for any assignments dropped when required to sit on jury duty or when required to serve as a witness in specific cases listed below. The Pilot will remit to the Company any compensation received for the jury duty.
- 13.G.2 Witness duty shall be pay protected when appearance is at the request of the Company or when such appearance, in response to a subpoena, is directly related to Company business or as a witness in litigation brought by the federal, state, or local government, provided such litigation is not brought by or on behalf of the Pilot.
- 13.G.3 The Pilot shall be removed from the least amount of flying possible in order for the Pilot to actually serve on a jury or as a witness in accordance with this Section. If a Pilot is given a notice regarding multiple-day jury or witness duty, the Pilot shall notify Crew Scheduling if he is released from jury/witness duty earlier than expected and shall return to work in accordance with [Section 14.D](#). However, the Pilot shall be pay credited for the greater of the Pay Credit dropped or the Pay Credit earned.
- 13.G.4 Longevity: shall accrue for the duration of the leave.
- 13.G.5 Sick Leave accrual: for the duration of the leave.
- 13.G.6 Sick Leave retention: for the duration of the leave.
- 13.G.7 Vacation accrual: for the duration of the leave.
- 13.G.8 Vacation retention: for the duration of the leave.
- 13.G.9 Group health insurance: the Pilot shall pay the employee contribution and the Company shall pay the employer contribution to the health insurance plan for the duration of the leave.
- 13.G.10 Pass Benefits: Pilot retains the same pass benefits as an active Pilot.
- 13.G.11 The Pilot does not have the option to be paid from accrued sick leave.
- 13.G.12 The Pilot does not have the option to be paid from Accrued or Earned Vacation.

13.H MATERNITY LEAVE OF ABSENCE

- 13.H.1 A Pilot will notify her Chief Pilot that she is pregnant when she enters her thirteenth (13th) week of pregnancy or within two (2) weeks of learning of her pregnancy, whichever occurs later, and will also advise the Chief Pilot of the expected due date.
- 13.H.2 Upon determination by a pregnant Pilot's physician that she is no longer able to fly, the Pilot will request a Medical Leave of Absence, which will run concurrently with FMLA, if FMLA is available.
- 13.H.3 Maternity Leave shall be granted until the pregnancy ends, and thereafter for a period not to exceed one hundred eighty (180) days after the duration of the pregnancy. This may be extended by the Company for extraordinary circumstances.
- 13.H.4 Maternity Leave shall be used concurrently with FMLA.
- 13.H.5 Longevity: shall accrue for the duration of the leave.
- 13.H.6 Sick Leave accrual: only for the portion of the leave that is paid by the Company.
- 13.H.7 Sick Leave retention: for the duration of the leave.
- 13.H.8 Vacation accrual: only for the portion of the leave that is paid by the Company.
- 13.H.9 Vacation retention: for the duration of the leave.
- 13.H.10 Group health insurance: for the portion of the leave that is paid, if any, the Pilot shall pay the employee contribution, and the Company shall pay the employer contribution to the health insurance plan. Thereafter, the Pilot may continue coverage by paying both the employee and employer contribution.

- 13.H.11 Pass Benefits: Pilot retains the same pass benefits as an active Pilot.
- 13.H.12 The Pilot has the option to be paid from accrued sick leave.
- 13.H.13 The Pilot has the option to be paid from Accrued or Earned Vacation.
- 13.H.14 Return to work:
 - 13.H.14.a When a Pilot is no longer pregnant, she shall notify the Chief Pilot's office, in writing, within fourteen (14) days. This written notification shall include her expected date of return to work. If a Pilot is unable to return to Active Service within one hundred eighty (180) days after the pregnancy ends because of a certified medical incapacitation, she shall be entitled to receive a Medical Leave of Absence under the provisions of this Section
 - 13.H.14.b For monthly bid purposes, a Pilot shall be eligible to bid in accordance with **Section 25**.
 - 13.H.14.c When a Pilot returns from a Maternity Leave and requires training, the Pilot shall be paid in accordance with the following:
 - 13.H.14.c.i Starting with the day the Pilot begins training, she shall be paid in accordance with **Section 3**.
 - 13.H.14.c.ii If the Pilot does not begin training within forty-five (45) days of her return from leave, beginning on the forty-sixth (46th) day, the Pilot shall be paid an amount equal to seventy-five (75) Pay Credits per month at the Pilot's rate. This amount shall be prorated per day based on a thirty (30) day month.
- 13.H.15 The Company will comply with all federal and state laws regarding parental leave and/or any related requests for accommodation.

13.I MEDICAL LEAVE OF ABSENCE

- 13.I.1 A Pilot who is unable to fly due to illness or injury and does not qualify for FMLA (or has exhausted FMLA) shall be granted a Medical Leave of Absence by the Company.
- 13.I.2 The Company may require a Pilot who requests a Medical Leave of Absence to first present a reasonably sufficient report from the Pilot's healthcare provider certifying the Pilot's need for Medical Leave.
- 13.I.3 A Medical Leave of Absence shall not exceed a total continuous period of ten (10) years. Upon the expiration of the ten (10) years, the Pilot shall be removed from the Seniority List.
- 13.I.4 Longevity: shall accrue for the duration of the leave.
- 13.I.5 Sick Leave accrual: only for the portion of the leave that is paid by the Company.
- 13.I.6 Sick Leave retention: for the duration of the leave.
- 13.I.7 Vacation accrual: only for the portion of the leave that is paid by the Company.
- 13.I.8 Vacation retention: for the duration of the leave.
- 13.I.9 Group health insurance: for the portion of the leave that is paid from the Pilot's sick and/or vacation bank, if any, the Pilot shall pay the employee contribution, and the Company shall pay the employer contribution to the health insurance plan. Thereafter, the Pilot may continue coverage by paying both the employee and employer contribution.
- 13.I.10 Pass Benefits: the Pilot retains the same pass benefits as an active Pilot.
- 13.I.11 The Pilot must use any accrued sick leave to bridge the waiting period until the start of his Long-Term Disability benefit.
- 13.I.12 The Pilot has the option to be paid from Accrued or Earned Vacation.

- 13.I.13 Prior to returning to work from a Medical Leave of Absence, the Company may require a Pilot to first present a reasonably sufficient report from the Pilot's health care provider certifying the Pilot's fitness to return to work.
- 13.I.14 A Pilot on a Medical Leave of Absence may, at the Company's option, be employed by the Company in a capacity other than as a Pilot. In his capacity other than as a Pilot, he shall not be covered by the terms of this Agreement and shall be subject to the terms of employment for that other position.
- 13.I.15 Return to work:
- 13.I.15.a For monthly bid purposes, a Pilot shall be eligible to bid in accordance with [Section 25.F](#). In order to determine eligibility to bid after a Medical Leave for the Purpose of the Pilot's own illness or injury, the Company may require a doctor's certification from the Pilot's healthcare provider certifying the Pilot's probable return to work.
- 13.I.15.b When a Pilot returns from a Medical Leave and requires training, the Pilot shall be paid in accordance with the following:
- 13.I.15.b.i Starting with the day the Pilot begins training, he shall be paid in accordance with [Sections 3.N.](#) and [4.A.](#)
- 13.I.15.b.ii If the Pilot does not begin training within forty-five (45) days of his return from leave, beginning on the forty-sixth (46th) day, the Pilot shall be paid an amount equal to seventy-five (75) Pay Credits per month at the Pilot's rate. This amount shall be prorated per day based on a thirty (30) day month.

13.J MILITARY LEAVE OF ABSENCE

- 13.J.1 The Company shall provide leaves for military service in accordance with applicable law.
- 13.J.2 A Pilot shall be granted Military Leave without pay. The Pilot shall notify the Company of the date(s) of the anticipated leave as soon as known to the Pilot. Whenever possible, such notice shall be in writing to the Chief Pilot's office and shall include a copy of the relevant military orders directing the military duty. In the event of a verbal request, the individual Reserve/Guard member shall bear the responsibility for any confusion.
- 13.J.3 Longevity: shall accrue for the duration of the leave.
- 13.J.4 Sick Leave accrual: only for the first twelve (12) weeks of leave.
- 13.J.5 Sick Leave retention: for the duration of the leave.
- 13.J.6 Vacation accrual: only for the first twelve (12) weeks of leave.
- 13.J.7 Vacation retention: for the duration of the leave.
- 13.J.8 Group health insurance: for the first six (6) months of leave the Pilot shall pay the employee contribution, and the Company shall pay the employer contribution to the health insurance plan. Thereafter, the Pilot may continue coverage by paying both the employee and employer contribution.
- 13.J.9 Pass Benefits: Pilot retains the same pass benefits as an active Pilot.
- 13.J.10 A Pilot on Military Leave may use Accrued or Earned Vacation for pay in accordance with the following formula rounded to the nearest whole day: $7/5 \times \text{Scheduled work days taken for Military Leave} = \text{vacation charged}$. For example: A Pilot on Military Leave for five (5) scheduled workdays may, at their option, be charged seven (7) vacation days for pay.
- 13.J.11 The Pilot does not have the option to be paid from accrued sick leave.
- 13.J.12 Return to work and eligibility for Vacancies or Displacements that occurred during the leave shall be subject to federal law.

13.K PERSONAL LEAVE OF ABSENCE

- 13.K.1 A Pilot, upon written consent of the Chief Pilot, may be granted an unpaid Personal Leave of Absence. If a Personal Leave of Absence is granted, the Company and the Pilot shall agree in writing to the terms of the leave to include, but not be limited to, a scheduled return date, pay during and before requalification if necessary, early return and/or recall from leave, etc. A Pilot on a Personal Leave of Absence shall be allowed to modify the leave to take advantage of the provisions of [Paragraph A.2.](#), above.
- 13.K.2 Longevity: shall accrue for the duration of the leave.
- 13.K.3 Sick Leave accrual: only for the first thirty (30) days of the leave.
- 13.K.4 Sick Leave retention: for the duration of the leave.
- 13.K.5 Vacation accrual: only for the first thirty (30) days of the leave.
- 13.K.6 Vacation retention: for the duration of the leave.
- 13.K.7 Group health insurance: if the Pilot wants to continue Group health insurance coverage, the Pilot shall pay the employee and employer contribution to the health insurance plan.
- 13.K.8 Pass Benefits: with Chief Pilot approval.
- 13.K.9 The Pilot does not have the option to be paid from accrued sick leave.
- 13.K.10 The Pilot does not have the option to be paid from Accrued or Earned Vacation.

13.L VOLUNTARY LONG-TERM LEAVE OF ABSENCE ("VLOA")

- 13.L.1 Unpaid VLOAs may be offered by the Company to active Pilots with the goal of reducing necessary furloughs.
- 13.L.2 The length of the VLOA, number of VLOAs to be awarded in each Position, and minimum longevity to be eligible for the VLOA shall be determined by the Company.
- 13.L.3 VLOA Posting
- 13.L.3.a VLOAs shall be posted electronically and sent to the ALPA MEC Chairman not less than ten (10) days prior to closing.
- 13.L.3.b The Company will specify the method(s) that Pilots may use to submit a bid to be considered for an offered VLOA in each specific VLOA bid posting.
- 13.L.4 VLOA Closing
- 13.L.4.a VLOAs shall be awarded by Position in seniority order.
- 13.L.4.b The results of each VLOA award shall be posted electronically no later than twenty-four (24) hours after the VLOA bid closes.
- 13.L.4.c Once awarded, the Pilot may not withdraw from the VLOA unless the number of Pilots who bid for a particular VLOA is greater than the number of VLOAs offered and one of the Pilots who was not originally awarded a particular VLOA accepts the VLOA in place of the original awardee, and does so prior to the date on which the expected bid list is generated for the following Monthly Bid Period.
- 13.L.5 Protest Period
- A Pilot shall have seventy-two (72) hours from the close of the VLOA bid to protest the VLOA bid award.
- 13.L.6 Benefits During VLOA
- 13.L.6.a Longevity: shall accrue for the duration of the leave.

- 13.L.6.b Sick Leave accrual: does not accrue.
- 13.L.6.c Sick Leave retention: for the duration of the leave.
- 13.L.6.d Vacation accrual: does not accrue.
- 13.L.6.e Vacation retention: for the duration of the leave.
- 13.L.6.f Group health insurance (limited to medical, dental, and vision): for the first six (6) months of VLOA, the Pilot shall pay the employee contribution (in the same amount paid by an active employee with the same coverage) and the Company shall pay the employer contribution to the health insurance plan. Thereafter, for up to a maximum additional period of 18 months, the Pilot may elect to continue coverage by paying both the employee and employer contribution. In order for the Pilot to receive group health insurance coverage on a VLOA, the Company may require automatic deduction from the employee's bank account of the employee's applicable payment amount(s) and payment of a reasonable administrative fee, not to exceed \$10.00, required for the Company to establish and maintain the automatic account deduction.
- 13.L.6.g Pass Benefits remain in place, except that pass privileges on other airlines (OAL) will be subject to any restrictions applicable to inactive employees under the respective reciprocal agreements between Frontier and OAL.
- 13.L.6.h The Pilot does not have the option to be paid from accrued sick leave.
- 13.L.6.i The Pilot does not have the option to be paid from Accrued or Earned Vacation.
- 13.L.7 VLOA Period
 - 13.L.7.a Offered VLOAs shall specify an initial duration for the VLOA ("VLOA Period") (e.g., one (1) year, eighteen (18) months, five (5) years, etc.).
 - 13.L.7.b During the awarded VLOA Period:
 - 13.L.7.b.i The Pilot may return from the VLOA when the Company posts a Vacancy or Realignment Notice that includes more vacancies than reductions.
 - 13.L.7.b.ii The Pilot may not be forced to return from the VLOA prior to the expiration of the VLOA period.
 - 13.L.7.c After the specified VLOA Period:
 - 13.L.7.c.i The Pilot may return from the VLOA when the Company posts a Vacancy or Realignment Notice that includes more vacancies than reductions.
 - 13.L.7.c.ii The Company may require a Pilot to return from the VLOA as further specified in **Paragraph L.8.**, below, or the Pilot may resign; and
 - 13.L.7.c.iii The VLOA Period will be extended automatically for a period of six (6) months if at the time the VLOA Period expires the Company cannot provide the Pilot with a date-certain for the Pilot's return from VLOA. During a VLOA Period extension the Pilot may not be required to return from the VLOA.
- 13.L.8 Return from VLOA
 - 13.L.8.a The Pilot's ability to return from a VLOA, during or after the VLOA Period, is subject to the Company's staffing needs.
 - 13.L.8.b Voluntary return from VLOA:

13.L.8.b.i Vacancies shall be awarded in accordance with [Section 24](#).

13.L.8.b.ii In order to return from VLOA (whether during or after the VLOA Period), a Pilot will advise the Chief Pilot of his intention to return and he will update his Master Bid Form.

13.L.8.c Required Return from VLOA:

After all Pilots have been recalled from furlough in accordance with [Section 23](#), the Company may recall Pilots from any VLOA whose VLOA Period (or an extension of the VLOA Period as specified in Paragraph L.7.c.iii., above) has expired. Pilots shall be involuntarily recalled from VLOA (after voluntary recall through the [Section 24](#) Vacancy award process has been completed) in inverse order of seniority. A recall notice shall be sent via certified mail to their last known address and to the Association. The Company must receive, within ten (10) business days of the recall notice date, the Pilot's written notice of intent to return to Active Service. The Company may extend the period of time for a return to Active Service. A notified Pilot must return to Active Service on the date indicated by the Company or be removed from the Seniority List.

13.L.9 Pilots on VLOA shall be converted to furlough status if subject to furlough in accordance with [Section 23](#).

13.L.10 A Pilot on a VLOA is responsible for:

13.L.10.a Providing the Company and the Association with current contact information; and

13.L.10.b Monitoring online [Section 24](#) postings in order to be able to submit a Master Bid for vacancies.

14.A GENERAL

- 14.A.1 Sick leave is a form of insurance that accrues in an account to protect the Pilot and his income in the event of an unexpected non-work-related illness, injury, accident or prolonged medical condition that prevents him from working.



See Appendix for details of grievance settlement

- 14.A.1.a Sick leave may not be used for planned doctor, dentist, or preventative care appointments. However, sick leave may be used for an initial doctor or dentist appointment that is the result of an unexpected illness or injury. Scheduled follow-up visits may not be covered with sick leave.

- 14.A.1.b Sick leave may be used to care for an immediate family member, including:

- Spouse
- Domestic partner
- Children (including children of a domestic partner)
- Stepchildren (including children of a spouse or domestic partner)
- Daughter/son-in-law (including child's spouse or domestic partner)
- Parents
- Stepparents
- Mother/father-in-law (including parents of a domestic partner)
- Siblings
- Stepbrother/sister
- Sister/brother-in-law (including siblings of a domestic partner)
- Grandparents (does not include grandparent-in-law)
- Grandchildren

- 14.A.2 The Company shall be responsible for maintaining an accurate record of sick leave credit and payments. If a Pilot has a reasonable belief that the Company's sick leave credit bank and sick leave payments for the Pilot are inaccurate, and that belief is supported by documentation, upon written request to Pilot payroll, the Company shall audit the Pilot's sick leave credit bank and payments. The Pilot shall supply the Company with all documentation supporting the audit request at the time of the written request. The Company will provide its findings in an itemized accounting to the Pilot within forty-five (45) days or as soon as practical. The accounting shall indicate the specific dates upon which sick leave was credited to and/or paid from the Pilot's sick bank.

- 14.A.3 A Pilot's paycheck shall reflect an accurate updated accounting of sick leave. However, due to limitations in the current payroll system, sick leave balances on the pay stub issued on the 5th of the month may not accurately show sick makeup days. A Pilot shall remain able to view an accurate updated accounting of sick leave in Ultipro or a successor system.

- 14.A.4 Nothing in this Agreement shall prevent the Company, at its discretion, from granting additional sick leave or assistance to any Pilot on an individual basis. This additional sick leave shall not constitute a precedent requiring sick leave or assistance in any other case.

14.B SICK LEAVE ACCRUAL/CREDIT

- 14.B.1 A Pilot shall accrue sick leave at the rate of one (1) day for each month of employment except as otherwise defined in [Section 13](#).
- 14.B.2 Sick leave shall be accrued and retained while on a Leave of Absence in accordance with [Section 13](#).
- 14.B.3 A Pilot's sick leave bank shall not exceed one hundred twenty (120) days of sick leave.
- 14.B.4 A Pilot may replenish their sick leave bank by picking up Open Time or time from the Premium Add Folder.
 - 14.B.4.a If a Pilot wishes to replenish their sick leave bank, they must do so within the next two (2) full Monthly Bid Periods of using such sick leave.
 - 14.B.4.b A Pilot may not accrue extra or additional sick leave by picking up Open Time.
 - 14.B.4.c When the Pilot picks up Open Time to replenish their bank, they must specify to Pilot payroll (via email to Pilotpay@flyfrontier.com or other mutually agreeable electronic means) the date(s) they were sick by the end of the Monthly Bid Period in which the Pilot added Pay Credit from either Open Time or the Premium Add Folder. If a Pilot is adding more than one (1) Sequence to make up the credit associated with a sick day, the Pilot must Add the Sequences in the same Monthly Bid Period.
 - 14.B.4.d Sick days must be flown back on a one-for-one credit hour basis. For purposes of this Paragraph, a Reserve Pilot who wishes to replenish his sick bank for a sick call that occurred on a Reserve Day must credit four (4) hours for each sick day used.
 - 14.B.4.e When a Pilot replenishes their sick bank by adding Pay Credit, any Pay Credit in excess of the value of the Duty Period for which the Pilot called in sick will be added to the Pilot's monthly credit hours.
 - 14.B.4.f If Trip Rig is lost by a Pilot returning to work, he shall only be required to fly back the equivalent Pay Credit applied to his sick Days.

Example 1: A Pilot calls in sick for a 2-day, 2-Duty Period Sequence (with no trip rig) that totals 12 credit hours. The Pilot's sick bank is reduced by 2 sick days. If the Pilot wants to fly back those 2 days, the Pilot must pick up 12 credit hours of Open Time or time from the Premium Add Folder.

Example 2: A Pilot calls in sick for a 4-day, 3-Duty Period Sequence (with no trip rig) worth 15 credit hours (with 5 hours of credit for each Duty Period). The Pilot's sick bank is reduced by 3 sick days. If the Pilot wants to fly back one of the 3 days, the Pilot must pick up 5 credit hours of Open Time or time from the Premium Add Folder.

Example 3: A Pilot calls in sick for a 1-day, 1-Duty Period Sequence (with no trip rig) worth 6 credit hours. The Pilot's sick bank is reduced by 1 sick day. If the Pilot wants to fly back that 1 day, the Pilot must pick up 6 credit hours of Open Time or time from the Premium Add Folder. If the Pilot picks up a 1-day trip worth 8 credit hours, the Pilot's sick bank will be restored by 1 day, and the Pilot will receive the additional 2 credit hours as Pay Credit. If the Pilot has credited over 82 hours for the month, the additional 2 hours would be included in the Pilot's Monthly Credit Override Pay calculation for the month.

Example 4: A Pilot calls in sick for a 4-day, 3-Duty Period Sequence worth 18 credit hours based on the trip rig. The Pilot's sick bank is reduced by 3 sick days. If the Pilot wants to fly back 1 of the 3 days, the Pilot must pick up 6 hours of Open Time or time from the Premium Add Folder (18 hours divided by 3 duty periods).
 - 14.B.4.g A Pilot shall be charged for one (1) day of sick leave for each scheduled Duty Period missed. A scheduled Duty Period that is split by a sick call shall be charged in half day increments.
 - 14.B.4.h A Pilot may elect to use Accrued Vacation when their sick leave bank is exhausted.

14.B.4.i A Pilot shall use accrued sick leave then Accrued Vacation before going on a Medical Leave of Absence.

14.B.4.j A Pilot projected to be on extended sick leave for an entire Monthly Bid Period shall be charged fifteen (15) sick days for that Monthly Bid Period and shall not bid.

14.B.4.k A Pilot scheduled for vacation while they are on sick leave for an entire Monthly Bid Period shall be allowed to bid for another available vacation period, or be charged sick days in accordance with the following formula rounded to the nearest whole number:

$$15 - (5/7 \times \text{Scheduled vacation days in that Monthly Bid Period}) = \text{Sick days charged}$$

Example: A Pilot with 4 vacation days scheduled in a Monthly Bid Period shall be charged 12 days of sick leave when the Pilot is sick for that entire Monthly Bid Period. $15 - (5/7 \times 4) = 12$.

14.C NOTIFICATION

14.C.1 A Pilot must advise Crew Scheduling as soon as they are aware of an injury or illness that would make them unable to perform flight duties to allow the Company to contact another Pilot. If a Reserve Pilot waits until called out for a Reserve assignment to notify Crew Scheduling of such illness or injury, that Pilot may be called in for disciplinary counseling.

14.C.2 A Pilot on extended sick leave (greater than one (1) week) shall contact the Chief Pilot's office to advise them of the expected duration of sick leave.

14.D RETURN TO WORK

14.D.1 A Pilot calling in for sick leave shall notify Crew Scheduling. Unless otherwise specified by the Pilot as provided for in **Paragraph D.2.**, below, the Pilot will be expected to report for his next scheduled/awarded assignment or Sequence.

14.D.2 A Pilot may specify a leg that passes through his Domicile (unless otherwise mutually agreed between Crew Scheduling and the Pilot) to rejoin his Sequence. A Pilot may only exercise this option once per Sequence.

14.D.3 When available to return to work, a Pilot holding a line of time (other than a Reserve Line) shall be returned to work in accordance with the following priority order:

14.D.3.a If the Pilot's originally assigned Sequence was assigned to a Reserve Pilot and it passes through the Pilot's Domicile on the Day he intends to return to work, the Pilot shall resume their originally assigned Sequence the next time it passes through the Pilot's Domicile; or

14.D.3.b If a Pilot is unable to return to work in accordance with **Paragraph 14.D.3.a.** above, he may pick up Open Time as provided for in **Section 25.O.** or time from the Premium Add Folder, via the Electronic Bid System. The Pilot shall be Pay Credited for the Open Time or Premium Add Folder time instead of the originally assigned Sequence; or

14.D.3.c If there is no Open Time or time in the Premium Add Folder available, a Pilot shall be assigned to an RDP that most closely matches the end of the original scheduled Duty Period (or other RDP by mutual agreement between Crew Scheduling and the Pilot) for the scheduled workday. The Pilot shall be Pay Credited for the greater of four (4) hours per RDP or the credit value of any assigned Sequence.

14.D.4 The Company retains the right to request that a Pilot who is absent due to illness or injury furnish the Company with a physician's certificate, describing the medical condition that resulted in the Pilot's absence. This request shall only be made when there is a reasonable basis to question the Pilot's absence.

- 15.A The medical standards required of a Pilot shall be the standards established by the FAA, including its waiver and special issuance policies and statement of demonstrated ability.
- 15.B If between regularly required FAA physical examinations the Company has reasonable cause to believe that a Pilot does not meet the above standards, or is unable to perform his or her duties, the Company may require a Pilot to submit to an additional medical examination from a medical doctor the Company chooses; provided that, it provides written notice to the Pilot specifying the basis for such "reasonable cause." If such additional exam is required, the Pilot will:
- 15.B.1 Receive a copy of the examination report, all tests, x-rays, imaging, other documentation, and all other information relied upon by the examining medical doctor;
 - 15.B.2 Be reimbursed for all costs and expenses related to the additional medical exam including the cost of the exam, tests, imaging, and travel and hotel accommodations, if necessary; and
 - 15.B.3 If air transportation is required to attend the exam, be provided positive space passes to and from the location of the examination.
- 15.C A Pilot may be held out of service until the results of the Company's medical examination are known and will be pay protected for the value of his line for the remainder of the Monthly Bid Period and/or, if held out of service for a full Monthly Bid Period, receive the Monthly Pay Guarantee.
- 15.D A Pilot who fails to pass the Company-required examination may have a review of the case in the following manner:
- 15.D.1 The Pilot may employ a qualified medical examiner of his own choosing and at his own expense for the purpose of conducting a physical examination and/or tests for the same purpose as the medical exam required by the Company.
 - 15.D.2 A copy of the findings of the Pilot's medical examiner shall be furnished to the Company. In the event that such findings confirm the findings of the Company medical examiner, the pay, benefits (use of sick leave and disability, for example) and disposition of the Pilot will be governed by other provisions of this Agreement. No further medical review shall be afforded under this Agreement.
 - 15.D.3 If the Company's medical examiner and the Pilot's medical examiner disagree on the Pilot's qualification to meet the standards established by the FAA, at the written request of the Pilot, the Company will ask the two medical examiners to agree upon and appoint a third qualified and neutral medical examiner, preferably a specialist, for the purpose of conducting a further physical examination of the Pilot.
 - 15.D.4 The three (3) medical examiners shall constitute a board of three (3) and a majority opinion of the board shall be sufficient to decide whether the Pilot meets the medical standards required by the FAA.
 - 15.D.5 The expense of employing the disinterested medical examiner shall be borne one-half by the Pilot and one-half by the Company. Copies of such medical examiner's report shall be furnished to the Company and to the Pilot.
 - 15.D.6 If the board finds that the Pilot meets the medical standards required by the FAA, the Pilot will be returned to active flight status and may use their seniority to return to any Position that he or she could hold. The Pilot will be made whole for pay and benefits lost by being paid retroactively, and any sick leave used due to the failure to pass the Company-required medical examination will be restored by crediting it back to the Pilot's sick leave bank.
 - 15.D.7 Medical records and other information obtained as a result of a Company-required medical examination, or subsequent examinations pursuant to the process referred to above, shall be treated as privileged and confidential, and limited to the medical examiners involved in this process. No information, documents, or records shall be disseminated to any other individual, agency, or entity without the written consent of the Pilot. When required by court order or other legal requirement to release information, the Pilot shall be notified of such request or demand.
- 15.E In the event a Pilot is unable to hold a first class medical certificate but is able to hold a second-class medical certificate and has returned from a leave of absence related to the medical condition, the Pilot may return to work and serve as a First Officer if permitted by both FAA regulations and the FOM.

The Company shall provide Workers' Compensation benefits for occupational-related illness or injury for all Pilots as follows:

- 16.A A Pilot who has submitted a Workers' Compensation claim that has been deemed eligible for compensation shall not be paid less than the amount prescribed by the applicable Workers' Compensation regulations, beginning with the date of the occupational-related illness or injury and continuing for the period prescribed by the applicable Workers' Compensation regulations.
- 16.B For the entire period during which a Pilot is eligible for Workers' Compensation benefits in accordance with **Paragraph A.**, above, the following shall apply:
 - 16.B.1 The Pilot shall continue to hold his Position in accordance with **Section 24** and the Master Bid on file at the time of the occupational-related illness or injury, without regard to their inability to perform duty in such Position.
 - 16.B.1.a The Pilot's Master Bid at the start of the occupational illness or injury shall be controlling for the period of time that the Pilot is entitled to Workers' Compensation pay. The Pilot's pay shall be based on the Position the Pilot would have held had the Pilot not suffered an occupational illness or injury.
 - 16.B.1.b A Pilot who provides fourteen (14) days' notice of their availability to return to work will be placed in the next available training class, if training is necessary, following the date of the notice and shall be placed on active pay status no later than forty-five (45) days from the date of the notice of return, regardless of whether the Pilot has commenced training (provided the Pilot maintains communication with and timely responds to the Company following the notice of the Pilot's intent to return to work). If no training is necessary, the Pilot will be placed on active pay status no later than the 15th day following the notice of return.
 - 16.B.2 For all purposes under this Agreement, a Pilot receiving Workers' Compensation benefits shall be considered to be in Active Service.
- 16.C When the Pilot is able to return to work as a Pilot, the Pilot shall be paid at the rate they would have been paid had an occupational illness or injury not occurred.
- 16.D A Pilot may use any of their accrued sick leave and/or vacation to supplement Workers' Compensation benefits up to the equivalent of their Monthly Pay Guarantee.
- 16.E A Pilot with a vacation period awarded during the period the Pilot is on Workers' Compensation shall have the option to be paid for the entire vacation or re-bid the entire vacation from open vacation periods.
- 16.F The Company may require a Pilot to perform modified duty, as defined by state law, while not able to work as a Pilot. While on modified duty, the Pilot shall be paid the Monthly Pay Guarantee he would have been paid had he not suffered an occupational illness or injury.

17 MISSING, INTERNMENT, PRISONER OF WAR, HOSTAGE, OR HIJACKING BENEFITS

- 17.A Any Pilot who, while performing duties for the Company, is missing, interned, captured, or held as a prisoner or hostage ("Captivity") shall have all compensation and benefits continued without interruption to his dependents for the period of time defined in **Paragraph C.** of this Section.
- 17.B Any Pilot subject to Captivity shall continue to accrue seniority and Longevity.
- 17.C A Pilot shall be eligible for the benefits specified in this Section without interruption for a maximum period of eighteen (18) months. The benefits specified in this Section shall be terminated at the earlier of the time the Pilot is released (if hostage, prisoner of war, or hijacked) or the time when proof of death is established. After proof of death is established, the Company shall pay, or cause to be paid, any benefits as provided for in this Agreement.
- 17.D For the entire period during which a Pilot is eligible for the benefits specified in this Section, the following shall apply:
- 17.D.1 The Pilot shall continue to hold his Position in accordance with **Section 24** and the Master Bid on file at the time of the Captivity.
 - 17.D.2 For purposes of pay under this Section, the Pilot's Master Bid at the time of the Captivity shall be controlling for the period of time that the Pilot is entitled to benefits under this Section. This pay shall be based on the Position the Pilot would have held had the Pilot not been subject to the Captivity.
 - 17.D.3 When the Pilot is able to return to work as a Pilot, he shall be placed in the next available training class necessary to qualify for the Position the Pilot would have been awarded without the Captivity.
- 17.E When the Pilot is able to return to work, he shall be paid at the rate he would have been paid had he not suffered the Captivity.
- 17.F Compensation allowable under this Section shall be disbursed by the Company as follows:
- 17.F.1 In the event that the Pilot does not complete written directions in accordance with this Section, any payments due to the Pilot under this Section shall be held by the Company in an interest-bearing account for the benefit of the Pilot at a savings institution of the Company's choice. If the Pilot is confirmed deceased, this account shall be paid to the legal representatives of the Pilot's estate.
 - 17.F.2 In the event that the Pilot completes written directions, the payments shall be made in accordance with those directions. Such directions shall be given to the Company using the following form, or in a form substantially similar to the following:

**Missing, Internment, Prisoner of War,
Hostage or Hijacking Benefits**

To: Frontier Airlines Pilot Payroll
From: _____
Date: _____

You are hereby directed to pay all monthly compensation allowable to me, and any other benefits stipulated in the Agreement, while missing, or resulting from death or any other condition which causes direct payment to be impossible, under Sections of the Agreement between the Company, and the Pilots in the service of the Company, as represented by the Association, then in effect as follows:

Name: _____
Address: _____

as long as living, and thereafter to:

Name: _____
Address: _____

as long as living, and thereafter to:

Name: _____
Address: _____

as long as living.

The balance, if any, and any amounts accruing after the death of all persons named in the above designations shall be held for me, or in the event of my death before receipt thereof, shall be paid to the legal representative of my estate.

The foregoing direction may be modified from time to time by letter addressed to the Company and signed by the undersigned, and any such modification shall become effective upon receipt of such letter by the Company.

Witness Name (print): _____
Witness Signature: _____

Pilot's Name (print): _____
Pilot's Signature: _____
Employee Number: _____

- 18.A All Pilots are required to wear the Company-approved uniform while on duty. While Deadheading, Pilots may wear the approved uniform or other attire consistent with the Company's non-rev travel policies. The uniform must be clean and neat at all times. The Pilot shall purchase at least one (1) tie, one (1) uniform jacket, one (1) pair of epaulets, two (2) pair of trousers, four (4) shirts, and the Pilot may, at the Pilot's option, purchase a uniform hat. If purchased from the Company, the uniforms shall be at cost. The Company shall provide the necessary insignia to each Pilot. The Company shall offer to the Pilot a payroll deduction plan at a minimum of twenty dollars (\$20.00) per pay period (up to a maximum due amount of one thousand dollars (\$1,000.00)) to assist the Pilot in the purchase of the uniform. Any balance owed to the Company from any purchases made on a payroll deduction basis shall be deducted from an employee's final paycheck upon termination of employment.
- 18.B The Company shall pay each Pilot a uniform maintenance fee of twenty dollars (\$20.00) per pay period to be used for care and replacement of the uniform.
- 18.C In the event a change is made to the uniform by the Company, the Company shall bear the initial cost of the uniform. Should the uniform change require a complete uniform, the Company shall provide to the Pilot the following: one (1) uniform jacket, one (1) hat, one (1) tie, one (1) pair of epaulets, two (2) pair of trousers, and four (4) shirts. Replacement of individual uniform items shall be the responsibility of the Pilot. Appropriate uniform shoes and socks shall be the responsibility of the Pilot.

19.A GENERAL

19.A.1 Probationary Pilots

The only provision of **Section 19** applicable to Probationary Pilots is **Paragraph C.**, below.

19.A.2 Association Representation

The Pilot shall be entitled to have an Association Representative present at any time a Pilot meets with a member of management where there exists the potential that such meeting may result in disciplinary action.

19.A.3 Delivery and Time Limit Compliance Dates for Notices and Decisions

19.A.3.a Delivery Methods. Notices or decisions required in this Section shall be delivered by:

19.A.3.a.i A traceable means with the U.S. Postal Service or a nationally recognized overnight delivery service (with a delivery option at least equal to standard U.S. Postal Service time) such as FedEx or UPS; or

19.A.3.a.ii Actual physical delivery with a written receipt for the delivery. Physical deliveries to the Association shall be signed for by the MEC Chairman or by an Association employee. Physical deliveries to the Company shall be signed for by the Vice President Flight Operations, a Director in Flight Operations, or a Labor Relations representative; or

19.A.3.a.iii Electronic mail with read receipt.

19.A.3.b Time Limit Compliance

If a notice or decision required in this Section is mailed (postmarked) or delivered to a nationally recognized overnight delivery service (receipt indicating when delivered to the carrier) or physically delivered (signed receipt) within the time limits established in this Section, the notice or decision time limit shall be considered met

19.A.3.c Time Limit Compliance

Any time requirement or deadline described in this Section may be extended by mutual consent of the Company and the Association.

19.A.4 Withholding a Pilot from Service

The Company may withhold a Pilot from service to the Company during any phase of investigation or discipline. The Pilot shall continue to receive all pay and benefits until the completion of the Company disciplinary hearing and subsequent decision by the Vice President of Flight Operations (or his designee) as described in this Section.

19.A.5 Exoneration of a Pilot

If at any time before, during, or after any disciplinary proceeding or investigation (to include the System Board of Adjustment or any arbitration) a Pilot is exonerated, the Pilot shall be reinstated without any loss of seniority or Longevity. The Pilot shall also be reimbursed for any lost pay (lost Pay Credit or for Monthly Pay Guarantee if the Pilot was not allowed to bid) and health and welfare benefits. Any and all records and/or references to the disciplinary proceeding and/or investigation shall be promptly removed from the Pilot's file.

19.A.6 Recording Devices

No recording devices or stenographic machines shall be used in any proceeding, meeting, phone conversation, interaction, etc. by any party without the knowledge of all parties involved.

19.A.7 Investigation, Hearing, and Just Cause

A Pilot shall not be disciplined, suspended and/or terminated from the Company without a prompt, fair, and impartial investigation and hearing(s) as described in this Section. No Pilot shall be disciplined or discharged without just cause.

19.B TIME LIMITS FOR COMPANY TO INITIATE DISCIPLINARY PROCEDURES

19.B.1 No Pilot will be subject to the commencement of discipline relating to any incident, violation, or occurrence unless the Company initiates the discipline process by giving notice of a hearing as prescribed in this Section:

19.B.1.a Within twelve (12) months of the incident or occurrence giving rise to the discipline; or

19.B.1.b Within three (3) years for serious offenses including cases of workplace violence, harassment as prohibited by state or federal law, fraud that results in substantial loss to the Company, or serious and intentional safety or security violations.

19.B.2 The Company shall have twenty-eight (28) days from the time the Company reasonably would have known about an incident, violation, or occurrence to take one of the following actions:

19.B.2.a Take no action against the Pilot with respect to the incident or violation;

19.B.2.b Counsel the Pilot verbally without maintaining a written record of such counseling; or

19.B.2.c Counsel the Pilot verbally or in writing and maintain a written record of such counseling in the Pilot's file (recordkeeping procedures described below shall be complied with in this case, and a written or documented verbal counseling record shall not be considered "discipline" in the sense that a formal hearing as required in this Section would be required prior to counseling a Pilot); or

19.B.2.d Notify the Pilot that a disciplinary hearing in accordance with this Section will be held by the Company based on the incident or violation.

19.B.3 The Company may consider the following in determining the level of discipline to be administered in a subsequent disciplinary case:

19.B.3.a a prior disciplinary proceeding against the Pilot that is still in the Pilot's file; and/or

19.B.3.b a prior written counseling record or other derogatory material that is still in the Pilot's file and has been acknowledged by the Pilot in accordance with the provisions of this Section.

19.C RECORDKEEPING

19.C.1 Unless the Company proceeds directly to a disciplinary hearing in accordance with **Paragraph B.2.d.**, above:

19.C.1.a No material relating to disciplinary proceedings, investigations, or other derogatory material may be placed in a Pilot's file (or otherwise used in a disciplinary case against a Pilot) until it has been initialed by the Pilot.

19.C.1.b In initialing the material, the Pilot is merely acknowledging receipt and is in no way admitting fault or attesting to the accuracy of said material.

19.C.1.c If a Pilot refuses to initial or fails to initial the material or documents as provided in this Section within two (2) weeks of notice from the Company, then the ALPA MEC Chairman will initial the material or document on the Pilot's behalf. So long as the Company provides proof that the Pilot has been sent notice of the materials or documents, the ALPA MEC Chairman may not refuse to initial the materials or documents at issue.

19.C.1.d The Pilot will receive a copy of any material relating to disciplinary proceedings or other derogatory material placed in the Pilot's file.

19.C.1.e Pilot's Response. A Pilot may respond in writing to any derogatory material placed in that Pilot's file. This response will be retained in the Pilot's file until such time that the material which prompted the response is removed.

19.C.2 If the Company proceeds directly to a disciplinary hearing in accordance with [Paragraph B.2.d.](#), above, material relating to the pending hearing that is placed in the Pilot's file will not need to be initialed by the Pilot but shall be provided to the Association prior to the hearing in accordance with the provisions of this Section.

19.C.3 File Cleanup

Upon request by the Pilot to the Chief Pilot, any material relating to disciplinary proceedings or other derogatory material placed in a Pilot's file will be removed from the Pilot's file when a Pilot has had either twelve (12) continuous months of Active Service without any disciplinary resulting from a hearing as required in this Section, or thirty-six (36) months of Active Service without any disciplinary action for serious offenses, including cases of workplace violence, harassment as prohibited by state or federal law, fraud that results in a substantial loss to the Company, or serious and intentional safety or security violations. The parties agree that the Company may, at its discretion, retain any removed documents for purposes not related to discipline, and the Company agrees to keep these documents confidential and will only provide them to individuals or organizations with a demonstrated need to know.

19.C.4 Pilot Records Improvement Act ("PRIA")

In the event a Pilot receives disciplinary action relating to his proficiency as a Pilot, all written disciplinary material shall remain in the Pilot's file in accordance with PRIA. Upon request by the Pilot to the Chief Pilot, materials kept in compliance with the PRIA shall be removed from the Pilot's file as soon as allowed under PRIA.

19.D HEARING

19.D.1 General

19.D.1.a Counsel

Either party to the hearing may be represented by counsel upon seventy-two (72) hours' notice to the other parties.

19.D.1.b Recordkeeping

If, by mutual agreement, a record is to be taken of a hearing or appeal, the cost shall be borne equally by the Company and the Association. Absent mutual consent regarding recording and upon prior notice to the parties involved in the hearing, the Association and/or the Company may record the hearing by any means available. The non-recording party may later request and be provided a copy of such record, but shall first be required to pay one-half of the initial recording costs and all additional costs associated with providing the requested copy.

19.D.1.c Transportation

For purposes of traveling to and from a disciplinary hearing, the Pilot, witnesses, and representatives who are employees of the Company shall receive free, positive space, non-revenue transportation over the lines of the Company.

19.D.1.d Failure to Attend

19.D.1.d.i Should the Pilot, without good faith, fail to attend and/or participate in the disciplinary hearing, then the Company may impose discipline without completing the hearing and the discipline may be appealed in accordance with this Section.

19.D.1.d.ii Should the Company, without good faith, fail to attend and/or participate in the disciplinary hearing, the disciplinary matter shall be considered abandoned by the Company on a non-precedent setting basis, and any and all records and/or references to the disciplinary proceeding and/or investigation shall be promptly removed from the Pilot's file.

19.D.2 Hearing Notice and Time Line

19.D.2.a Company to Schedule Hearing

If the Company believes discipline is warranted, the Company shall schedule and hold a hearing or hearings in accordance with this Section.

19.D.2.b Notice Requirement

The Company must provide the Pilot and the Association with written notice at least fourteen (14) days and no more than twenty-eight (28) days prior to the scheduled hearing time. The notice of hearing must include a statement of facts and subject matter to be discussed at the hearing.

19.D.2.c Sharing of Evidence and Information

The Company and the Association shall, prior to the hearing, share any information and/or evidence to be presented at the hearing. The intent of this subsection is for both sides to provide as much information as soon as possible so that an appropriate decision can be made at the hearing.

19.E COMPANY DECISION

19.E.1 Time Limit

Within seven (7) days of the hearing, the Vice President of Flight Operations (or his designee, to include the Chief Pilot, the Director of Operations, or a position to which the Vice President of Flight Operations reports) shall either issue a final decision or, if mutually agreed to by the Company the Association, hold an additional hearing on the matter at hand.

19.E.2 In Writing

The decision shall be in writing and shall be delivered to both the Pilot and the Association.

19.E.3 Failure to Render Decision

If the Vice President of Flight Operations fails to comply with the conditions specified in this subparagraph, the Pilot will not be subject to discipline, the matter will be considered abandoned by the Company, and any and all records and/or references to the disciplinary proceeding and/or investigation shall be promptly removed from the Pilot's file.

19.F ASSOCIATION APPEAL

19.F.1 If the Pilot is not satisfied with the decision rendered by the Vice President of Flight Operations, or his designee, he shall notify the Association in writing. The Association may appeal the decision to the System Board of Adjustment in accordance with [Section 21](#).

19.F.2 If the Association does not appeal the decision of the Vice President of Flight Operations to the System Board of Adjustment in accordance with [Section 21](#), the decision of the Vice President of Flight Operations shall be considered final and binding on all parties.

Any Pilot or group of Pilots who has a grievance concerning any violation of the provisions of the Agreement (excluding discipline, suspension, or termination matters subject to [Section 19](#)) shall be entitled to have the grievance handled in accordance with the procedures in this Section.

20.A GENERAL

- 20.A.1 Time Limits
- 20.A.2 Time limits in this Section may be extended by mutual written agreement of the Company and the Association.
- 20.A.3 Grievance Decisions
- 20.A.4 Decisions by the Company regarding grievances shall clearly indicate whether the grievance is sustained or denied by written notice to the Association. If a grievance involves more than one issue, each issue will be addressed separately.

20.B DISPUTE RESOLUTION AND TIME LIMITS

- 20.B.1 The Notice of Dispute shall be filed within sixty (60) Calendar Days after the Pilot has, or reasonably would have had, knowledge of the matter giving rise to the dispute.
- 20.B.2 The Notice shall reference the provision(s) of the Agreement alleged to have been violated, a concise statement of facts (including relevant information such as dates of Sequence, Sequence number, etc.), and the remedy requested.

20.C MONTHLY GRIEVANCE REVIEW MEETING

All Notice of Dispute forms submitted shall be batched and discussed monthly during the Grievance Review meeting. Any open grievances, regardless of their level in the process, may be discussed at the meeting.

- 20.C.1 This Subsection shall not apply to grievances being submitted for resolution under [Section 1.L.](#), Expedited Arbitration.
- 20.C.2 All Notice of Dispute forms filed up to five (5) Calendar Days before the scheduled Monthly Grievance meeting shall be heard. Any grievances filed after this period shall be heard at the following Monthly Grievance meeting. If there are no pending grievances, the parties may elect to cancel the meeting for that month.
- 20.C.3 Monthly Grievance meetings shall be conducted informally. There shall be no application of the Federal Rules of Evidence nor shall recordings of the meetings be permitted. All discussions and notes shall be considered confidential and treated as settlement discussions and shall not be used in any subsequent hearing.
- 20.C.4 The parties shall have the option to award, deny, dismiss, or resolve the grievance, or the parties may deadlock and the Association may refer the grievance to the Vice President of Flight Operations.
- 20.C.5 The parties will issue a summary of the decisions within fourteen (14) Calendar Days after the Monthly Grievance meeting concludes.

20.D APPEAL TO VICE PRESIDENT OF FLIGHT OPERATIONS

If a grievance is not resolved at the Monthly Grievance meeting, the Association may appeal to the Vice President of Flight Operations (or his designee) in accordance with the following procedure:

- 20.D.1 The Association shall send the written notice of appeal to the Vice President of Flight Operations within thirty (30) Calendar Days following a deadlock. Non-compliance by the Association with this time limit shall result in denial of the grievance on a non-precedent setting basis, with no further appeal.
- 20.D.2 The Vice President of Flight Operations shall render a decision in writing via electronic mail with written (email or otherwise) response within fourteen (14) Calendar Days from the date the Association's grievance is filed with him. Non-compliance by the Vice President of Flight Operations shall result in the grievance being awarded to the Association on a non-precedent setting basis.

20.E APPEAL TO THE SYSTEM BOARD

If the Association is not satisfied with the decision rendered by the Vice President of Flight Operations, or his designee, such decision may be appealed in writing by the President of the Association to the Frontier Pilots' System Board of Adjustment within thirty (30) Calendar Days following the Association's receipt of the Company's decision.

21.A GENERAL

21.A.1 Basis and Purpose

In compliance with Section 204, Title II, of the Railway Labor Act, as amended, a System Board of Adjustment (the "SBA") is established for the purpose of adjusting disputes arising out of grievances or interpretation or application of this Agreement that have been processed through but not resolved in the procedures as set forth in [Sections 19](#) and [20](#) of this Agreement.

21.A.2 Jurisdiction

The SBA shall have jurisdiction over disputes between any Pilot covered by this Agreement and the Company growing out of grievances or out of interpretation or application of any of the terms of this Agreement. The jurisdiction of the SBA shall not extend to proposed changes in hours of employment, basic rates of compensation, or working conditions covered by this Agreement or any amendment(s) hereto.

21.A.3 Time Limits

The time limits specified in this Section may be extended by mutual consent of the Company and the Association.

21.A.4 Delivery and Time Limit Compliance Dates for Notices and Decisions.

21.A.4.a Delivery Methods

Notices or decisions required in this Section shall be delivered by:

- 21.A.4.a.i A traceable means with the U.S. Postal Service or a nationally recognized overnight delivery service such as FedEx or UPS;
- 21.A.4.a.ii Electronic mail with read receipt confirmation; or
- 21.A.4.a.iii Actual physical delivery with a written receipt for the delivery. Physical deliveries to the Association shall be signed for by the MEC Chairman or by an Association employee. Physical deliveries to the Company shall be signed for by the Vice President of Flight Operations, a Director in Flight Operations, or a Labor Relations representative.

21.A.4.b Time Limit Compliance

If a notice or decision required in this Section is mailed (postmarked) or delivered to a nationally recognized overnight delivery service (receipt indicating when delivered to the carrier), electronic mail with read receipt confirmation or physically delivered (signed receipt) within the time limits established in this Section, the notice or decision time limit shall be considered met.

21.A.5 Settlement

The parties hereby agree that they may at any time during the process described in this Section meet in person or by telephone to discuss possible settlement. However, nothing in this settlement or mediation option subparagraph shall be construed to change any applicable time limitations provided for in this Section without the mutual consent of the parties.

21.A.6 Independent SBA Members

It is understood and agreed that SBA Members shall be free to discharge their duty in an independent manner, without fear that their relations with the Company or Association may be affected in any manner by such action taken by them in good faith in their capacity as an SBA Member.

21.A.7 Record of Proceedings

21.A.7.a Recordkeeping

The SBA shall maintain a complete record of all matters submitted for its consideration including all findings and decisions. The complete record shall be kept at the Company's general office.

21.A.7.b Transcripts

A transcript shall be made of any proceeding before the SBA and the cost shall be borne equally between the parties.

21.A.8 Travel

For purposes of traveling to and from an SBA hearing, the grievant, witnesses, representatives, and SBA Members who are employees of the Company shall receive free, positive space, non-revenue transportation over the lines of the Company. The Association is responsible for submitting travel requests to the Company as soon as possible in order to allow time for processing.

21.A.9 Exoneration of a Pilot

If at any time before, during, or after any SBA or arbitration proceeding a Pilot is exonerated in a disciplinary case, the Pilot shall be reinstated without any loss of seniority or Longevity. The Pilot shall also be reimbursed for any lost pay (lost Pay Credits or for Monthly Pay Guarantee if the Pilot was not allowed to bid) and health and welfare benefits. Any and all records and/or references to the disciplinary proceeding, investigation, SBA proceeding, or arbitration shall be promptly removed from the Pilot's file.

21.B COMPOSITION AND APPOINTMENTS TO SBA

21.B.1 The SBA shall consist of three (3) members, one (1) appointed by the Company, one (1) appointed by the Association, and one (1) neutral third party member.

21.B.2 An individual appointed as an SBA member for a case shall continue as a member until the decision of the SBA is issued on that case.

21.B.3 The neutral member shall preside at the hearing and shall be designated as Chairman of the SBA. It shall be the responsibility of the Chairman to guide the parties in the presentation of testimony, exhibits, and argument at hearing.

21.C REFERRALS TO THE SBA

21.C.1 Referable Disputes

The SBA shall consider any dispute properly submitted to it by the Association when such dispute has not been previously settled in accordance with the terms provided in this Agreement.

21.C.2 Submission Requirements.

21.C.2.a Submittal to the SBA

The Association shall send a Submission to the Vice President of Flight Operations, or his designee, and the MEC Chairman.

21.C.2.b The Submission shall be mailed within thirty (30) Calendar Days of the Association's receipt of the decision of the Vice President of Flight Operations, or his designee. Non-compliance by the Association with this time limit shall result in denial of the appeal on a non-precedent setting basis, with no further appeal.

21.C.2.c The Notice of Appeal to the SBA shall include the following information:

- 21.C.2.c.i The Grievant's name;
- 21.C.2.c.ii The question or questions at issue and the alleged Section(s) of the Agreement to have been violated;
- 21.C.2.c.iii A brief statement of the relevant information;
- 21.C.2.c.iv A summary of the position of the Association;
- 21.C.2.c.v A summary of the position of the Company; and
- 21.C.2.c.vi The requested relief.

21.D DOCUMENTATION, INFORMATION, AND WITNESS LIST

Each party shall provide the other party and the neutral member with copies of all documents and information relevant to the issue to be heard by the SBA and a list of witnesses planned to be summoned by each party at least seven (7) Calendar Days prior to the SBA hearing. Documents and information or other witnesses not listed at this time will be considered and weighed by the individual members of the SBA at their individual discretion.

21.E REPRESENTATION

Pilots covered by this Agreement may be represented at SBA hearings by such person(s) as they may designate, and the Company may be represented by such person(s) as it may designate.

21.F ORDER OF PRESENTATION, EVIDENCE, AND WITNESSES

21.F.1 Order of Presentation

21.F.1.a Disciplinary Action

If the hearing is in reference to a disciplinary action against a Pilot, the Company's representative shall begin, followed by the Pilot's representative to dispute or defend.

21.F.1.b Contract Issue

If the hearing is in reference to a contract issue, the Pilot's representative shall begin, followed by the Company's representative to dispute.

21.F.2 Evidence Allowed

Evidence may be presented either orally, in writing, or both.

21.F.3 Witnesses Testimony

21.F.3.a Summoning of Witnesses

Either party may summon their own witnesses to a hearing. The SBA may, by majority vote, summon witnesses to a hearing.

21.F.3.b Oath Required

All individuals giving testimony during an SBA hearing shall be placed under oath.

21.F.3.c Telephone Testimony

Witnesses may, by mutual agreement between the parties, testify by telephone.

21.F.3.d Cross Examination

Company and Association representatives shall have the right to cross-examine all witnesses.

21.F.3.e SBA Member Questioning

SBA members shall be allowed to question any or all witnesses.

21.G **SELECTION OF ARBITRATOR SERVING AS NEUTRAL MEMBER**

21.G.1 Selection

The neutral member shall be selected by the Company and the Association. If the Company and the Association cannot agree upon the neutral member or a method for selecting him, they shall select him by alternately striking names from the panel attached in Appendix 3. The order of striking shall be determined by a flip of a coin for the first case in which a neutral member is chosen under the provisions of this subparagraph and, in subsequent cases, the parties shall alternate taking the first strike. The parties will immediately contact the selected neutral to determine his availability and will advise the other SBA members of his availability and they shall agree upon a date for the hearing.

21.G.2 Scheduling

During the third quarter of each calendar year, the parties will solicit available arbitration dates from each neutral arbitrator on the panel. From those dates, the parties will pre-select a minimum of four (4) System Board hearing dates for the following year. Each date will be scheduled as a two-day session. Any date that has not yet been designated for a particular grievance or that becomes available after the resolution of a previously assigned grievance shall be used for an unscheduled case, if one exists. Discharge cases will be given priority, at the Association's request, when scheduling System Board arbitration dates.

21.H **TERMS OF ARBITRATOR PANEL**

The panel of neutrals shall consist of seven (7) arbitrators. Each panel member shall serve for a minimum period of twelve (12) months, effective on the date of signing of this Agreement. After a panel member has served for a twelve (12) month period, either the Company or the Association may serve notice to remove him by notifying the other party, unless the panel member has jurisdiction over an active case. Within thirty (30) Calendar Days of such notification, or if a vacancy occurs on the panel, the parties will select a replacement. If the parties cannot agree on a replacement panel member within thirty (30) Calendar Days, the Company and the Association shall each provide three (3) names of arbitrators, and the Company and the Association will select an arbitrator under the alternate strike procedure set forth above.

21.I **SBA DECISION**

21.I.1 The parties' SBA members shall be given the opportunity to review and comment on the neutral member's decision before it becomes final and binding.

21.I.2 Majority Vote Final and Binding

A majority vote of all members of the SBA shall, in all cases properly referable to it, be final and binding upon the Company and the Association.

21.I.3 All SBA findings and decisions shall be rendered in writing to the Vice President of Flight Operations and the Association MEC Chairman.

21.J **EXPENSES**

The expenses and reasonable compensation of the neutral arbitrator will be borne equally by the parties. The Company and the Association will assume the expenses and compensation of its own Board member, witnesses, and representatives.

22.A GENERAL

- 22.A.1 The seniority of a Pilot shall begin to accrue from the date the Pilot is first placed on the Company payroll as a Pilot and shall continue to accrue thereafter during all service as a Pilot, except as provided in this Agreement. When two (2) or more Pilots are hired on the same date, their names shall be placed on the Seniority List according to their date of birth, with the oldest Pilot receiving the lowest number (i.e. highest seniority).
- 22.A.2 A Frontier employee who is hired as a Pilot shall be placed on the top of the Seniority List within his New Hire class regardless of their age within that class. When two (2) or more Frontier employees are hired as Pilots on the same date, the seniority between these Pilots shall be according to his current Company seniority.

22.B SENIORITY LIST

A Seniority List shall be maintained by the Company in accordance with the following provisions:

- 22.B.1 A copy of the Seniority List as of the date of this Agreement is attached as Appendix 1 to this Agreement and is expressly made a part of this Agreement.
- 22.B.2 The Association shall be made aware in writing of any changes made to the Seniority List within five (5) Calendar Days of the change.
- 22.B.3 An accurate copy of the Seniority List shall also be maintained and posted by the first Wednesday of each month on the Company intranet. This Seniority List shall include the following items:
- 22.B.3.a The names of all Pilots with seniority rights;
 - 22.B.3.b Date of Hire;
 - 22.B.3.c Date of Birth;
 - 22.B.3.d Equipment;
 - 22.B.3.e Seat; and
 - 22.B.3.f Domicile.

22.C PROTEST

- 22.C.1 Pilots shall have sixty (60) days from their date of hire as a Pilot to protest to the Company any omission or incorrect information affecting their seniority.
- 22.C.2 In addition, during the calendar month of October each year, a Pilot shall be permitted to protest to the Company any omission or incorrect information affecting his seniority. A Pilot on leave during October shall have a period of thirty (30) days from the date of return to work during which to file such protest. Any discrepancy which was not protested during this period cannot be protested until the next October.

22.D PROBATION

- 22.D.1 Except as specifically provided in this Agreement, Probationary Pilots enjoy the same rights and privileges afforded non-Probationary Pilots.
- 22.D.2 Each Pilot shall be on Probation from his date of hire as a Pilot. Such Probationary period shall continue for a period of twelve (12) months from the date of hire as a Pilot or the successful completion of the Probationary Proficiency Check ("Probationary PC") as described in [Section 11](#), whichever comes later. Such Probationary Period shall be extended by any period during the Probationary period in which the Pilot is on furlough or leave of absence of thirty (30) days or more.
- 22.D.3 All Probationary Pilots may have a personal records review conducted by the Chief Pilot, or his designee, prior to the Probationary PC. This review may be requested by the Probationary Pilot. Any problems or discrepancies noted will be addressed with the Pilot.

22.E SENIORITY RIGHTS

A Pilot shall forfeit all seniority rights and his name shall be removed from the Seniority List under the following conditions:

- 22.E.1 Retirement, resignation, or discharge;
- 22.E.2 Decline recall subject to bypass provisions of [Section 23.E.](#);
- 22.E.3 Failure to return to work from furlough in accordance with [Section 23.E.3.](#); or
- 22.E.4 Not recalled in accordance with [Section 23.](#)

23.A GENERAL

- 23.A.1 Prior to any furlough, the Company shall meet with the Association to discuss reasons for, alternatives to, and expected duration of the furlough.
- 23.A.2 "Furlough" shall be defined as a reduction by the Company of the total number of Pilot Positions.
- 23.A.3 For the purposes of this Section, "circumstances beyond the Company's control" shall be defined as: an act of nature; a work stoppage; grounding or repossession of a substantial number of the Company's aircraft by a government agency or a court order; loss or destruction of the Company's aircraft; involuntary reduction in flying operations due either to governmental action(s)/requirement(s) or to a decrease in available fuel supply or other critical materials for the Company's operation; revocation of the Company's operating certificate(s); war emergency; a terrorist act; or a substantial delay in the delivery of aircraft scheduled for delivery, provided that one of these listed occurrences has a material and substantial impact on the Company.

23.B CREW REDUCTION

- 23.B.1 Pilots shall be furloughed in reverse order of seniority in accordance with the Frontier Airlines, Inc. Pilots' System Seniority List.

23.C NOTICE OF FURLOUGH

- 23.C.1 Except where precluded by circumstances beyond the Company's control, any Pilot furloughed from the Company shall receive at least twenty-one (21) Days advance written notice via certified mail or shall continue to be paid until twenty-one (21) Days from the date of notice postmark. This pay shall be prorated at the rate of one-thirtieth (1/30th) of the Monthly Pay Guarantee for each Day. Such notice shall be sent to the Pilot's last known address. Each Pilot shall be responsible for keeping the Company advised of his current mailing address.

23.D FURLOUGH PAY AND BENEFITS

- 23.D.1 Upon furlough, and in addition to any pay due in **Paragraph C.**, above, a Pilot shall receive one (1) week of pay (this pay shall be equal to seven-thirtieths (7/30th) of the Monthly Pay Guarantee) for each full year of Longevity up to a total of six (6) weeks of pay, except where a furlough is caused by circumstances beyond the Company's control. A Pilot with less than one (1) year of Longevity shall not receive furlough pay based on Longevity.
- 23.D.2 A Pilot's furlough pay shall continue with regular pay periods until the furlough pay is exhausted.
- 23.D.3 A Pilot shall only receive his appropriate furlough pay once in any twelve (12) month period. The twelve (12) month period shall begin as of the date of furlough.
- 23.D.4 Any furloughed Pilot shall receive normal employee benefits while receiving furlough pay.
- 23.D.5 For the duration of the furlough, any Pilot who is furloughed shall retain all accrued sick leave and continue to retain and accrue seniority but shall not accrue Longevity for pay and benefit purposes.
- 23.D.6 A Pilot who is furloughed shall be paid for any Accrued Vacation and Earned Vacation in a lump sum included with their final regular paycheck (to include any vacation to be accrued during the furlough pay period).

23.E RECALL FROM FURLOUGH

- 23.E.1 Pilots shall be recalled in order of their seniority in accordance with the Frontier Airlines, Inc. Pilots' System Seniority List. Such notice shall be sent via certified mail to their last known address. Such Pilots shall be allowed fifteen (15) Calendar Days, from postmark of the recall notice, in which to notify the Company in writing of their intent to return to Active Service.
- 23.E.2 A Pilot shall have the option to:
- 23.E.2.a Accept the recall. He then shall be allowed no less than fifteen (15) Calendar Days (except by mutual agreement between the Pilot and the Company) from the date of acceptance to return to Active Service. The Company may, at its discretion, extend the period of time for a return to Active Service; or

23.E.2.b If no response is received, it shall be assumed that the Pilot shall bypass the specific recall but shall be notified of any future recalls.

23.E.2.c Continue to bypass all recalls until all of the furloughed Pilots junior to him have been recalled or until he elects to cancel such notice.

23.E.2.d Bypass the specific recall but be notified of any future recalls; or

23.E.3 In the event an insufficient number of Pilots accept recall, the Company may notify Pilots in inverse seniority order that recall is mandatory. In this event, the Company shall notify the Pilot of the mandatory recall. Such notice shall be sent via certified mail to their last known address. Such Pilots shall be allowed no less than fifteen (15) Calendar Days (except by mutual agreement between the Pilot and the Company) from the date of acceptance to return to Active Service or be removed from the Seniority List.

23.F INFORMATION DISTRIBUTION

The Company shall distribute to furloughed Pilots a packet of information containing the following as soon as practical prior to any furlough:

23.F.1 The procedure by which Company materials such as identification cards and Company manuals shall be returned to the Company;

23.F.2 The necessary conversion forms and information to continue their insurance coverage while on furlough; and

23.F.3 A statement of the Pilot's vacation and sick leave accruals that have been earned to date.

23.G JUMPSEAT AND PASS PRIVILEGES WHILE ON FURLOUGH

23.G.1 All Pilots on furlough shall retain space available pass privileges on the Company route system in accordance with the Company Pass policy as if he were not furloughed.

23.G.2 Subject to applicable law, the Company agrees to provide all furloughed Pilots with on-line jumpseat authority.

23.H CONSIDERATION FOR CONTINUED EMPLOYMENT

Provided the furloughed Pilot meets the minimum qualifications of the available position, the Company shall offer a furloughed Pilot the opportunity to apply for and receive an interview for any position that would normally be available to any other Company employee.

24.A GENERAL

- 24.A.1 All Pilot Vacancy and Displacement awards will be accomplished through the system bid process based on the Pilots' Master Bids and the Seniority List.
- 24.A.2 A Captain will be eligible to voluntarily bid a First Officer Vacancy, provided the Pilot has been a Captain for at least two (2) years and provided that a two (2) year freeze will begin seven (7) Days following the commencement of training for the First Officer Position.
- 24.A.3 A Pilot who is awarded or assigned a Position as a result of a system bid will be considered to hold that Position as the starting point for the next system bid.
- 24.A.4 A permanent Position is a Position that is anticipated to exist for longer than three (3) consecutive Monthly Bid Periods. A permanent Position will be awarded to each Pilot, and a Pilot will always hold a permanent Position.
- 24.A.5 The Company will not delay the training date or transfer date of a Displacement of an individual Pilot or group of Pilots for any reason unless ALPA agrees in writing.
- 24.A.6 If a training class is delayed within an award, no subsequent class within the same award may start earlier than the delayed class. If a training class is delayed more than fourteen (14) Days, any affected Pilot who has not already commenced training may withdraw from the award.
- 24.A.7 The Company must commence all training classes associated with an earlier notice before commencing training classes associated with a later notice, except in a case where the later notice includes Vacancies that provide backfill for Pilots who withdrew from the earlier notice, and provided that, if the earlier notice is a multi-class notice, no Pilot awarded the Position is willing to attend an earlier class.
- 24.A.8 A Pilot is eligible to be awarded a change in Domicile regardless of any freeze that has been imposed on the Pilot.
- 24.A.9 Within a realignment bid, Vacancies will be awarded prior to effectuating Displacements.
- 24.A.10 A Pilot who is awarded either a voluntary or involuntary Displacement will be afforded Moving Expenses in accordance with [Section 6](#).
- 24.A.11 A Pilot who is awarded a new Position that involves only a Domicile change shall be allowed to Drop a Sequence or Reserve Day to allow a minimum of 24 hours rest between flight assignments or reserve duty in different Domiciles. This Drop is not subject to the limitations of [Section 25](#).
- 24.A.12 In accordance with [Paragraph 25.A.4.](#), above, a New Hire Pilot will be considered based in the Domicile of their awarded Position forty-five (45) days after the beginning of training or following the completion of the simulator portion of training, whichever occurs later. Prior to the award of a permanent Position, a New Hire Pilot will be considered based in the location in which they first reported for training (currently Denver) for the purposes of [Section 5](#).

24.B SYSTEM BID CATEGORIES

Each system bid will be posted as one of the three following categories:

- 24.B.1 A Vacancy bid will contain only open Positions to be filled.
- 24.B.2 A Displacement bid will contain only excess Positions to be reduced and will include furloughs.
- 24.B.3 A realignment bid will contain both open Positions to be filled and excess Positions to be reduced.

24.C SYSTEM BIDS

For each system bid, the Company will provide notice to the Pilots via Comply 365 (or equivalent system) and on the Company intranet and on the Electronic Bid System. A copy will also be provided through email to the Association. The notice will be posted no less than fourteen (14) Calendar Days prior to closing and will, at minimum, include the following information:

- 24.C.1 The posting date;

- 24.C.2 The number of open Positions available to be filled and/or the number of excess Positions that will be reduced;
- 24.C.3 The closing date and time of the system bid;
- 24.C.4 Projected furlough dates, if applicable, as well as projected training class start dates.
- 24.C.5 The Company may elect to post a notice with more than one class date, but the last class must start no later than (90) Days from the date of the award. system bids will be numbered sequentially based on the year and number of bids posted, e.g., the first bid posted in 2019 will be numbered 2019-01, the second bid posted in 2019 will be numbered 2019-02 and so on.

24.D PILOT MASTER BIDS

- 24.D.1 The Company is responsible for maintaining an Electronic Bid System wherein the Pilot Master Bids are entered and stored, and for each bid award, the Company will provide the Association with a snapshot of the bids used to generate the award at the same time it provides the award results.
- 24.D.2 A Pilot is responsible for entering a Master Bid and is bound by such bid on file at time of closing. The Master Bid will include (at a minimum):
 - 24.D.2.a Seat(s);
 - 24.D.2.b Domicile(s);
 - 24.D.2.c Furlough;
 - 24.D.2.d Lowest placement (i.e. percentage or numbered rank) the Pilot is willing to accept within each Position (if any);
 - 24.D.2.e Date/time that the bid was submitted with the Pilot receiving a confirmation of the bid.
- 24.D.3 A Pilot may submit three (3) different bids within their Master Bid. These bids are concurrently active and remain in effect until removed or changed. The three different bids that are part of the Master Bid include:
 - 24.D.3.a A Vacancy bid;
 - 24.D.3.b A voluntary Displacement bid; and
 - 24.D.3.c An involuntary Displacement bid.
- 24.D.4 A New Hire Pilot will be required to complete a Master Bid prior to commencing OE, and all other Pilots will be required to complete a Master Bid in order to have access to FLICA.
- 24.D.5 The Electronic Bid System will allow Pilots to view a "snapshot" bid award showing what Position they would hold if a system bid was awarded at that moment. This snapshot is based on existing bids at that time and is no guarantee of actual bid results.

24.E SYSTEM BID AWARD

- 24.E.1 Except in the case of a Pilot who is ineligible for a Captain Position in accordance with [Section 11](#) (training failures), or as otherwise provided in [Paragraph F.](#), below, system bid awards will be completed based on Master Bids and seniority.
 - 24.E.1.a Vacancies are awarded in seniority order based on Pilot Vacancy bids.
 - 24.E.1.b Displacements are awarded first in seniority order to Pilots based on Voluntary Displacement bids and then, if necessary, in inverse seniority order to Pilots based on Involuntary Displacement bids. A Displaced pilot may Displace the most junior pilot in any Position, provided he is senior to such Pilot.

24.E.1.c Secondary Vacancies or secondary Displacements created as a result of primary Vacancies or primary Displacements will be filled during the same award process based on Pilot Master Bids. These secondary (or tertiary, etc.) Vacancies/Displacements will not be posted.

24.E.2 The system bid award will be posted no later than forty-eight (48) hours after the close of the system bid.

24.E.3 If open Positions remain following a Vacancy or realignment award, the remaining unfilled Positions after completion of the award will be filled with New Hire Pilots. No New Hire Pilot will be offered a Position that has not been made available for bid by all Pilots.

24.E.4 During a Displacement bid or a realignment bid wherein the number of excess Positions exceeds the number of open Positions, Pilots who are not awarded Positions will be furloughed in accordance with [Section 23](#) and this Section.

24.E.5 A Pilot will have seventy-two (72) hours after the posting of a system bid award to protest the bid results. A Pilot who fails to protest the bid result before this deadline is entitled to file a grievance and have his dispute processed through [Section 20](#).

24.F FREEZES

24.F.1 A Pilot (including a New Hire Pilot) who voluntarily bids a Vacancy that requires initial, transition, or upgrade training will be subject to a training freeze.

24.F.2 A Pilot who is Displaced (either voluntarily or involuntarily) will not be subject to a freeze.

24.F.3 A Displacement (either voluntary or involuntary) will cancel a Pilot's existing freeze.

24.F.4 A training freeze will be effective for a two (2) year period following seven (7) Days from the Pilot's first day of training. If a Pilot is bypassed, the two (2) year freeze will commence on the date the Pilot would have started training had the Pilot not been bypassed.

24.F.5 A training freeze imposed pursuant to **Paragraph F.1.** above will not make a Pilot ineligible to be awarded a higher paying Category (e.g., First Officer to Captain, narrowbody to widebody, etc.).

24.F.6 A two (2) year equipment freeze will be imposed on:

24.F.6.a A New Hire Pilot awarded a Position in widebody aircraft; and

24.F.6.b A Pilot who voluntarily bids a widebody aircraft Vacancy.

However, this equipment freeze will not prevent a First Officer from being awarded a Captain Position in any equipment.

24.F.7 A Pilot shall be released from a freeze imposed pursuant to this Section if the Company acquires a new aircraft type that did not appear on the Master Bid at the time the Pilot bid the Position into which he is now frozen.

24.G TRAINING ASSIGNMENTS

24.G.1 A Pilot awarded a change of Position as a result of a system bid who requires training to advance to the awarded Position will be assigned a training date in accordance with the following:

24.G.2

24.G.2.a If only one (1) training class is offered for the system bid, a Pilot who requires training to advance to his awarded Position will be assigned to that class.

24.G.2.b If more than one (1) class is offered for the system bid, a Pilot who requires training to advance to his awarded Position will be provided an opportunity to bid for training classes.

24.G.2.b.i Details of the required timeline for the class date bid will be communicated by the Company in the system bid award notice. The class date bid will be no less than seven (7) Days in duration and will commence no more than fourteen (14) Days after the close of the system bid.

- 24.G.2.b.ii Training class preferences may be entered in the Electronic Bid System unless another method is provided in the system bid award notice.
- 24.G.2.b.iii Class assignments will be made in seniority order based on the preferences of the Pilot, except as provided in [Paragraph H.](#), below. If a Pilot does not submit a class date bid, he will be assumed to prefer the earliest available class in the case of a Vacancy, and the latest available class in the event of a Displacement. Assignments will be posted by the Company no later than seven (7) Calendar Days after the close of the training class preference window.
- 24.G.2.b.iv A Pilot will receive at least twenty-one (21) Calendar Days' notice of a class date, except as provided in [Paragraph G.2.b.v.](#), below.
- 24.G.2.b.v A Pilot will have the option to accept or decline the opportunity to move up to an earlier class if an opening in the earlier class occurs, in seniority order. The Company will post a notice in Comply 365 and FLICA (or their equivalents) indicating that an opening has occurred in a class and the bid will not close sooner than ninety-six (96) hours from posting. The notice will include instructions on how a Pilot should indicate his willingness to move to an earlier class. The Pilot's choice will be binding. If the award of the move up occurs within seventy-two (72) hours of the class start date, the Pilot will be released from duty no later than forty-eight (48) hours prior to the start of the class.

24.H BYPASS PROVISION

- 24.H.1 Notwithstanding [Paragraph G.](#), above, the Company may elect to bypass a Pilot awarded a Vacancy (i.e. delay the training class date) regardless of the Pilot's training class preference and seniority, provided the Pilot commences training no later than the last class published on the system bid.
- 24.H.2 The Company will designate any Pilot(s) who are bypassed on the training class assignment award.
- 24.H.3 A bypassed Pilot will receive the pay rate associated with a higher paying Category commencing thirty (30) Days after the date the Pilot would have entered training had the bypass not occurred.
- 24.H.4 A bypass will be offered in seniority order and, if an insufficient number of Pilots volunteer, assigned in inverse order of seniority. If the Company contemplates a potential bypass, it will advise Pilots on the award, and a Pilot will be entitled to specify on his training class preference bid if he wishes to volunteer to be bypassed.
- 24.H.5 The Company will not bypass any Pilot for any new Position starting at the time a Merger Transaction is announced until such time as an Integrated Seniority List is finalized, in accordance with [Section 1](#), or the Merger Transaction is cancelled.

24.I BASE TRANSFERS

- 24.I.1 A Pilot awarded a change of Position as a result of a system bid award who does not require training to advance to the awarded Position (Domicile transfers) will be assigned a Domicile transfer date by the Company by seniority when filling Vacancies, and in inverse seniority order when assigning Displacements.
- 24.I.2 Domicile transfer dates will be posted by the Company at the same time that the Company posts the training class schedule for the system bid.

24.J EFFECTIVE DATE

- 24.J.1 For a Pilot awarded a Position that includes a change in Hourly Rate, the Effective Date is the date on which the Hourly Rate change is effective.
 - 24.J.1.a For Pilots moving from First Officer to Captain, the Effective Date is the date of the final upgrade line check, but no later than seventy (70) Calendar Days after the start of training.

24.J.1.b If completion of training is delayed as a result of Pilot absences or failures such that the Pilot will not complete training within seventy (70) Calendar Days after the start of training, the Effective Date will be the date of the final upgrade line check. The seventy (70) Calendar Days period will be adjusted by the number of Days of any absences and/or the Days utilized for retraining.

24.J.2 For Pilots moving from Captain to First Officer, the Effective Date is seven (7) Calendar Days after the start of training.

24.J.3 For a Pilot awarded a Position that includes only a change in Domicile and no training, the Effective Date is the date on which the Pilot is transferred to the new Domicile.

24.K DOMICILE TRADE

24.K.1 A Domicile trade will be held during each calendar quarter to allow Pilots to bid in/out of Domiciles. Domicile trades will be conducted in January, April, July and October. The notice of a Domicile trade will be published to all Pilots via Comply 365 or a successor system.

24.K.1.a In order to be awarded a trade, there must be a Pilot in the same Category willing to trade out of the Domicile. Pilots will not be bumped or displaced out of a Domicile

24.K.1.b Until such time as the Trade requests can be completed in the Automated Bid System, Trade requests will be submitted to Crew Planning via email to crewplanning@flyfrontier.com. Trade requests may be submitted during a seven (7) day period published by the Company on the Domicile trade notice.

24.K.1.c Bids will be awarded in seniority order no later than the day following the close of the Domicile trade period. Submitted bids and awards will be posted electronically on the Company website and provided to the ALPA MEC Chairman via email on the same day the award is published.

24.K.1.d Any protest of an incorrect award (e.g., award out of seniority order) must be submitted to Crew Planning no later than 1700 MST three (3) days following the publication of the award.

24.K.2 The Domicile trade will be effective no more than 90 days after the Domicile trade award. The effective date will always occur on the first day of a Monthly Bid Period and will be identified in the Domicile trade notice as well as the Domicile trade award.

24.K.3 Unless the two Pilots will trade the same vacation period (i.e. both Pilots hold week 33), a Pilot awarded a Domicile trade will forfeit their vacation and re-bid in accordance with [Section 7.H.2](#).

24.K.4 The Company will not publish a Domicile trade notice while a Vacancy, realignment, or Displacement bid is open.

24.L DOMICILE CLOSURE

24.L.1 The Company will post any Domicile closures electronically and notify the Association in writing at least sixty (60) Calendar Days prior to the closing date of the Domicile. Any associated system bids will be processed in accordance with this Section and furloughs will be processed in accordance with this Section and [Section 23](#).

24.L.2 Pilots from the closed Domicile will retain their vacation periods.

24.M SYSTEM BID CANCELLATION

24.M.1 If a system bid is cancelled before any Pilot has commenced training associated with the award, then all awards will be cancelled and all awarded Pilots will be returned to their previous Positions. If a subsequent system bid has been published, that Bid will be cancelled as well.

24.M.2 If a system bid is cancelled after any Pilot has commenced training associated with the award, then the Company may negotiate a resolution through mutual agreement with the Association, or if that does not occur, the Company must exercise either of the following options :

24.M.2.a Complete the training and Domicile transfers for all Pilots senior to the most junior Pilot who has commenced training or transferred; or

24.M.2.b Return all awarded Pilots to their previous Positions.

24.N TEMPORARY DUTY ASSIGNMENTS (“TDYs”)

- 24.N.1 TDYs are Vacancies that are anticipated to exist for no more than three (3) consecutive Monthly Bid Periods. If the Vacancy is anticipated to exceed three (3) consecutive Monthly Bid Periods, then the Company is required to post a permanent Vacancy.
- 24.N.2 TDY Lines will be either Long Call, Short Call, or FDO Reserve Lines and will be bid upon and awarded or assigned during the Monthly Bid process and may be for a full or partial Monthly Bid Period. Long Call and FDO reserve lines awarded to TDY Pilots will not count toward the minimum or maximum number of Long Call and FDO lines specified in [Section 25.N.1.b](#).
- 24.N.3 A notice that TDY Lines are available will be included in the monthly bid package, as well as the reserve schedule (Days Off and RDPs or Reserve Days). The notice will include the number of Reserve Lines to be staffed in the TDY Position as well as the Positions from which the TDY Positions will be filled. (For example, two (2) TDY Reserve Lines for DEN Captains will be filled by TDY Lines included in the MCO Captain bid). If there is an insufficient number of bidders for the TDY Lines, then the unawarded TDY Line (s) will be assigned to the most junior bidder (s). The TDY Reserve lines will be bid and awarded as part of the primary bid, and a Pilot bidding a TDY Reserve line shall be awarded a TDY Reserve line based upon his seniority and preferences. (For example, if there are three (3) TDY Lines available for bid, and one is an FDO line, a Pilot may elect to bid for only the FDO line along with all other lines in his Domicile. Alternatively, if there are three (3) TDY Lines available for bid, a Pilot may elect to bid a specific Short Call line that is posted in the monthly bid package based upon the Days Off in that Short Call Reserve line.)
- 24.N.4 A Pilot who is unavailable for part of a Monthly Bid Period due to a known leave, training requirement, vacation or Company Business conflict will not be eligible to be awarded or assigned a TDY Line in that Monthly Bid Period.
- 24.N.5 A Short Call Reserve TDY Line will contain a maximum of sixteen (16) RDPs in a thirty (30) Day Monthly Bid Period and a maximum of seventeen (17) RDPs in a thirty-one (31) Day Monthly Bid Period. A Long Call or FDO Reserve Line will have no fewer than fourteen (14) Days Off.
- 24.N.6 A Pilot holding a TDY Line will receive per diem from 0001 on the first day of the Monthly Bid Period through 2400 on the last day of the Monthly Bid Period. For partial months, from 0001 on Day 1 of TDY to 2400 on the last Day of TDY, including travel Days to/from the TDY.
- 24.N.7 The Company will provide hotel accommodations in the TDY location that will be at an “extended stay” hotel (rooms that include a kitchen) and include a rental car at no cost to the Pilot.
- 24.N.8 A TDY Pilot will be Deadheaded to the TDY Domicile on the Day prior to his first assignment, Deadheaded to his permanent Domicile no later than the last Day of the TDY assignment, and will not be required to travel on a Day Off.
- 24.N.9 A TDY Pilot will be Deadheaded to the TDY Domicile on the Day prior to his first assignment, Deadheaded to his permanent Domicile no later than the last Day of the TDY assignment, and will not be required to travel on a Day Off.

25.A GENERAL

- 25.A.1 All times shall be considered Local Domicile Time ("LDT") unless otherwise noted.
- 25.A.2 The Company and the Pilot are jointly responsible to ensure that all Federal Aviation Regulations, as well as all contractual scheduling limitations contained within this Agreement are adhered to. If the FARs change or are interpreted in such a manner as to impact this Agreement, then the Company and the Association shall meet to negotiate its implementation. In any case in which the CBA and FAR provisions differ, the more restrictive of the provisions will be applied.
- 25.A.3 Pilot Contact and Notification
- 25.A.3.a A Pilot shall provide at least one (1) but no more than three (3) contact phone numbers to the Company and Crew Scheduling shall use all provided contact numbers when attempting Positive Telephone Contact for schedule changes.
- 25.A.3.b (Note: For the purpose of LOA 1 this was paragraph 25.A.4.b).
- 25.A.3.b.i All Company initiated changes and Transition Conflict adjustments to a Pilot's schedule and/or Reserve assignments require Positive Telephone Contact with the Pilot, or electronic self-notification. Notice of changes should be attempted at the time of the change, but no later than twenty-four (24) hours from the time of the change. While a message (including telephone, Company radio, and ACARS, etc.) may be left for a Pilot, the message shall not be considered received, and the Pilot is therefore not considered notified of an assignment, until Positive Telephone Contact with the Pilot has been made or the Pilot has acknowledged the schedule change via the Company's electronic notification system. A Pilot will be able to log on to any station computer to determine if a schedule change has been noted and may self-notify through that method. The Company will attempt notification to a Pilot of an assigned OE Sequence and will leave a message with the details of the assignment if unable to reach the Pilot. In the event the Company attempts to notify the Pilot of an assigned OE Sequence less than forty-eight (48) hours prior to the Sequence Report Time, the Pilot will be given the option to accept or decline the OE Sequence.
- 25.A.3.b.ii A Pilot will not be required to respond to any notification attempt that occurs outside of a Duty Period or Reserve Availability Period ("RAP"). A Pilot is not obligated to be continuously available during a Duty Period, but will respond to notification attempts, if any, within fifteen (15) minutes after Block In, or completion of duties relating to that flight. For international operations, station personnel will advise the crew if there is a message and provide a means to contact Crew Scheduling. The Pilot is not required to respond to notification attempts again until thirty (30) minutes prior to departing on their next segment. A Lineholder will not be required to respond to notification attempts following the last operating leg of their Sequence.
- Example:** A Pilot Blocks In and has a 2-hour sit. The Pilot is required to respond to notifications pending at the time he checks following Block In (which may occur, at the Pilot's option, immediately following Block In or upon completion of the Pilot's post-flight duties). If there are not any notifications at the time the Pilot checks, the Pilot is not required to respond to notifications again until 30 minutes prior to the next scheduled departure.
- 25.A.3.b.iii The self-notification tool will be made available at no cost to the Pilot.
- 25.A.3.c Crew Scheduling will not attempt to contact a Pilot during a Rest Period required under FAR 117.25(e) or a Rest Period required by FAR 117.25(b) if such thirty (30) hour break occurs within the Sequence.
- 25.A.3.d A Reserve assignment or Reassignment must meet the applicable scheduling limitations of the Agreement at the time of notification in accordance with **Paragraph A.3.b.**

25.A.4 Except as otherwise noted, all references to, but not limited to, lines of flying (including Reserve), assignments, Sequences, vacation and bidding shall be specific to one (1) Position.

25.B SYSTEM SCHEDULING COMMITTEE (“SSC”)

25.B.1 Open Time

25.B.1.a Open Time shall not be greater than five (5) percent of the total bid period Sequence Pay Credit, by Position, at the time the monthly bid schedules are awarded, unless the Association elect to lower the Open Time in any Position(s) to enhance overall schedule quality for that Position.

25.B.1.b The Company shall make the final determination regarding Sequence construction and the Average Line Value for each month's schedule consistent with Historic Line Value and other applicable provisions of the agreement. The Association shall make the final determination regarding line construction utilizing the Navblue PBS line solver consistent with the provisions of the PBS LOA and other applicable provisions of the Agreement.

25.B.2 At least quarterly, the Company and the SSC shall meet to discuss the processes of this Section. This may include, but is not limited to, historical scheduling and crew planning data (including the DDL, DAG, percentages of Reserves in each Window, Reserve Trade/Swap coverage, etc.), issues related to DOT processing time, and [Paragraph V.3.d.](#), below, adjustments.

25.B.3 Monthly (or more frequently upon request of the Company or the Association), the ALPA PBS members shall meet with the Company to:

25.B.3.a Review and resolve scheduling issues;

25.B.3.b Discuss the Average Target Line Credit Values and discuss and reach mutual agreement as to the priority to be placed on controllable variables used in the generations of Sequences; and

25.B.3.c Confirm dates for Sequence and line construction and line review no later than the 10th of the month two (2) months before the Monthly Bid (unless another date is mutually agreed upon).

25.B.4 The Association and the Company shall continue efforts to develop and improve computer programs to provide for more efficient scheduling of Pilots, as well as provide a computer-based program to enable Pilots to bid, check Reserve, and to access work-related data from home-based computers.

25.B.5 Optimizer Access and Pairing Participation / Input

25.B.5.a Upon reasonable request by the SSC, and when not in use for Sequence/Pairing building, the Company will make the Pairing optimizer available for joint use to study and analyze scheduling parameters, alternatives and solutions.

25.B.5.b Upon reasonable request by designated Association representatives, the Company will meet with the SSC to jointly study Pairings and, as appropriate, run Pairing solutions. The ALPA SSC and Director of Crew Resources, or his designee, will agree on meeting dates to ensure the availability of necessary Company and Association personnel. The ALPA SSC will provide information in advance that outlines the issues that it would like to discuss or the solutions it would like to study. The Company will consider ALPA's input with respect to potential alternate Pairing solutions but retains final authority to decide on actual Pairings.

25.B.6 Association Remote Access to Crew Scheduling Systems

25.B.6.a The Company will provide remote, read-only access to the Company's crew scheduling systems (currently CrewTrac and FLICA and hereinafter known generally as “CSS”) to the MEC Chairman, or his designee(s).

25.B.6.b Access to CSS is provided to ALPA solely so that ALPA may investigate the Company's compliance with the provisions of this Agreement and to answer Pilot questions related to scheduling issues.

- 25.B.6.c ALPA will utilize information accessed on CSS in a manner consistent with **Paragraph B.5.b.** , above, and will not intentionally view accessible information, including, but not limited to, personal identifying information that is not necessary to fulfill the purposes set out in **Paragraph B.5.b.** , above.
- 25.B.6.d The Company will provide training to familiarize up to two (2) ALPA representatives , if necessary.
- 25.B.6.e The cost , if any , of additional individual software licenses for ALPA access and use of CSS will be borne equally by the Company and ALPA.
- 25.B.6.f If it is determined that an ALPA member has accessed CSS or utilized information accessed on CSS in a manner inconsistent with **Paragraph B.5.b.** , above, then ALPA will immediately remove that individual's access to CSS.
- 25.B.6.g ALPA and any individual ALPA representatives who utilize CSS will sign and abide by the terms of a user agreement to be provided by the Company to safeguard any Company concerns regarding maintaining the security of its systems.
- 25.B.6.h The Company and ALPA will meet upon request of either party to review any concerns either Party may have in connection with this provision.

25.C TELEPHONE RECORDINGS

- 25.C.1 All telephone conversations between Crew Scheduling, Dispatch, and Pilots involving scheduling matters shall be recorded. Recordings shall be kept for a minimum of sixty (60) days. In the event of a dispute, the Association MEC Chairman, or his designee, may request any recording (s) be kept until the dispute is settled
- 25.C.2 Access to recorded conversations shall be limited to the Pilot, the ALPA MEC Chairman, or his designee, Crew Scheduling personnel, and Frontier management for the purpose of resolving complaints and disputes. The Association shall inform the Company of the reason for the request, and the request shall not be unreasonably denied.

25.D INFORMATION AVAILABLE ONLINE TO CREWS

- 25.D.1 Daily availability and the relative position for all Reserve Pilots by Position (Reserve availability); and
- 25.D.2 Chart of open Sequences and number of Overnightable Reserves (Reserve grid) by AM, MID, and PM Window for the entire current Monthly Bid Period and forty-eight (48) hours after the commencement of DOT for the entire subsequent Monthly Bid Period.
- 25.D.3 FLICA (or a successor system) will reflect a Pilot's accumulated Flight Time in every six hundred seventy-two (672) consecutive hours, updated on a daily basis.

25.E PRORATION TABLE FOR DAYS OFF

- 25.E.1 The following charts shall establish the minimum scheduled Days Off in a Monthly Bid Period in which a Known Absence occurs (e.g., vacation, leaves of absence, training). VSDs do not count toward minimum Days Off.

Regular and Reserve Pilot (Non-FDO)	
Known Absence (Days)	Minimum Days Off
0-1	12
2-3	11
4-6	10
7-8	9
9-11	8
12-13	7
14-16	6
17-18	5
19-21	4
22-23	3
24-26	2
27-28	1
29-30	0

25.F ELIGIBILITY TO BID MONTHLY LINES OF FLYING

- 25.F.1 For the purposes of this Paragraph E., a Pilot shall be considered available while on vacation additionally, a Pilot on a paid Leave of Absence and who is eligible to bid for a partial Monthly Bid Period will have a Virtual Credit of three (3) hours applied to each Day of the leave and a Pilot on an unpaid Leave of Absence and who is eligible to bid for a partial Monthly Bid Period will have a Line Credit Reduction of three (3) hours applied to each Day of the leave.
- 25.F.2 If a Pilot is available for less than the entire Monthly Bid Period, he shall bid in accordance with the following:
- 25.F.2.a If a Pilot is available for seven (7) or more Days during the Monthly Bid Period, he will be eligible to bid. If the Pilot is available for less than seven (7) Days during the Monthly Bid Period, the Pilot shall not be allowed to bid. The Pilot shall be assigned Reserve Duty Periods ("RDPs") in the Window of his choosing, if available in his Position. With the concurrence of Crew Scheduling, the Pilot may choose Long Call Reserve in lieu of choosing an RDP. The total number of Days Off shall be prorated in accordance with **Paragraph E.**, above, with no single Days Off (unless required by the proration table). These Reserve Days/RDPs will count towards the reserve targets provided by the Company.
- 25.F.2.b When a doctor's certification is required for a Pilot to return to work, the certification must be provided to the Chief Pilot and LOA@flyfrontier.com (or another address provided in the FOM) no later than 1200 Mountain Time two (2) Days prior to the date on which the bids close. However, if impacted by Company-recognized holidays or weekends, the Company may modify the cutoff to be 1200 Mountain Time three (3) Days prior to the date on which the bids close, provided that the Company has included this information in the Navblue bidding information section on the "Info Tab" for the applicable Monthly Bid Period
- 25.F.2.c A Reserve Pilot who bids for a partial Monthly Bid Period will receive Days Off in accordance with the proration table in **Paragraph E.**, above
- 25.F.3 Should a Pilot fail or voluntarily withdraw from transition or upgrade training on the first attempt after being awarded a line of flying for the Monthly Bid Period following training, Crew Scheduling shall build the Pilot a Reserve Line until the next Monthly Bid Period when he may bid in accordance with his seniority. The number of Days Off on this line shall be prorated in accordance with **Paragraph E.**, above.

25.F.4 If the Company cancels or delays transition or upgrade/downgrade training, the following shall apply :

- 25.F.4.a If the training is cancelled or delayed prior to bid closing, the Pilot(s) shall be allowed to bid normally in accordance with their seniority.
- 25.F.4.b If the training is cancelled or delayed at least twenty-four (24) hours prior to the opening of the Monthly Open Time Bid, normally the SSC shall build lines with Pay Credit and Days Off similar to the average of those of Hard Lines. The Pilots shall be allowed to bid on these lines in seniority order. If there is not sufficient MOT, **Paragraph F.4.d.**, below, shall apply.
- 25.F.4.c If the training is cancelled or delayed prior to the closing of the Relief Line Bid, the Pilot(s) shall be allowed to bid for any available Relief Lines in seniority order.
- 25.F.4.d If the Pilot (s) cannot hold or does not bid for Relief Lines, the Company will determine whether it will build the Pilot a Reserve Line or release him from any reserve obligation for the remainder of that Monthly Bid Period. The determination of which Pilots will be released from any Reserve obligation will be made in accordance with the Pilot's system seniority. If the Pilot is given a Reserve Line, the Pilot will be permitted to designate sequences of Days Off, however all Reserve days will be in blocks of at least three (3) consecutive Days. The number of RDPs will be based upon the Reserve Availability Table, minus 2, prorated for the portion of the Monthly Bid Period applicable. The Pilot will receive a Company-paid hotel upon request in Domicile.

25.F.5 A Pilot who is unavailable to fly his entire line shall have the balance of the Sequences of the line placed into Open Time.

25.F.6 Mis-Awards

- 25.F.6.a Any Pilot who has an inquiry or believes he may have received a PBS mis-award shall notify the responsible Association individual designated by the Association members of the JPWG no later than the 12th at 1700 LDT by submitting a DART at dart.alpa.org.
- 25.F.6.b A "PBS Mis-award" means any of the following :
 - 25.F.6.b.i The PBS fails to provide an eligible Pilot who properly submitted a valid bid with any award.
 - 25.F.6.b.ii The PBS produces an award that violates either the Federal Aviation Regulations or the terms of the CBA
 - 25.F.6.b.iii The PBS generates an award that is inconsistent with the Pilot's bid and established PBS system settings (e.g., failure to honor seniority and preferences). This type of "bug" or "programming error" must be confirmed with the PBS vendor.
 - 25.F.6.b.iv The Pilot's eligible bid status (e.g., position on the bid list, active or inactive, etc.) and pre-assigned activities including Known Absences (e.g., vacation, training, or other known leave) were not properly set for the PBS run, and negatively impacted the Pilot's award.
 - 25.F.6.b.v In any other scenario where the full JPWG agrees that a Mis-Award has occurred.
- 25.F.6.c In the event of a PBS Mis-Award, the following provisions will apply:
 - 25.F.6.c.i If a Pilot would have been awarded a Regular Line but for the Mis-Award, the Pilot will be awarded, at his option, either:

25.F.6.c.i.a A specially created Reserve Line with fourteen (14) Days Off;

25.F.6.c.i.b A line constructed as set forth in **Paragraph F.6.c.iii.**, below.

25.F.6.c.ii A Pilot who chooses, pursuant to **Paragraph F.6.c.i.a.**, above, to be awarded a specially created Reserve Line will choose from among the types of Reserve Lines he could have held, and will have the same Days Off as any junior Pilot who is awarded that type of Reserve Line in the Pilot's Position. The Pilot will select two (2) additional Days Off and will be awarded those Days Off, provided the award of such Days Off does not create a sequence of fewer than three (3) Reserve Days/RDPs.

25.F.6.c.iii A Pilot who chooses, pursuant to paragraph a.ii., above, to have a Regular Line constructed will have his Line constructed as follows:

25.F.6.c.iii.a When possible, the JPWG will re-run PBS for the Pilot's Position utilizing the bid in place at the time of the bid close for the sole purpose of determining a "Correct Line" for the Mis-awarded Pilot, and the Pilot will receive the number of Days Off and no less than the Pay Credit associated with the Correct Line. The Pilot will be placed on AVA for the Days on which the Pilot would have been awarded a Sequence based on the Correct Line and will be provided with a hotel room by the Company on request. If the affected Pilot has a Known Absence, the proration table will apply.

25.F.6.c.iii.b If the JPWG is unable to re-run PBS, the Pilot will have a Line constructed that has no fewer Days Off than any junior Pilot in his Position, no less Pay Credit than any junior Pilot in his Position, and no fewer weekends or holidays off than any junior Pilot in his Position. The Pilot will be assigned to AVA on his Days of work and will be provided with a hotel room by the Company on request. If the affected Pilot has a Known Absence, the proration table will apply.

25.F.6.c.iv For an error involving a single Sequence that should have been awarded but was not, should the parties be unable to reach an agreement that is acceptable to the Pilot, the Pilot will be pay protected based on the Sequence he should have been awarded, and will be placed on AVA pursuant to **Paragraph 25.P.11.** within the Footprint of the Sequence he should have been awarded, and the Pilot will fly the remainder of his properly awarded Line.

25.F.6.c.v If the Pilot would have been awarded a Reserve Line had the Mis-award not occurred, the Pilot will be awarded any type (i.e. Long Call, Short Call, or FDO) of Reserve Line his seniority could have held in his Position and the Days Off any Pilot junior to him in his Position received in the type of Reserve Line awarded to the junior Pilot.

25.F.7 If a Pilot fails to submit a current bid and does not have a default bid submitted, then the Pilot will be awarded a schedule based on a system-generated default bid.

25.F.8 If a Pilot was not eligible to participate in the Monthly Bid Process due to a Leave of Absence but returns to service and does not have a schedule, the Pilot shall be built a Reserve Line in accordance with **Paragraph E.1.**

25.G WITHHOLDING OF FIRST OFFICER SEQUENCES FOR OE

25.G.1 Sequences Withheld from the First Officer Bid Package for OE

25.G.1.a The Company will project the total amount of OE to be accomplished in the following month no later than the third (3rd) of the previous month. The projection will be shared with the Association and will include a breakdown of the OE to be conducted by training type and by Pilot.

25.G.1.b For each Monthly Bid Period, following the completion of Regular Line awards for Captains, the Company may withhold Sequences that have been awarded to Line Check Pilots (LCPs) from Regular Line construction for First Officers, provided:

25.G.1.b.i It will be assumed that each Pilot undergoing training will use a number of OE Block hours equal to the historical average.

25.G.1.b.ii The historical average will be determined through review of actual data from the last six (6) training classes for each type of training (i.e. upgrade, new hire, or transition). The projection will be based upon Block hours and Days historically utilized. The historical average will be recalculated on the first (1st) Day of each calendar quarter.

Example: April 1st is the first Day of the 2nd quarter. The historical average will be calculated by adding total Days and Block Hours used for each type of training, by each Pilot who completed training, in the last 6 classes. This historical average will be used for all Pilots starting OE in May, June, or July.

25.G.1.b.iii The total number of Block hours associated with the Sequences withheld is less than or equal to seventy-five percent (75%) of the total number of Block hours projected to be used for OE in the applicable Monthly Bid Period.

25.G.1.b.iv The Association and the Company will jointly select the Sequences that have been awarded to LCPs that will be used for OE and will be unavailable for First Officers to be awarded. The Sequences will be selected with the goal of accomplishing OE efficiently (e.g., multiple short legs, multiple landings, average or greater than average block per duty period ratio, avoid long layovers, no red-eye, limited deadhead) without altering the relative ratio of weekends/weekdays, holidays, commutable Sequences, and the relative number of 1-, 2-, 3-, 4- and 5-Day Sequences, unless the Sequences removed result in more OE occurring on weekends, holidays, and/or non-commutable Sequences. This joint process will begin at 1200 on the eighth (8th) and be completed no later than 1600 on the eighth (8th) unless otherwise agreed by the parties. If the parties cannot agree on the OE Sequence pool, the parties will alternate selection of Sequences, provided the above conditions are met.

25.G.1.b.v No more than ten percent (10%) of the total scheduled Block hours in a First Officer Position may be withheld for OE in any Monthly Bid Period.

25.G.1.b.vi The Company will notify LCPs no later than the opening of Captain DOT of the Sequences that will be utilized for OE. LCPs awarded OE Sequences shall not be permitted to Drop, Swap or Trade these Sequences, except that these Sequences may be Traded with other LCPs.

25.G.2 Treatment of Pilots Displaced for OE

25.G.2.a Any OE that is not accomplished in accordance with [Paragraph G.1.](#), above, (i.e. the remaining twenty-five (25%) of the projected OE) will be accomplished by displacement.

25.G.2.b A Pilot may be displaced from an entire Sequence or a part of the Sequence. If a Pilot is displaced from part of a Sequence, he will be removed from either the first consecutive segments or the last consecutive segments, and in no case will be displaced from the middle segments. A Pilot will only be displaced from a partial Sequence in his Domicile and shall not be required to Deadhead as a consequence of the displacement.

25.G.2.c A displaced Pilot will be released from his Sequence without any recovery obligation and will be pay protected for the scheduled value of the Sequence or any part of the Sequence the Pilot was displaced from. Any Pay Credit accrued for any part of the Sequence from which the Pilot was not displaced will be paid in addition to Pay Credit associated with the displacement.

25.G.2.d A displaced Pilot will be eligible to add flying during the displacement period and will be paid for any such flying in addition to the displaced flying, above the Pilot's Monthly Pay Guarantee.

25.H RECURRENT TRAINING

25.H.1 The Navblue Training/Events Module shall be used by Pilots to bid and be awarded Recurrent Training events which shall be treated as a Known Absence. The Company will load training pattern credit values as pre-awarded credit for the applicable Monthly Bid Period.

25.H.2 The Company shall post on the Electronic Bid System each Pilot's required training the month prior, the month due and the Late Grace Month. Pilots shall bid and be awarded all recurrent Ground Training in accordance with the following:

25.H.3 A Pilot will be awarded a Recurrent Training event in accordance with seniority, by Position, except that a Pilot who is in his Must Go Month may be awarded training instead of a Pilot who is in either his Early or May Go Month if there is no other training slot available for the Pilot in his Must Go Month.

25.H.4 Early Month

The Company will not assign Recurrent Training to a Pilot in his Early Month. However, a Pilot may bid for Recurrent Training in his Early Month but will not be assigned any Recurrent Training contrary to his preferences.

25.H.5 May Go Month

The Company may assign Recurrent Training to a Pilot in his May Go Month, provided the Pilot does not have vacation in that month. In addition, a Pilot may bid for Recurrent Training in his May Go Month and will be awarded Recurrent Training in accordance with **Paragraph H.2.**, above. A Pilot who does not have vacation in his May Go Month may designate up to three (3) Golden Days (i.e. Days upon which training cannot be assigned by the Company). This designation will be made in the Electronic Bid System during the Golden Day designation period.

25.H.6 Must Go Month

The Company may assign Recurrent Training to a Pilot in his Must Go Month regardless of whether the Pilot has vacation in that month, however, the Recurrent Training will not overlap the vacation or VSDs. In addition, a Pilot may bid for Recurrent Training in his Must Go Month and will be awarded Recurrent Training in accordance with **Paragraph H.2.**, above.

25.H.7 Training Patterns will be built to include Deadheads where necessary and shall be scheduled in accordance with **Section 11.B.3.b.** Training patterns will be constructed with the shortest training footprint possible considering on-line Deadheads, if applicable.

25.H.8 Pilots may bid on all training patterns unless Deadheads associated with a training pattern create a conflict with **Section 11.B.1.a.iii.** of this Agreement.

25.H.9 Simulator Training

25.H.9.a No later than the opening of the training bid, the Company shall publish a list of all available simulator slots by training facility location and those Pilots eligible to bid (i.e. Pilots in Early, May Go or Must Go months) for simulator training in each facility in the electronic document distribution system (currently Comply 365).

25.H.9.b All Pilots will attend simulator training in Denver and will be eligible to bid and be awarded or be involuntarily assigned training patterns (in accordance with **Paragraphs H.3-H.7.**, above.)

25.H.9.c Notwithstanding **H.8.b.**, a Pilot Domiciled in MIA will be eligible to bid and be awarded or be involuntarily assigned (in accordance with **Paragraphs H.3-H.5**, above) simulator training in the MIA training facility.

25.H.9.d Simulator slots shall be awarded in seniority order by Seat (subject to **Paragraphs H.2.** and **H.8.b-c.**)

- 25.H.9.d.i For MIA Domiciled Pilots, the Company must make a sufficient number of training patterns available for bid to allow for all Pilots to be awarded a slot in their Must Go month, and to allow for fifty percent (50%) of the Pilots who are in their May Go and Early months to be awarded a slot. (For example, if there are thirty (30) MIA Pilots eligible to bid on simulator training in May, with ten (10) in their Early Month, ten (10) in their May Go month, and ten (10) in their Must Go month, the Company must make at least twenty (20) simulator slots available.)
- 25.H.9.d.ii For the first year of implementation of MIA training, the parties will review the number of MIA pilots who bid for training but were denied a slot due to lack of availability every three (3) months. The Company will add simulator slots to the next month's training bid in a number equivalent to the average number of Pilots denied a slot in the prior three (3) months, and the new percentage will be applied to subsequent months. After the first year of implementation, the parties will review the data every six (6) months.

25.H.10 Recurrent Ground School

Pilots in all Domiciles will be able to bid for and be awarded Recurrent Ground School in any location offered by the Company. A Pilot who does not bid for Recurrent Ground School may be assigned to Recurrent Ground School in any location (in accordance with [Paragraph H.3-5.](#)).

- 25.H.11 Pilots will be scheduled for Recurrent Training in accordance with [11.B.1.a.iii](#), however a Pilot may waive the requirement for a Calendar Day off in Domicile if the Recurrent Training event is delayed causing the event to last more than six (6) Calendar Days.
- 25.H.12 Pilots bidding for an FDO line, who are also eligible for Recurrent Training (in their Must Go or May Go month without vacation), will only be awarded or assigned training on Days Off if they make an affirmative selection in the FLICA FDO bidding folder by selecting the "FDO Training on Days Off" option under the additional bid options.

25.1 TIMETABLE

The following timetable shall be used for the monthly bidding process (dates and times shall be considered 'no later than' for * items):

Day	Time (LDT)	Event (*all events must occur NLT date and/or time (LDT) specified, ** denotes Denver time)
17 th – 2 months prior	9:00	FDO bid opens
19 th – 2 months prior	12:00	FDO bid closes
19 th – 2 months prior	17:00	FDO bid award*
20 th – 2 months prior	9:00	- Vacation adjustment period (VAP) opens - Golden Day(s) designation period opens
22 th – 2 months prior	12:00	- Vacation adjustment period (VAP) closes - Golden Day(s) designation period closes
23 rd – 2 months prior	9:00**	Recurrent training bid opens in Navblue*
25 th – 2 months prior	9:00**	Recurrent training bid closes in Navblue
27 th – 2 months prior	17:00**	Recurrent training bid awarded in Navblue*
1 st	9:00	Monthly bid opens in Navblue
5 th	12:00	Monthly bid closes in Navblue
5 th	12:00**	Daily Open Time frozen (for last six (6) Days of current Monthly Bid Period)
8 th	12:00	CA bid award published in Navblue*
10 th	12:00	FO bid award published in Navblue*
11 th	18:00**	Daily Open Time un-frozen (for last six (6) Days of current Monthly Bid Period)
12 th	17:00	Mis-award period closes
13 th	9:00	- CA Daily Open Time opens in FLICA - CA Reserve Drop/Trade/Swap opens in FLICA
14 th	9:00	- FO Daily Open Time opens in FLICA - FO Reserve Drop/Trade/Swap opens in FLICA

- 25.I.1 **NOTE 1:** Swaps that involve Sequences that begin in the current Monthly Bid Period and carry into the following Monthly Bid Period that do not create an additional open Duty Period(s) in the following Monthly Bid Period are allowed (if compliant with all other applicable provisions of this Agreement). A Lineholder will be eligible to Add and/or Trade for Sequences that span the current Bid Period and the following Monthly Bid period at any time, consistent with the provisions of this agreement.
- 25.I.2 **NOTE 2:** Trip Adds, Trades and Swaps that touch the last 6 Days of the current Monthly Bid Period will be restricted during the applicable DOT frozen period. The Company will upload the most updated CrewTrac information in accordance with D.3., above, for the Seat in which the monthly bid is closing. In the event of an FAR or CBA conflict in the following Monthly Bid Period created by an Open Time or Tradeboard transaction during the frozen period, the conflict shall be fixed by dropping the least amount of flying in the following Monthly Bid Period with no pay protection, in accordance with **Paragraph I.3.**
- 25.I.3 **NOTE 3:** A Pilot will not lose any Pay Credit when he is removed from flying to avoid a potential or actual FAR conflict that arises as a consequence of over-blocking, delays that create additional FDP or other FAR 117 violations that were not the result of a Pilot changing his schedule via an Open Time or Tradeboard transaction or other schedule adjustments made by the Company.

25.J MONTH-TO-MONTH TRANSITION

- 25.J.1 A Transition Conflict consists of any conflicts due to an interference or illegality from the current Monthly Bid Period to the following Monthly Bid Period.
- 25.J.2 Except for RDPs, when time must be dropped for a Transition Conflict, the Pilot's Pay Credit shall be reduced in accordance with Section 4.
- 25.J.3 All Transition Conflicts shall be resolved by dropping the minimum amount of time necessary to resolve the conflict from the beginning or ending leg(s) of a scheduled Sequence.

25.K MONTHLY BIDS

- 25.K.1 There shall be twelve (12) calendar month-based Monthly Bid Periods of thirty (30) or thirty-one (31) Days. The Monthly Bid Periods shall be the same for all Positions. The Company and the Association will meet no later than September 30th of each year to designate the Monthly Bid Periods for the following calendar year. This information will be published with the annual Pilot vacation bid.
- 25.K.2 A Pilot shall bid via NavBlue.
- 25.K.2.a Pilot schedules will be constructed through a series of bids, including a pre-bid (that will include a training and vacation bid) and a monthly schedule bid. Monthly schedules will be awarded in accordance with seniority, by Position.
- 25.K.2.b If a Pilot fails to submit a current bid or configure their default bid sheet, then the Pilot will be awarded a schedule based on a system-generated default bid. A Pilot's default bid will be deleted if he changes Positions.
- 25.K.2.c If a Pilot was not eligible to participate in the monthly bid process due to a leave of absence but returns to service and does not have a schedule, the Pilot shall be built a Reserve Line in accordance with **Paragraph E.1.**
- 25.K.2.d A First Officer may use "avoid pairings" preferences to select employee numbers of Captains they do not wish to fly with. These "avoid pairings" preferences will be treated in the same manner as other "avoid pairings" or "prefer off" statements within the logic of the solver. The Association members of the JPWG may limit the number of Captains on First Officers' "No Fly List" if the number is negatively affecting run times. These preferences will only be considered in the Regular Line award. The designation of Captain employee numbers on the "No Fly List" is intended as a personal preference and such designation shall not be used to initiate disciplinary action or for disciplinary purposes.
- 25.K.2.e In no case shall the Average Line Value (ALV) exceed eighty-five (85) hours without Association approval.

25.K.3 Bidding Information:

- 25.K.3.a The Company will load all of the information including, but not limited to, eligible bidders by Position, Sequences, Known Absences, that is necessary to create a line solution no later than the opening of the monthly bid.
- 25.K.3.b All vacation will be loaded by the Company prior the 0900 LDT on the 23rd of the month that is two (2) months prior to the applicable Monthly Bid Period. Any changes or additions to the Known Absences will be updated no later than one (1) hour after the close of the bid on the 5th. The Company will load the system with all eligible bidders two (2) hours prior to the bid closing.
- 25.K.3.c The Company will upload the current Crew Trac data immediately following the freezing of Open Time but no later than 1300 DEN time on the 5th for Captains and the 8th for First Officers.
- 25.K.3.d At the opening of the monthly bid, the "Bidding Information" section of the Navblue PBS "Info Tab," shall display the following information, at a minimum, by Position:
- 25.K.3.d.i Average Line Value by Category;
 - 25.K.3.d.ii Minimum, Normal, and Maximum Credit Windows;
 - 25.K.3.d.iii Number of Anticipated Regular Lines;
 - 25.K.3.d.iv Number of Anticipated Reserve Lines;
 - 25.K.3.d.v Number of Long Call Reserve Lines anticipated to be available;
 - 25.K.3.d.vi Available RDPs / RDP times;
 - 25.K.3.d.vii Available FDO lines;
 - 25.K.3.d.viii Anticipated Reserve Lines awarded per RDP;
 - 25.K.3.d.ix Red-eye bid preference definition;
 - 25.K.3.d.x Maximum "Followed By" Time;
 - 25.K.3.d.xi Return to work certification deadline;
 - 25.K.3.d.xii Reminder to verify Known Absences;
 - 25.K.3.d.xiii The projected number of Days to complete upgrade, transition and new hire training that will apply to all Pilots who commence training in that Monthly Bid Period.
 - 25.K.3.d.xiv All Sequence Information, including leg values and Pay Credit, will be displayed by Position, in Navblue on the "Pairings Tab." In addition, the Company will post the Sequences and bid eligibility lists for the Monthly Bid Period in the electronic document distribution system (currently Comply 365) no later than the opening of the monthly bid.

- 25.K.4 CDOs will not be awarded on a Line until the Association and the Company mutually agree to appropriate terms and conditions.

25.L DAILY TIMELINE

DAY - 4	Until 0930	DDL
DAY - 4	0930	DAG (4 days prior to leg)
DAY - 3 to 2	ALL	DAG
DAY - 1	0930 - 1030	Drops close, Sequences no longer available to Lineholders; No Bid and Management Pilots may add Open Time until 1030 for following day
	1030	Aggressive Reserve - Open
	1330	Aggressive Reserve - Close
	1330 (NLT)	Pilots must notify if they will not be AVA for next day
	1330	Reserve assignments begin
	1530 (NLT)	Aggressive Reserve award
	1600 - 2000	AVA Pilots call-in for assignment
TRIP DAY	3 hours prior	No Trades
TRIP DAY	0930 - 1030	Management and No Bid Pilots may Add for the same day
	Departure	Sequence operates

25.M OPEN TIME

25.M.1 Once any Sequence, RDP, or Reserve Day is posted in Open Time, it shall not be withdrawn except by the following provisions:

- 25.M.1.a Open Time that is dropped by the Company by mistake and has not been awarded may be returned to the original Pilot's schedule.
- 25.M.1.b Open Time that is dropped by the Company by mistake and has been awarded will remain as awarded in Open Time and the original Pilot shall be pay protected. The original Pilot may add Open Time over the same period, but he shall only be Pay Credited for the greater of the two.
- 25.M.1.c The Company and the Association recognize that the limitations of the current Open Time system will cause some incorrect awards (e.g., time temporarily in Open Time while being processed by Scheduling) that will be addressed on a case-by-case basis. Upon recognizing the issue, Crew Scheduling shall make every possible attempt to return the Pilots' schedules to their proper status. If the resolution required awarded time to be removed, that Pilot shall be notified immediately.



See Appendix for details of grievance settlement.

- 25.M.1.d Sequences in the following Monthly Bid Period will not be modified from the time bidding opens until awards are published.
- 25.M.1.e An open Sequence may be moved from Open Time to the Premium Add Folder.

25.M.2 All references to Open Time shall be specific to Position. Open Time will follow a bid or assignment process in the following order in accordance with the timetable specified in [Paragraph I.](#), above:

- 25.M.2.a Daily Open time Drops, Swaps, Trades, Adds ([Paragraph M.](#))
- 25.M.2.b No Bid and Management Pilot Adds ([Paragraph M.6.](#))
- 25.M.2.c Aggressive Reserve ([Paragraph T.8.](#))
- 25.M.2.d Reassignments ([Paragraph P.11.c.](#))

25.M.2.e Reserve Assignment ([Paragraph R.](#))

25.M.2.f Last Chance Management Adds ([Paragraph AA.](#))

Note: The placement of a Sequence, RDP, or a Reserve Day(s) in the Premium Add Folder may occur at any time at the discretion of the Company. Sequences, RDPs, and Reserve Days may be awarded to any Pilot by Category (i.e. seat and aircraft and without respect to the Pilot's Domicile) on a first-come, first-served basis without respect to the timeline set out above. Management and No Bid Pilots are not eligible to Add from the Premium Add Folder.

25.M.3 At the completion of a Monthly Bid Period a Pilot must have a minimum of seventy (70) hours of Pay Credit. At no time shall a Pilot be allowed to Drop below fifty (50) hours of Pay Credit. These minimums shall be reduced by any amount of Pay Credit dropped as a result of a Leave of Absence. If the Pilot's Pay Credit drops below fifty (50), any further schedule adjustments that result in a net loss of Pay Credit must be done through Crew Scheduling. However, for at least six (6) Monthly Bid Periods, in a calendar year per Position, a Pilot will be permitted to complete the month with no less than sixty (60) hours of Pay Credit, such months to be designated by the Company no later than the publication of the Annual Vacation Bid Award, but such designated Monthly Bid Periods may be changed by mutual agreement between the Company and ALPA.

25.M.4 Drop Limits (to be reviewed and agreed upon at the monthly SSC meeting)

25.M.4.a A Duty Period that spans midnight shall be counted as an open Duty Period only on the Calendar Day in which it begins.

25.M.4.b For Denver (DEN), the Daily Drop Limit ("DDL") for Monthly Open Time shall be eight (8) open Sequences on Restricted Days and thirty-five (35) open Sequences on all other days. For Daily Open Time, the Daily Drop Limit shall be the greater of twelve (12) open Sequences on each weekday and eight (8) open Sequences on Saturdays, Sundays and Restricted Days or nine and one-half percent (9.5%) for weekdays and six and one-half percent (6.5%) for Saturdays, Sundays, and Restricted Days of the average number of Duty Periods per day based on the number of Duty Periods produced after the final solution of Sequence generation (e.g., 3,720 Duty Periods for a 30-day Monthly Bid Period is an average of 124 Duty Periods per day).

25.M.4.c For Domiciles other than DEN, the Daily Drop Limit shall be in accordance with the following table:

Daily Duty Periods	DOT Weekend	DOT Week Day
1-10	2	3
11-20	2	3
21-30	3	4
> = 31*	> 6.5% vs 5	> 9.5% vs 7

* Standard rounding applies

25.M.5 Jetway Trades

Two lineholders, or a Reserve Pilot flying outside of his Reserve obligation, may agree to split a portion of a scheduled Sequence at a city served by the Company if the Lineholders hold the same Category, provided:

25.M.5.a The transaction complies with the Federal Aviation Regulations and the provisions of this Section.

25.M.5.b The transaction should be coordinated with Crew Scheduling at least three (3) hours prior to the departure time (including delayed departure time) of the leg being Traded or that Trade may be denied. If the Trade is denied, the Pilot may request, and Crew Scheduling will provide, the reason for the denial. Crew Scheduling can deny the Trade during a period of Declared Irregular Operations as defined in Paragraph AA., below.

25.M.5.c The portion of the Sequence being Traded is at the beginning or end of a Sequence.

25.M.5.d Two Pilots will be permitted to utilize this provision to exchange a Deadheading leg for an operating leg, or the reverse. A Reserve Pilot on a Reserve assignment may participate in this type of Jetway Trade with Crew Scheduling approval.

25.M.5.e Once a Jetway Trade is approved, the Pilot accepting the operating leg(s) may not Drop or Swap the operating leg(s) but may Trade them with another Pilot. The Pilot who Trades away part of the Sequence through a Jetway Trade will not be permitted to Drop or Swap the remainder of the Sequence, but may Trade any or all of the remainder of the Sequence, and, in addition, either Pilot may modify a different portion of the Sequence in the DOT Split folder, the Trade folder or through a phone call to Crew Scheduling if the Electronic Bid System does not allow the Pilot to enter the request.

Example: A Pilot has a 4-Day Sequence and Trades the first leg via a Jetway Trade. On the last day of the Sequence, the Sequence returns to the Pilot's Domicile and the last 2 legs are a turn. The Pilot is eligible to Trade any remaining portion of the Sequence and is also eligible to Drop the last turn, subject to the Drop limits contained [Paragraph M.4.](#) or [Paragraph O.3.c.](#), as applicable.

25.M.6 Except for Last Chance Management Adds, pursuant to [Paragraph AA.](#), below, a Management or No Bid Pilot shall only be allowed to pick up Open Time for the same or next day by calling Crew Scheduling after DOT Adds have closed and before Aggressive Reserve bidding has opened for the Domicile in which the Sequence originates.

25.M.7 A Pilot is not eligible to Add flying from Open Time, the Premium Add Folder, the Pilot Trade Board, or to be awarded a Jetway Trade that conflicts with a duty assignment, subject to the provisions below:

25.M.7.a There must be a minimum of forty-five (45) minutes between the Sequence Release Time and the departure time of another leg on the same day.

25.M.7.b If a Rest Period is required between an Added Sequence and a previously scheduled assignment, such Rest Period will be scheduled for no less than eleven (11) hours.

25.M.7.c Reserve Eligibility for Adding Flying and Reserve Days

25.M.7.c.i A Reserve Pilot is eligible to be awarded Open Time, flying from the Premium Add Folder, or an Add from the Pilot Trade Board in the same manner as a Lineholder, provided the Sequence is scheduled to operate on a Day(s) Off or on days in which the Add would not conflict with scheduled Duty, subject to [Paragraph M.9.a.](#), below, and in accordance with [Paragraph M.7.c.iii.](#), below.

25.M.7.c.ii In addition, a Reserve Pilot may add Open Time commencing on the Reserve Pilot's Day(s) Off that carries into a block of Reserve Days, but at Crew Scheduling's discretion. If Crew Scheduling denies such a request, they will, upon request of the Association, provide a reason in writing to the Association. Crew Scheduling will not unreasonably deny a Pilot trying to exercise this provision. If a Reserve Pilot Adds a Sequence that overlaps with any Reserve obligation and the Pilot subsequently Drops the Sequence, the Pilot will be returned to his originally scheduled Reserve Days/RDPs.

25.M.7.c.iii Buffers for Reserve Pilot

The Company may assign values to each future Reserve day of work of up to three (3) hours of Flight Time and six (6) hours of flight duty period (FDP) time for the purpose of evaluating the legality of a requested pick up.

25.M.8 Reserve Days/RDPs in Open Time

The Company may put Reserve Days/RDPs in Monthly or Daily Open Time and the Premium Add Folder in accordance with the following provisions:

- 25.M.8.a These Reserve Days/RDPs shall be bid on as any other open Sequence but will include a unique identifier;
- 25.M.8.b The Pilot shall receive the greater of four (4) hours of Pay Credit (or at least six (6) hours if placed in the Premium Add Folder), or actual or Scheduled Block, above the Monthly Bid Guarantee for each Reserve Day/RDP;
- 25.M.8.c Each block of Reserve Days/RDPs in Open Time must be added in its entirety and may not be split by the Pilot;
- 25.M.8.d The Reserve Days/RDPs added may not be Swapped, Dropped, or Traded;
- 25.M.8.e The Reserve Days/RDPs shall be specified as Short (including the Window) or Long Call.
- 25.M.8.f Each Reserve Day/RDP will have an artificial credit of three (3) hours of Flight Time and six (6) hours of FDP time for the purpose of calculating FAR limitations.
- 25.M.8.g Assignments shall follow the normal assignment order in [Paragraph P.](#), below.
- 25.M.8.h These blocks of reserve will not count as Overnightable Reserves or be included in the total number of open Duty Periods in the DDL or DAG.

25.M.9 A Pilot is not eligible to Add flying from Open Time, the Premium Add Folder, the Pilot Trade Board, or participate in a Jetway Trade that involves a Category other than the one in which he is currently qualified.

- 25.M.9.a In addition to the minimum scheduled Rest Periods included in [Section 12.F.](#), the following buffers will apply to initial line construction and all Open Time, Premium Add Folder, Trade and Swap transactions:

	Actual FAR Limitation	Construction Limitation and Post-Construction Modifications by Company or Pilot
Daily Flight Time Limit	Table A	45 minutes
Daily Flight Duty Period	Table B	45 minutes
Flight Hours in any Consecutive 365-Day Period	1,000 hours	995 hours
Flight Hours in any Consecutive 672-Hour Period	100 hours	98 hours
Flight Duty Period Hours in any 672- Hour Period	190 hours	182 hours
Flight Duty Period Hours in any 168- Hour Period	60 hours	58 hours

- 25.M.9.b It is understood and agreed that Reserve assignments must be scheduled to allow for rest as described in [Paragraph M.9.a.](#), above, (above/below), but reserve flight assignments may be scheduled without regard to the buffers set out in the table above.

25.N RESERVE LINE CONSTRUCTION, BID PROCESS, AND AWARD

25.N.1 Reserve Lines

25.N.1.a When published, Reserve Lines will include Reserve Days and Days Off. In addition, LCR, SCR, and FDO lines will each be associated with a unique identifier.

25.N.1.b By Position, if there are more than ten (10) Reserve lines, no less than fifteen percent (15%) and no more than twenty-five percent (25%) of the Reserve lines will be Long Call Reserve Lines (except that FDO Lines built as LCR lines will not be counted toward the LCR Line limitations). No less than fifteen percent (15%) and no more than twenty-five percent (25%) of the Reserve lines will be Fixed Day Off (FDO) lines, provided there are at least twenty (20) total Reserves in the Position. If there are fewer than twenty (20) total Reserve lines in a Position, FDO lines may be constructed at Company discretion. The combination of Long Call Reserve and FDO Reserve will not exceed forty percent (40%) of all Reserve lines. The Company and the Association System Scheduling Committee ("SSC") may agree, in writing, to vary these percentages.

25.N.1.c By Position, if there are ten (10) or fewer Reserve Lines, then:

# of Reserve Lines	Minimum # of Long Call Lines
< 5	0
5 – 7	1
8 – 10	2

25.N.1.d Short Call Reserve Lines shall be built with no more than forty percent (40%) of the lines in the Mid- Window which shall mean RSC.

25.N.1.e Reserve Line Construction

25.N.1.e.i Short Call Reserve Lines will be built with no more than eighteen (18) RDPs in a thirty (30) day Monthly Bid Period and no more than nineteen (19) RDPs in a thirty-one (31) day Monthly Bid Period. Short Call Reserve Lines, when loaded into FLICA, will include the RDP associated with each line.

25.N.1.e.ii Long Call Reserve Lines will be built with at least twelve (12) Days Off and at least one block of three (3) Days Off in each Monthly Bid Period.

25.N.1.e.iii FDO Lines will be built with at least twelve (12) Days Off in a monthly Bid Period (thirteen (13) Days off in a 31-Day monthly Bid Period). The first day of the FDO block of Reserve Days will be designated as Long Call. Twelve (12) (thirteen (13) in a 31-Day Monthly Bid Period) consecutive Days Off will be built into these lines, including either the first twelve (12) days of the Monthly Bid Period, the last twelve (12) days (thirteen (13) Days off in a 31-Day monthly Bid Period) of the Monthly Bid Period, or twelve (12) Days (thirteen (13) Days off in a 31-Day monthly Bid Period) Off starting on the 10th day of the Monthly Bid Period. In addition, FDO Lines will be built in multiples of three (3) (e.g., one (1) beginning, one (1) mid, one (1) end, two (2) beginning, two (2) mid, two (2) end, etc.). However, if the Company wishes to build a number of FDO Reserve lines that is not equal to a multiple of three (3), it may do so only by adding two (2) additional FDO Reserve lines to a multiple of three (3). The total number of FDO lines built must comply with the minimum and maximum percentages set out in [Paragraph N.1.b.](#), above. These two (2) additional FDO Reserve lines will be constructed with one (1) containing Days Off on the first twelve (12) days of the Monthly Bid Period and one containing Days Off on the last twelve (12) days of the Monthly Bid Period.

25.N.1.f Half Month Reserve Lines

Half Month Reserve Lines will be offered at the discretion of the Company and will be constructed to include either the first fifteen (15) Days of the Monthly Bid Period or the last fifteen (15) days of the Monthly Bid Period, and may be offered as SCR, LCR, or FDO lines. Half Month Reserve Lines will not count toward the limitations in [Paragraph N.1.b.](#), above. Half Month Reserve Lines will not be involuntarily awarded to a Pilot. If Half Month FDO Lines are constructed, the Parties will collaboratively determine how the lines will be constructed.

Example: A Pilot who was awarded a long call Reserve Line in the previous Monthly Bid Period will remain a long call Reserve in the current Monthly Bid Period until the Pilot receives a Calendar Day Off in Domicile.

25.O DAILY OPEN TIME ("DOT") PROCEDURES

25.O.1

25.O.1.a DOT will consist of any RDPs placed into Open Time per [Paragraph M.8.](#), above, and/or Sequences remaining after Relief Lines are built, and/or Drops of any kind, and/or any other unanticipated flying occurring during the Monthly Bid Period. For the first twenty-four (24) hours a Sequence is in Open Time, Sequences can only be awarded to Pilots (through Open Time or Aggressive Reserve) or assigned to Reserves in the Domicile it was originally constructed for (i.e. a Sequence that either appeared in the Domicile Monthly Bid Package, a derivative of the Sequence that appeared in the Monthly Bid Package, or a Sequence that is built during the month that originates in a particular Domicile). Sequences in Open Time for more than twenty four (24) hours may be bid by and awarded to Pilots from any Domicile. (See [Paragraph O.7.](#), below, for further provisions.)

25.O.1.b The Company may place blocks of Reserve days in Open Time (i.e. two (2) Reserve Days, three (3) Reserve days, etc.). A Pilot will not be eligible to split published blocks of Reserve days in Open Time. Blocks of Reserve days will not be included in the total number of Overnightable Reserves or count towards the total number of Duty Periods in the DDL/DAG. Each Day in a block of Reserve days will be paid at the greater of four (4) hours or actual Pay Credit accrued. A Reserve Pilot who picks up a block of Reserve Days on his Days Off will be paid for this credit above the Monthly Pay Guarantee. Each Day in a block of Reserve Days placed in Open Time will have an artificial credit of three (3) hours of Block Time and six (6) hours of FDP Time.

25.O.2 During Daily Open Time, Pilots may Drop, Swap, Trade and Add. Drops and portions of Swaps that do not overlap are subject to the DDL and Drop Availability Grid ("DAG") as specified in [Paragraphs M.4.](#), above, and [Paragraph O.3.c.](#), below. However, for individual days of a Sequence that overlap with a Swapped Sequence, the DDL or the limitations of [Paragraph M.4.](#), above, shall not apply.

25.O.3 Schedule

25.O.3.a DOT will be available for bidding as of 0900 on the 25th of each month for Captains and as of 0900 on the 26th of each month for First Officers.

25.O.3.b Any Drop request submitted prior to 0930 LDT four (4) Days prior to the departure of the legs being Dropped (e.g., Tuesday for a Saturday departure) shall be honored if the DDL has not been met.

25.O.3.c Between 0930 LDT four (4) Days prior and 0930 LDT the day prior to the departure of the legs being Dropped, any Drop requests shall be subject to the DAG.

25.O.3.c.i The DAG shall show the number of Sequences that may be Dropped in each Window (as defined in [Paragraph V.](#), below). A Duty Period that spans midnight shall be counted as an open Duty Period only on the Calendar Day in which it begins.

- 25.O.3.c.ii For Denver or Domiciles with greater than ninety (90) average daily Duty Periods, the DAG Drop number shall be based on maintaining three (3) Reserves in each Window, plus one (1) additional Reserve in any Window or Long Call, over and above any Drops allowed. This net reserve number may grow in proportion to the number of Duty Periods and shall be reviewed and mutually agreed upon by the Company and the Association quarterly.
- 25.O.3.c.iii For Domiciles other than Denver with fifty-one (51) to ninety (90) average daily Duty Periods (based on the final Sequence solution), the DAG Drop number shall be based on maintaining two (2) Reserves in each Window (except for a Window to which no reserves were awarded) plus one (1) additional Reserve in any Window or one (1) Long Call Reserve, over and above any Drops allowed. This net reserve number shall be reviewed and mutually agreed upon by the Company and the Association monthly.
- 25.O.3.c.iv For Domiciles other than Denver with one (1) to fifty (50) average daily duty periods, the DAG Drop number shall be based on maintaining one (1) Reserve in each Window (except for a Window to which no reserves were awarded) plus one (1) additional Reserve in any Window or one (1) Long Call Reserve, over and above any Drops allowed. This net reserve number shall be reviewed and mutually agreed upon by the Company and the Association monthly.
- 25.O.3.d After 0930 LDT the Day prior, Drops shall be allowed at the discretion of Crew Scheduling
- 25.O.3.e Trades with other Pilots shall be allowed until three (3) hours prior to the scheduled departure time of the earliest leg being Traded. Notwithstanding [Paragraph M.5.](#), Trades shall be submitted through the Pilots Trade Board.
- 25.O.3.f Open Time transactions into the following Monthly Bid Period's transition period will not be processed until the 13th at 1700 due to the inability of the DAG to be applied when the next month's flying has not been created. For example, on August 24th at 0900, September's DOT becomes available, but Sequences cannot be dropped into October's transition period until September 13th at 1700.
- 25.O.4 Daily Open Time shall be bid and awarded through the Electronic Bid System on a real-time, first-come/first-served ("FC/FS") basis. Until Sequence splitting is automated, split requests may not always be processed FC/FS with non-split requests. Until Sequences splitting is automated, the Company shall staff Crew Scheduling for the purpose of processing split requests to ensure splits are processed expeditiously between the hours of 0700-2300 LT. Further, to facilitate real time processing, the Company shall dedicate two (2) schedulers to DOT processing on the 25th and 26th of the month. The Association is entitled to have a representative present to observe DOT processing. The Company agrees to automate the Sequence-splitting process as soon as possible.
- 25.O.5 Multi-day Sequences Dropped by Pilots may be split in DOT in accordance with the following:
- 25.O.5.a After a Sequence has been in DOT for forty-six (46) hours, Pilots may split Sequences and pick up any portion of a Sequence.
- 25.O.5.a.i The Sequences must be split in the originating Domicile.
- 25.O.5.a.ii One day Sequences and CDOs shall not be split.
- 25.O.5.a.iii Two (2) or three (3) day Sequences may be split one (1) time.
- 25.O.5.a.iv Four (4) and five (5) day Sequences may be split two (2) times.

25.O.5.b After a Sequence has been in DOT for a total of seventy-two (72) hours, Crew Scheduling may also split the Sequence in accordance with the following:

25.O.5.b.i One (1) day Sequences and CDOs shall not be split.

25.O.5.b.ii Two (2) or three (3) day Sequences may be split one (1) time.

25.O.5.b.iii Four (4) and five (5) day Sequences may be split two (2) times.

25.O.5.b.iv Crew Scheduling may split Sequences further only if the Sequences remain in the Daily Open Time pool for more than ninety-six (96) hours.

25.O.6 The Company may combine Sequences in accordance with the Sequence construction and Pay Credit rules of this **Section** and **Section 3**. The new Sequences shall be immediately placed into Daily Open Time, may be placed in the Premium Add Folder, made available to Aggressive Reserve, or assigned to a Reserve in accordance with this Section. Both of the Sequences to be combined must meet the following:

25.O.6.a the Sequence has been in Daily Open Time for more than seventy-two (72) hours; or

25.O.6.b the Sequence is Dropped into Open Time two (2) or three (3) days prior to the start of the Sequence and has been in Daily Open Time for more than twenty-four (24) hours; or

25.O.6.c the Sequence is available to Reserve Pilots in accordance with the examples below:

Example 1: It is 1600 on December 10th. Sequence 3000 which starts on December 25th (an SLC overnight) has been in Daily Open Time for more than seventy-two (72) hours and Sequence 3001 which starts on the 26th (an MCI round trip) has also been in Daily Open Time for more than seventy-two (72) hours. These individual Sequences (3000 and 3001) may be combined by Crew Scheduling to create a new two (2) day Sequence 3800 starting on December 25th. This new Sequence 3800 will then be placed back into DOT.

Example 2: It is 0945 on December 10th. Sequence 3002 which starts on December 11th (an LAS overnight) is no longer available for Daily Open Time bidding because it is after 0930 the day before it starts. Sequence 3003 which starts on December 12th (a PHX overnight) has been in Daily Open time since 0900 on December 9th (in Open Time more than twenty-four (24) hours and was Dropped three (3) days prior to the start of the Sequence). These individual Sequences (3002 and 3003) may be combined to create a new three (3) day Sequence 3801 which starts on December 11th. The new Sequence in this example will be made available for Aggressive Reserve bidding at 1030 on December 10th.

Example 3: It is 0930 on December 10th. Sequence 3004 which starts on December 11th (an SLC round trip) and Sequence 3005 which starts on December 11th (an OMA overnight) are both uncovered. In this example, these Sequences (3004 and 3005) are no longer available to Lineholders in Daily Open Time and at 1030 will be made available to Reserve Pilots in accordance with the Reserve assignment rules of this Section. Regardless of the length of time that these individual Sequences have been in Open Time, these Sequences may be combined to create a new two (2) day Sequence 3802 which starts on December 11th. The new Sequence in this example will be made available for Aggressive Reserve bidding at 1030 on December 10th.

25.O.7 If a Sequence: 1) has been in Daily Open Time for more than seventy-two (72) hours, or 2) is Dropped into Open Time two (2) or three (3) Days prior to the start of the Sequence and has been in Daily Open Time for more than twenty-four (24) hours, or 3) is available to Reserve Pilots in accordance with this Section, then the Company may add Deadhead legs to and from a different Domicile. The new Sequence shall be immediately placed into the Sequence's Domicile's Daily Open Time, made available to Aggressive Reserves or assigned to a Reserve in accordance with this Section.

25.O.8 All Sequences will no longer be available to bid through the Electronic Bid System by Lineholders at 0930 LDT the Day prior and will be made available to Reserves at 1030 LDT the Day prior to the start of the Sequence or remaining portion of a Sequence. For Swaps involving flying or Reserve Days/RDPs, all elements of the Swap request (i.e. the work being added and the work being removed) must be scheduled to occur within the same Monthly Bid Period.

25.P REASSIGNMENT - GENERAL

25.P.1 For the purpose of Reassignment pursuant to this **Paragraph P.**, a Reserve Pilot flying a Sequence outside of his Reserve obligation or a Reserve Pilot on an Aggressive Reserve Award will be considered a Lineholder for the entirety of the awarded Sequence, subject to **Paragraph T.8.**, below.

25.P.2 Flying is Removed or Canceled

If a Lineholder is removed from a Sequence (or portion thereof) regardless of whether the flight(s) cancels or operates, he may be Reassigned. A Pilot will be considered to be Reassigned if he is directed to operate or Deadhead on a leg or legs that were not part of his original Sequence. A Pilot will not be considered to be Reassigned if he operates a flight on which he was originally scheduled to Deadhead or is directed to Deadhead on a flight which he was originally scheduled to operate.

25.P.2.a If the Reassignment following a cancellation or removal occurs in the Pilot's Domicile, the Reassignment must be scheduled within the Footprint of the originally scheduled Sequence.

25.P.2.b If the Reassignment following a cancellation or removal occurs outside of the Pilot's Domicile, the Reassignment must be scheduled within the Footprint of the originally scheduled Sequence; however, if the Reassignment occurs during the last Duty Period of a Pilot's Sequence or at a point in time when, for reasons beyond the control of the Company, the Company cannot reasonably arrange for a Pilot to replace the Reassigned Pilot and/or return the Reassigned Pilot to Domicile, he will be returned to Domicile as soon as practical, at which point the Pilot will be released subject to the limitations of **Paragraph Q.2.**, below, if applicable.



See Appendix for details of grievance settlement

25.P.2.c In a situation where a Pilot is Reassigned following a cancellation or removal and the Pilot does not return to Domicile within three (3) hours of the originally scheduled Sequence Release Time pursuant to **P.2.b.**, above, the Pilot will be paid at one hundred fifty percent (150%) over the Pilot's Monthly Pay Guarantee for the legs (Deadhead or flown) that are scheduled to or actually arrive three (3) hours after the original Sequence Release Time up to 0200 on a Pilot's Day Off, in addition to any other Pay Credit due for the Sequence. If the Sequence Release time is after 0200 on a Pilot's Day Off, then one hundred fifty percent (150%) would not be paid on the legs extending three (3) hours beyond the end of the originally scheduled Sequence Release Time, and the Pilot would instead be compensated in accordance with **Paragraph Q.**, below.

Example 1: A Pilot has a 2-Day Sequence with a scheduled Sequence Release Time of 1600. On Day 2, the Pilot is scheduled to fly from AUS to SFO to LAX to DEN. When the Pilot arrives in SFO, he is advised that another Pilot who overnighted in SFO has called in sick, and the departure time for the sick Pilot is earlier than the departure time for the Pilot on Day 2. The Company is Deadheading a Reserve to SFO to complete the LAX and DEN legs, and the Pilot who had been scheduled to fly to LAX and DEN will instead fly to PDX and then DEN, delaying his Sequence Release Time by 4 hours. The Pilot will be compensated at 150% for the legs that touch or occur after 1900 (3 hours beyond the Pilot's original Sequence Release Time).

Example 2: A Pilot is scheduled to fly a 2-Day Sequence. On Day 2, the Pilot is Reassigned at an outstation for reasons beyond the control of the Company. He is Reassigned to return to his Domicile 4 hours later than originally scheduled, but actually returns to Domicile at 0600 on the following Day, which is a Day Off. The Pilot will receive credit for any legs flown or Deadheaded prior to 0200 on the Day Off and will also receive credit for all legs flown or Deadheaded after 0200, and an additional 5 hours above all other Pay Credit due for the Sequence, and above the Pilot's Monthly Pay Guarantee.

Example 3: A Pilot is scheduled to fly a 2-Day Sequence, and on Day 2, the Pilot was scheduled for 3 hours of Pay Credit and to have a Sequence Release Time of 1600. The Pilot is Reassigned to fly a leg worth 4 hours with a scheduled Sequence Release Time of 2000. The Pilot would receive 6 hours of Pay Credit for that leg (4 hours at 150%). If the Pilot actually returns at 0300 on a Day Off, then the Pilot would no longer receive 150% credit for the 4-hour leg but would receive 4 hours of Pay Credit for that leg plus an additional 5 hours of Pay Credit in addition to all other pay due for the Sequence and above the Pilot's Monthly Pay Guarantee in accordance with Paragraph R., below.

Example 4: Except as replaced by the 5-hour credit for the Delay Into a Day Off Override of Section 3.F., a Short Call Reserve Pilot is eligible for the 150% premium if on the last day of a block of "RDPs", the Sequence Release time occurs more than 3 hours later than the latest Sequence Release Time allowed pursuant to Paragraphs U.3.a.-e., below.

Example 5: A Pilot is scheduled to fly a 2-Day Sequence terminating at 1600 in his Domicile. On Day 2, the Pilot has a mechanical and he does not actually return to Domicile until 2000 on the same Day. Since no Reassignment occurred, the 150% Reassignment premium does not apply.

Example 6: On the last Day of his Sequence, an MCO based Pilot is scheduled to fly TTN-RDU-ATL-MCO, with a Sequence Release Time of 1400. Upon arrival in RDU, Crew Scheduling notifies the Pilot that RDU to ATL has been canceled and he will fly directly from RDU to MCO. Due to the Reassignment of another Pilot, there are open legs from MCO to BHM and BHM to MCO that, if assigned to the Pilot, would extend his scheduled Sequence Release time to 1500. This Pilot cannot be Reassigned to fly MCO to BHM and BHM to MCO. Even though flying was removed, and it was for reasons beyond the control of the Company, the Company cannot assign the Pilot any additional flying after the Pilot arrives in Domicile that would cause the Pilot to return to Domicile after the Pilot's originally scheduled Sequence Release Time.

25.P.3 Flying is Not Removed or Canceled

If a Lineholder has not been removed from a Sequence (or portion thereof) in conjunction with a Reassignment pursuant to [Paragraph P.2.](#), above, but additional flying (i.e., legs that are not part of the Pilot's originally scheduled Sequence) "can be added" within the Footprint of the Pilot's originally scheduled Sequence, the Pilot may be Reassigned to perform such flying. The phrase "can be added" shall mean that the additional flying is scheduled to be completed prior to the Pilot's original Sequence Release Time and is scheduled so that it does not cause a delay in the Pilot's original Sequence Release Time. Flying added pursuant to this **Paragraph P.3.** must comply with all of the following limitations:

- 25.P.3.a The flying will not be added outside of the Footprint of a Pilot's original Sequence for any reason; and
- 25.P.3.b The flying will not originate in any Pilot Domicile; and
- 25.P.3.c The flying became available after 0930 LT on the Calendar Day prior to the Calendar Day in which the added flying commences, notwithstanding Paragraph K., above.

25.P.3.d A Pilot will be paid for one hundred fifty percent (150%) of the value of any added flying in addition to all other Pay Credit accrued for the Sequence and above the Pilot's Monthly Pay Guarantee.

Example 1: A Pilot is scheduled to fly MCO-ATL-TTN with a 22 - hour layover in TTN. Upon arrival in TTN, Crew Scheduling (due to a cancellation that just occurred) has left a voicemail and electronic notification adding an RDU turn (TTN-RDU-TTN) to the Pilot's schedule. This would be a legal Reassignment because the assignment is within the Footprint of the Sequence, did not originate in any Pilot Domicile, and the added flying became available after 0930 on the Calendar Day prior to the start of the added flying.

If the Pilot is on a Sequence that will be paid based upon the Trip Rig, and the Sequence is worth 18 hours, and if the TTN-RDU turn has a Pay Credit of 3 hours, the Pilot will receive Pay Credit for the Sequence in accordance with Section 3, and the Pilot will also be paid 4.5 hours for the added turn (i.e., 3 hours at 150%) for a total of 22.5 hours of Pay Credit for the Sequence and, in addition, if the Pilot's Monthly Pay Guarantee is 87 hours, the Pilot will be paid for 91.5 hours.

Example 2: A Pilot has a 2 - Day Sequence. The Pilot is advised by Crew Scheduling that upon return to Domicile at the conclusion of his Sequence, he is being scheduled for additional flying. This assignment would not be contractually compliant because no Reassignment may occur following the Pilot's arrival in Domicile at the conclusion of his originally scheduled Sequence.

Example 3: A Pilot is scheduled for a 4 - Day Sequence. On Day 3, the Pilot is scheduled for a 20 - hour layover in DEN (which is a Pilot Domicile). There is an unassigned DEN to LAS to DEN turn that the Pilot could fly within the other limitations of this Agreement. However, since Denver is a Pilot Domicile, Crew Scheduling is not allowed to Reassign the turn to this Pilot without removing flying in conjunction with a Reassignment, pursuant to this **Paragraph P.3**. However, the Pilot may voluntarily add the LAS turn from the Premium Add Folder and would be paid for the turn in accordance with **Paragraph P.3.d** , above.

Example 4: A Reserve Pilot has added flying on a Day (s) prior to a series of RDPs in which the Pilot is scheduled for RSC. The Pilot is Reassigned and delayed into his first RDP. The Pilot would be paid at 150%, above the Pilot's Monthly Pay Guarantee, for all legs (Deadheaded or flown) that are scheduled to or actually arrive three (3) hours after the original Sequence Release Time. Following return to his Domicile, the Pilot will be available for, and paid for, reserve assignments consistent with the applicable provisions of this Agreement.

Example 5: A Pilot is Reassigned and then delayed into a Day in which he is scheduled to fly another Sequence, but the Pilot will have a legal Rest Period prior to reporting for that Sequence. In this case, the Pilot will be paid at 150% over the Pilot's Monthly Pay Guarantee for the leg (s) (Deadheaded or flown) that are scheduled to or actually arrive three (3) hours after the original Sequence Release Time.

25.P.4 Notification of Reassignment

Within the constraints of **Paragraph A.**, above, Crew Scheduling will attempt prompt notification of a Pilot when his schedule is changed due to a cancellation and/or removal.

25.P.4.a In any Domicile

If the cancellation or removal occurs in any Domicile, the Company must attempt notification within one (1) hour of the latest of:

25.P.4.a.i Scheduled Report Time; or

25.P.4.a.ii Block In of the last leg; or

25.P.4.a.iii the cancellation or removal of the flight;

as applicable, or the Pilot will resume his originally scheduled flying in that Duty Period or be released for a legal Rest Period before any Reassignment occurs (or resume his originally scheduled flying following the Rest Period). If the Company has attempted notification within one (1) hour of **Paragraphs P.4.a.i.-iii.**, above, the Pilot must be Reassigned to a flight that is scheduled to depart within three (3) hours of the latest of **Paragraphs P.4.a.i.-iii.**, above, or the Pilot will be released for a legal Rest Period. If a Pilot begins a Rest Period, then the Pilot will, upon completion of the Rest Period, either contact Crew Scheduling or check for electronic notification of a Reassignment. When the Pilot makes contact with Crew Scheduling following the legal Rest Period, his Duty Period will commence, unless Crew Scheduling puts the Pilot back into rest. Nothing herein prevents the Company and Pilot from mutually agreeing to reset the Rest Period so long as the Pilot receives required rest prior to commencing a Flight Duty Period.

25.P.4.b In an Outstation

If the cancellation or removal occurs at an outstation, the Company must attempt notification within one (1) hour of the latest of:

25.P.4.b.i Scheduled Report Time; or

25.P.4.b.ii Scheduled departure time of the affected (cancelled/removed) flight on the Pilot's schedule; or

25.P.4.b.iii Block-In of the last leg; or

25.P.4.b.iv The cancellation or removal when the cancellation or removal occurs after the Sequence Report Time;

as applicable, or the Pilot will resume his originally scheduled flying in that Duty Period or be released for a legal Rest Period before any Reassignment occurs (or resume his originally scheduled flying following the Rest Period). If the Company has attempted notification within one (1) hour of **Paragraphs P.4.b.i.-iv.**, above, the Pilot must be Reassigned to a flight that is scheduled to depart within three (3) hours of the latest of **Paragraphs P.4.b.i.-iv.**, above, or the Pilot will be released for a legal Rest Period. If a Pilot begins a Rest Period, then the Pilot will, upon completion of the Rest Period, either contact Crew Scheduling or check for electronic notification of a Reassignment. When the Pilot makes contact with Crew Scheduling following the legal Rest Period, his Duty Period will commence, unless Crew Scheduling puts the Pilot back into rest. Nothing herein prevents the Company and Pilot from mutually agreeing to reset the Rest Period so long as the Pilot receives required rest prior to commencing a Flight Duty Period.

25.P.5 Crew Scheduling cannot combine two or more Sequences into a single Sequence through Reassignment. When the scheduled termination of a Sequence is delayed and results in a conflict with a Pilot's subsequent Sequence, the Pilot must be provided with a legal Rest Period in Domicile, and then will either be released from the remainder of the second Sequence, or be Deadheaded to rejoin his Sequence, or resume flying the Sequence if it operates through the Pilot's Domicile.

25.P.6 Reassignment for FAR Conflicts

25.P.6.a A Pilot who must be Reassigned to prevent an FAR 117 conflict and who is removed from flying in a location other than a Pilot Domicile may be Reassigned in accordance with [Paragraph P.2.](#), above.

25.P.6.b A Pilot who must be Reassigned to prevent an FAR 117 conflict and who is removed from flying in a Domicile will not be Reassigned to operate flying that was not part of his original Sequence, however, the Pilot may:

25.P.6.b.i Be released into a Day(s) Off, or

25.P.6.b.ii Be assigned to Deadhead to rejoin his Sequence, or

25.P.6.b.iii Resume his Sequence without Deadheading, or

25.P.6.b.iv Be assigned to operate a single leg to rejoin his Sequence.

Example 1: A Pilot is scheduled to fly from MCO to PHL, and then PHL to ORD, and then ORD to DEN on the second day of a Sequence. If the Pilot must be removed from the MCO/PHL leg, he may be required to operate from MCO to DEN.

Example 2: A Pilot is scheduled to fly consecutive 2-day Sequences with a 12-hour break between the two Sequences. The Pilot is delayed on Day 2 of the first Sequence and returns to Domicile 9 hours prior to his next Report Time. The Pilot is removed from a portion of the second Sequence because FAR 117 requires that the Pilot receive at least ten (10) hours of rest. The Company may release the Pilot from the Sequence, schedule him to resume the Sequence when it passes through his Domicile, or schedule him to Deadhead to rejoin his Sequence after receiving the required rest.

25.P.7 Marketing Time Change

In the event of a marketing time change to a Pilot's scheduled Sequence, the Pilot may be scheduled to report up to one (1) hour earlier than the original Sequence report time and may be scheduled to be released up to one (1) hour later than the original Sequence release time. However, notification of the Pilot shall be in accordance with [Paragraph A.3.](#), above.

25.P.8 A Lineholder cannot be Reassigned to Reserve. A Reserve Pilot on an Aggressive Reserve award cannot be assigned to Reserve within the Footprint of the Aggressive Reserve award.

25.P.9 Hotel

A Lineholder or a Reserve Pilot who is on an Aggressive Reserve award, or who has Added Open Time, flying from the Premium Add Folder or the Pilot Trade Board, who is rescheduled for a Rest Period in his Domicile during the Footprint of a Sequence will be provided with a hotel room upon request of the Pilot.

25.P.10 Reassignment to Back Side of Clock, Split Duty, or CDO

A Pilot may not be Reassigned to a Sequence that includes a Split Duty, CDO or Red-eye unless the Sequence originally included a Split Duty, CDO or Red-eye without Pilot concurrence.

25.P.11 Reassignment Options When Reassignment is Known Prior to 1330 Day Prior (AVA)

If a Pilot is available for Reassignment prior to 1330 LDT the Day prior to the start of a Sequence, unless he has been Reassigned to rejoin his original Sequence in Domicile or via a Deadhead, the following shall apply :

- 25.P.11.a The Pilot may pick up Open Time to replace the cancelled flying with an equivalent number of Duty Periods, and shall be pay protected for the greater of the value of the Pilot's originally scheduled Sequence or what the Pilot actually credits; or
- 25.P.11.b The Pilot may choose to be released without pay protection for the cancelled flying, provided he advises the Company of his desire to exercise this option by 1330 on the Day prior; or
- 25.P.11.c The Pilot will contact Crew Scheduling between 1600-2000 LDT the Day prior to each Day of the original Sequence for Reassignment unless that time conflicts with a Pilot's flight-related obligations, simulator period, or during a required Rest Period. In that case, a Pilot will check for notifications at the conclusion of such duty or Rest Period. The Company will provide a hotel room in Domicile, if requested by the Pilot, for each night of the original Sequence. The Company may elect to release the Pilot with pay and no further obligation. The Pilot will be paid the scheduled credit value of the original Sequence or the combined Pay Credits of the Reassigned Sequence, whichever is greater.
- 25.P.11.d If the Pilot picks up Open Time, either prior to or after the canceled flying, that does not allow for Rest in accordance with Section 12.F. then the Pilot will be pay protected for the greater of the value of the Pilot's originally scheduled Sequence or what the Pilot actually credits.

25.Q DELAY INTO A DAY OFF

- 25.Q.1 If, for reasons beyond the control of the Company, a Pilot is delayed beyond 0200 LDT on a Day Off, he will receive five (5) hours of Pay Credit, in addition to all other Pay Credit for the Sequence, and in addition to the Pilot's Monthly Pay Guarantee. The Pilot will also receive an additional five (5) hours of Pay Credit for each additional Day that he is not returned to Domicile by 0200 LDT after that in addition to all other Pay Credit for the Sequence, and in addition to the Pilot's Monthly Pay Guarantee. Further, if the Pilot is not returned to Domicile by 1600 LDT on the first Day Off, he will receive an additional vacation day, and an additional vacation day at the beginning of each Calendar Day that he is not returned to Domicile thereafter.
- 25.Q.2 A Pilot who is delayed into a Day Off may be scheduled for a maximum of two (2) legs on his Day (s) Off (flown or Deadhead) prior to his arrival in Domicile. This two (2) leg limitation does not apply to originally scheduled legs that are delayed into a Day Off.
- 25.Q.3 A Pilot who is entitled to one or more vacation days pursuant to this provision will have the option of using such vacation day(s) in the current year or the following year, or to be paid out for the day (s). If the Pilot elects to use the vacation day, it must be added to an existing vacation period. If a Pilot wishes to be paid out, he must contact Payroll, and the payout will occur on January 5 of the following year.

25.R RESERVE-GENERAL

- 25.R.1 Reserves may be used for all scheduled and nonscheduled flying, including simulator training events.
- 25.R.2 Any Open Time or simulator training event not awarded or assigned through the Aggressive Reserve or Reassignment processes (subject to 25.X.1.) may be assigned according to the Extension provisions of Paragraph R.4., below. If not assigned according to the Extension provisions, the Sequence (or portion thereof) shall be assigned in accordance with the following order (except that if assignment of a Reserve Pilot excluding Aggressive Reserve awards, will result in Pay Credits in excess of seventy-five (75) hours for a Monthly Bid Period, that Reserve Pilot may, at Crew Scheduling's option, be bypassed for assignment):

- 25.R.2.a Reserve Pilots who need to complete their Consolidation of Knowledge and Skills (FAR 121.434), High Minimums (FAR 121.652) (unless forecast weather is below the High Minimums limitations), recurrent line checks, or Currency (FAR 121.439) may be assigned Sequences out of the order required by **paragraph c.** below, to ensure that FAR requirements are met. If a Reserve Pilot has not accumulated at least fifty (50) Block hours toward the Consolidation of Knowledge and Skills requirement within ninety (90) Days of his Proficiency Check, the Company may assign him out of the normal Reserve assignment order until he completes his Consolidation of Knowledge and Skills requirement.
- 25.R.2.b In seniority order to Reserve Pilots who have identified themselves as "Want to Fly." Reserve Pilots who wish to be on the Want to Fly list shall call Scheduling by 1200 LDT the day prior. The Reserve Pilot may be assigned a Sequence in any Window by mutual agreement between the Reserve Pilot and Scheduling.
- 25.R.2.c For each Reserve call-out category (Long Call and Short Call), Reserves will be placed in availability "buckets" based on the number of available Reserve Days or RDPs as applicable. FDO Reserves will be given assignments at the Company's discretion, except that the last six (6) Days of the FDO's work Days will be assigned in accordance with the bucket system. A Pilot who reports for an assignment but is not used shall be considered to have completed an assignment for the purpose of FIFO.

Example 1: Among the Short Call Reserves, a Pilot with 2 remaining RDPs in his current block of RDPs will be placed in the "2-day" bucket.

Example 2: A long call FDO reserve with 6 days of availability remaining will be in the same bucket as other long call reserve pilots who have 6 days of availability. If the FDO is moved to C short call reserve when he has 5 work days remaining, he will be placed in the bucket with other C short call reserves who have 5 work days remaining.

- 25.R.2.c.i If a Sequence is in Open Time more than twelve (12) hours prior to the scheduled Report Time, the Company will attempt to assign the Sequence to a Long Call Reserve. The Company will attempt to assign the Sequence to a Reserve Pilot in the bucket that exactly matches the number of days of the Sequence. If no Pilots are available with the exact number of days available to match the Sequence, the Company will proceed to the bucket that contains Reserve Pilots whose days of availability are equal to the Sequence length plus one (1) day. The Company will continue with this progression until the Sequence is assigned or until there are no more Long Call Reserves to consider for the assignment. If there is more than one (1) Reserve Pilot in a bucket, the assignment will be made based on the priorities as specified in **Paragraphs R.2.c.i. b)**, below. If the Sequence is not assigned to a Long Call Reserve, Crew Scheduling will proceed to Short Call Reserves as described in **Paragraph R.2.c.ii.**, below.

25.R.2.c.i.a Reserve Pilots who are legal (per FARs and the Agreement) to operate the entire Sequence, then

25.R.2.c.i.b First In/First Out ("FIFO"). That is, the first Reserve Pilot to be released from a Reserve flying assignment shall be the first Reserve Pilot assigned to a flying assignment.

- 25.R.2.c.ii If a Sequence is in Open Time less than twelve (12) hours prior to the scheduled Report Time, the Company will attempt to assign the Sequence to a Short Call Reserve in the bucket that exactly matches the number of days of the Sequence. If no Pilots are available with the exact number of days available to match the Sequence, the Company will proceed to the bucket that contains Reserve Pilots whose days of availability are equal to the Sequence length plus one (1) day. The Company will continue with this progression until the Sequence is assigned or until there are no more Short Call Reserves to consider for the assignment. If there is more than one (1) Reserve Pilot in a bucket, the assignment will be made based on the priorities as specified in **Paragraphs R.2.c.ii.a-b)**, below. If the Sequence is not assigned to a Short Call Reserve, Crew Scheduling may split the Sequence and begin the Reserve assignment process at **Paragraph R.2.**, above, over again.

25.R.2.c.ii.a Reserve Pilots who are legal (per FARs and the Agreement) to operate the entire Sequence, then

25.R.2.c.ii.b “First In/First Out” (FIFO). That is, the first Reserve Pilot to be released from a Reserve flying assignment shall be the first Reserve Pilot assigned to a flying assignment.

25.R.3

25.R.3.a When a Reserve Pilot, including a Reserve Pilot who flew an Aggressive Reserve award, completes an assignment, he must contact Crew Scheduling to be released to rest or be given a new assignment within one (1) hour of scheduled Block In and must be scheduled to depart within four (4) hours of the scheduled Block In time of the last Reserve assignment.

25.R.3.b This provision does not apply to:

25.R.3.b.i A Reserve Pilot who is operating a Sequence pursuant to an Aggressive Reserve award that ends on a Calendar Day that does not include any Reserve obligation; or

25.R.3.b.ii A Reserve Pilot who Adds Open Time, including an Add via the Premium Add Folder or an Add from the Pilot Trade Board ending on a Calendar Day that does not include any Reserve obligation.

Note: A Reserve Pilot who Adds flying from Open Time or via the Premium Add Folder or an Add from the Pilot Trade Board and who will have a legal Rest Period without adjusting the start of his next reserve obligation is not required to contact Crew Scheduling after completing the assignment.

Example 1: A Pilot Adds a Sequence from Open Time that ends on a Day in which the Pilot had been scheduled for RSA. The scheduled Sequence Release Time is 1800. The Pilot is required to contact Crew Scheduling at the end of the assignment because he had a reserve obligation on that Calendar Day.

Example 2: A Pilot Adds a Sequence from Open Time that ends on a Day in which the Pilot is scheduled for RSD. The scheduled Sequence Release Time is 0400. The Pilot is not required to contact Crew Scheduling at the end of the assignment because he will have a legal Rest Period (without adjusting the start of his next reserve obligation).

25.R.4 Reserve Extension

A new assignment may be given outside the normal order (Extended) in [Paragraph R.2.](#), above, under the following conditions:

25.R.4.a A Pilot may be Extended only once per block of Reserve Days for an overnight assignment, and the extension shall include no more than one (1) layover. Additionally, the Pilot shall be returned to Reserve status (in accordance with [Paragraph R.3.a.](#), above, or [Paragraphs S.3.](#) or [Paragraph T.3.](#), below) or released from duty at the first point that the assignment returns to his Domicile after the layover.

25.R.4.b A Short Call Reserve shall be Extended prior to a Long Call Reserve unless there is a Long Call Reserve available on his last day.

25.R.4.c A Short Call Reserve shall not be Extended on the last day of a block of Reserve Days.

25.R.4.d A Reserve shall not be Extended after an overnight Duty Period (i.e. CDO, Split Duty, or Red-Eye).

25.R.4.e A Reserve will not be Extended back-to-back (i.e. out of order more than once per day or Duty Period), except to maintain schedule integrity.

25.R.4.f If there are multiple Reserve Pilots available under the above conditions, the priority order shall be:

25.R.4.f.i Assign to "Want to fly" Reserves in seniority order;

25.R.4.f.ii Assign in inverse order of seniority.

25.R.4.g The new assignment must be given within one (1) hour and must be scheduled to depart within four (4) hours of Block In.

25.R.5 Release from Duty

25.R.5.a Long Call Reserves shall be released no later than 1000 LDT on the last day of a block of Reserve Days unless previously given an assignment.

25.R.5.b A Reserve Pilot may be released from duty at any time with the concurrence of Crew Scheduling. This release shall be handled on an individual basis and shall not set precedent for any other Pilot or Reserve Day.

25.R.6 Reserve Pilot Eligibility to Add Flying/Reserve

25.R.6.a All Reserve Pilots are eligible to Add Open Time including Reserve Days in Open Time as well as any flying or Reserve Days in the Premium Add Folder or an Add from the Pilot Trade Board by using the Electronic Bid System.

25.R.6.b The Company may assign values to each future Reserve day of no more than three (3) hours of Flight Time and six (6) hours of Flight Duty Period ("FDP") to determine whether a Reserve Pilot is eligible for a requested Add considering the limitations set out in the [Paragraph M.9.a](#) buffer table, above.

Example: A Reserve Pilot has 2 consecutive Days Off followed by a block of 4 days of Reserve. The Company will evaluate whether the Pilot is eligible to be awarded the additional flying by assuming up to 3 hours of Flight Time and 6 hours of FDP time for each future Reserve Day in the relevant time period to be considered consistent with the limitations set out in [Paragraph M.9.a](#), above. The Company will also consider any accrued Flight Time/FDP in the relevant time period.

25.R.6.c Reserve Pilots are eligible to be awarded a Sequence that begins on a Day(s) Off and carries into a block of Reserve work days at Crew Scheduling's discretion. Crew Scheduling will not unreasonably deny a Pilot making a request pursuant to this provision. If Crew Scheduling denies the Pilot's request, they will, upon the request of the Association, provide a reason in writing.

25.R.6.d A Reserve Pilot who Adds flying, including Aggressive Reserve awards, as described in this sub-paragraph will be subject to the Reassignment and Pay provisions set out in [Sections 3.E.-I., 3.K.-L., 3.N., and Paragraph P.](#), above, except on any Day or RDP that the Pilot was scheduled to be on Reserve.

25.S RESERVE – LONG CALL

25.S.1 Long Call Reserves must be able to report within twelve (12) hours of the initial contact (including a message left). If a message is left for the Reserve Pilot, it shall include a minimum of: LDT of notification, LDT the Pilot must acknowledge the assignment, Sequence Report Time, Sequence number, and length of Sequence.

25.S.2 Long Call Reserves must either contact Crew Scheduling or electronically self-notify to acknowledge their assignment within two (2) hours of initial contact. If a Reserve Pilot will be out of contact for longer than two (2) hours, he shall notify Crew Scheduling in advance with the length of time he is expected to be out of contact.

25.S.3 A Long Call Reserve shall be returned to Long Call status upon completion of an assignment unless given a new assignment or moved to Short Call Reserve.

25.S.4 Long Call Reserves may be moved to Short Call Reserve:

- 25.S.4.a for six (6) RDPs per Monthly Bid Period with no pay adjustment. For any additional moves to Short Call Reserve, the Pilot shall be Pay Credited one (1) hour in addition to the Monthly Pay Guarantee
- 25.S.4.b for not more than two (2) consecutive RDPs;
- 25.S.4.c upon return from an assignment. In such case the RDP shall be limited to ten and one-half (10.5) hours, including the Duty Period of the assignment;
- 25.S.4.d never on the last day of a block of Reserve Days.

25.S.5 Long Call Reserves may participate in Aggressive Reserve as described in [Paragraph T.8.](#), below.

25.T RESERVE – SHORT CALL

- 25.T.1 Short Call Reserves must be able to report within two (2) hours of notification. In the event that less than two (2) hours of notification is given, the Pilot shall be expected to report as soon as possible.
- 25.T.2 For up to two (2) hours at the beginning of an RDP, a Short Call Reserve may elect to be considered notified and available to report within two (2) hours of contact (including a message) from Crew Scheduling. A Pilot who uses this provision will notify Crew Scheduling in advance. A Pilot utilizing this provision will be expected to be at his Domicile airport within two (2) hours of the beginning of his RDP.
- 25.T.3 The following RDPs shall be used to ensure Reserves are aware of and receive legal rest (all times are LDT). To accommodate marketing changes, the RDP times may be modified prior to the Monthly Bid Period by no more than plus or minus one hundred twenty (120) minutes from the times established in this Agreement for each RDP, by Domicile. These modifications must be published in the Monthly Bid Package.

- 25.T.3.a 'A' RDP shall be from 0500-1530. On the first Day of any assignment, the Report Time shall not be prior to 0500 and the assigned Duty Period shall not be scheduled to extend beyond 1900. On the last Day of a block of RDPs, the assigned Duty Period shall not be scheduled to extend beyond 2359 unless the first Day of a Reserve assignment occurs on the last Day of a block of RDPs (in which case the Pilot will be scheduled to be released no later than 1900).

Example 1: The 'A' RDP time is modified to 0700 to 1730. The Pilot has 2 Days of reserve availability remaining and is given a 2 - Day reserve Sequence. The Pilot must be scheduled to complete the Sequence by 2359.

Example 2: The 'A' RDP time is modified to 0700 to 1730. The Pilot has one Day of reserve availability remaining and is given a 1-Day Sequence. The Pilot must be scheduled to complete the Sequence by 2100.

- 25.T.3.b 'B' RDP shall be from 0900-1930. On the first Day of any assignment, the Report Time shall not be prior to 0900 and the assigned Duty Period shall not be scheduled to extend beyond 2300. On the last Day of a block of RDPs, the assigned Duty Period shall not be scheduled to extend beyond 2359 unless the first Day of a Reserve assignment occurs on the last Day of a block of RDPs (in which case the Pilot will be scheduled to be released no later than 2300).

Example 1: The 'B' RDP time is modified to 0800 to 1830. The Pilot has 2 Days of reserve availability remaining and is given a 2 - Day reserve Sequence. The Pilot must be scheduled to complete the Sequence by 2359.

Example 2: The 'B' RDP time is modified to 0800 to 1830. The Pilot has one Day of reserve availability remaining and is given a 1-Day Sequence. The Pilot must be scheduled to complete the Sequence by 2200.

25.T.3.c 'C' RDP shall be from 1200 -2230. On the first Day of any assignment, the Report Time shall not be prior to 1200 and the assigned Duty Period shall not be scheduled to extend beyond 0200. On the last Day of a block of RDPs, the assigned Duty Period shall not be scheduled to extend beyond 0200 unless the first Day of a Reserve assignment occurs on the last Day of a block of RDPs (in which case the Pilot will be scheduled to be released no later than 0200).

Example 1: The 'C' RDP time is modified to 1330 to 0000. The Pilot has 2 Days of reserve availability remaining and is given a 2 - Day reserve Sequence. The Pilot must be scheduled to complete the Sequence by 0200.

Example 2: The 'C' RDP time is modified to 1330 to 0000. The Pilot has 3 Days of reserve availability remaining and is given a 1-Day Sequence. The Pilot must be scheduled to complete the Sequence by 0330.

25.T.3.d 'D' RDP shall be from 1800-0100. On the first Day of any assignment, the Report Time shall not be prior to 1800. For the first Duty Period of any assignment and the last Day of a block of RDPs, the assigned Duty Period shall not be scheduled to extend beyond 0800, except for Split Duty/CDOs which may not be scheduled to extend beyond 1000.

Example: A Pilot is on Reserve Monday through Saturday morning and is assigned a 3-Day Sequence starting on Thursday. The scheduled Sequence Release Time on Saturday must be no later than 0800.

25.T.3.e 'E' RDP shall be from 2000-0300. On the first Day of any assignment, the Report Time shall not be prior to 2000. For the first Duty Period of any assignment, and the last Day of a block of RDPs, the assigned Duty Period shall not be scheduled to extend beyond 1000, except for Split Duty/CDOs which may not be scheduled to extend beyond 1200.

25.T.4 All RDPs must be preceded by a minimum of ten (10) hours of rest. For example, if an 'A' RDP is changed to a 'B' RDP and an assignment extends until 2200, the start of the scheduled 'A' RDP for the next Day shall be modified to 0800.

25.T.5 Reserve Pilots shall be required to be available to be contacted only during their RDP, as well as during a Sequence as described in [Paragraph A.3.b.](#), above. Should the Pilot not be immediately available for contact during this period, the Pilot shall return any calls from Crew Scheduling received during this period within ten (10) minutes after the last telephone number attempted by Crew Scheduling or be subject to receiving an Unable To Contact ("UTC"). Crew Scheduling shall not be required to contact more than three (3) telephone numbers.

25.T.6 Crew Scheduling may change a Pilot's RDP assignment through Positive Telephone Contact or, if the Pilot so elects, by self-notifying through the Company's self-notification tool. A Pilot's RDP assignment shall only be changed to an RDP within the same Window as originally awarded unless the Pilot is being switched from a 'C' to a 'B' RDP, or as otherwise allowed in [Paragraphs T.7.a.-d.](#), below. Except as provided in [Paragraphs T.7.a.-d.](#), below, the start, completion, or duration times of RDPs shall not be modified except to allow for legal or contractual rest.

Reserve Pilots may only be converted to an adjacent Window under the following conditions :

25.T.6.a The Pilot must be given two (2) Calendar Days' notice prior to the start of the new RDP (e.g., on Monday for an RDP starting Wednesday);

25.T.6.b The Pilot must remain in the new Window for the duration of that block of Reserve Days and then will return to his originally awarded Window for the next block of Reserve Days (unless otherwise modified in accordance with this Section);

25.T.6.c Moving to or from a PM Window is only allowed for two (2) blocks of Reserve Days per Monthly Bid Period. If the move is retracted within the same Duty Period as the original notification was given, it shall not count toward this limitation;

- 25.T.6.d When moved to a PM Window, the RDP or the Duty Period of any assignment on the last Day of a block of days must terminate no later than 0200 LDT on the following Day or the Pilot shall be paid at one hundred fifty (150%) for all Pay Credit accrued after 0200 LDT above the Pilot's Monthly Pay Guarantee. The Reserve Pilot shall be given the option to receive another Day Off of his choosing, except for restricted days in lieu of the one hundred fifty (150%) pay. If the Pilot has no more RDPs for the remainder of that Monthly Bid Period, he shall receive one hundred fifty (150%) pay for the assignment.
- Example 1 :** A Pilot is on C Reserve. Crew Scheduling calls the Pilot and changes the Pilot to a B Reserve for the following day and to an A Reserve for the day after. This is a legal assignment because there are 2 Calendar Days from the time the assignment is made until the Pilot is changed to an A.
- Example 2 :** A Pilot is on C Reserve. Crew Scheduling calls and changes the Pilot to a B Reserve. The following day, Crew Scheduling calls the Pilot and changes the Pilot to an A Reserve for the following day. This is an illegal assignment because the Pilot did not receive 2 Calendar Days before the start of his A Reserve.
- Example 3 :** A Pilot is on C Reserve. Crew Scheduling calls the Pilot and changes the Pilot to a B Reserve for the following day and back to a C Reserve the day after. Crew Scheduling then assigns the Pilot a D Reserve 2 Calendar Days later. This is an illegal assignment because once a Pilot is changed from a C Reserve to a B Reserve, a Pilot cannot be moved to the PM window during that block of RDPs
- Example 4 :** A Pilot is on C Reserve. Crew Scheduling calls the Pilot and changes the Pilot to a B Reserve for the following day. The next day crew scheduling calls the Pilot and changes him to a C Reserve. This is a legal assignment.

25.T.7 Aggressive Reserve shall occur as follows:

- 25.T.7.a Any open Sequences shall be made available to be flown by Long and Short Call Reserve Pilots (excluding FDO and 3 x 6 Reserves) and be posted by 1030 LDT on the Electronic Bid System the day prior to the start of the Sequence. Bids will close for these Sequences daily at 1330 LDT. Sequences shall be awarded no later than 1530 LDT. All bid awards shall be first among Short Call Reserves in seniority order, then among Long Call Reserves in seniority order. A Reserve Pilot will be considered notified of an Aggressive Reserve award through the award in FLICA. Once a Sequence has been awarded, it cannot be declined.
- 25.T.7.b Reserve Pilots may bid for desired Sequence(s) through the Aggressive Reserve process. For Short Call Reserve Pilots, the Report Time of the Sequence must fall within the Pilot's scheduled Reserve Window, except by mutual agreement between the Pilot and Crew Scheduling. For Long Call Reserve Pilots, if there is a Window where the net reserves on the DAG is negative, then an assignment outside that Window is at Crew Scheduling's discretion.
- 25.T.7.c Reserve Pilot is entitled to pick up a Sequence through the Aggressive Reserve process that starts on a Reserve work day(s) and extends beyond the Reserve Pilot's Reserve obligation, subject to buffers set by the Company, but the buffers will not exceed three (3) hours of Flight Time and six (6) hours of duty per RDP or Reserve Day. In addition, a Reserve Pilot is entitled to pick up an Aggressive Reserve Sequence that matches his remaining Reserve work days or his remaining Reserve work days minus one (1). Crew Scheduling, at its discretion, will allow the Pilot to pick up of a Sequence that does not meet this limitation.
- 25.T.7.d Once a Sequence has been awarded to a Reserve Pilot through Aggressive Reserve, the Reserve Pilot will no longer be required to be available for contact during the original RDP in which the Sequence starts. In the case of a Long Call Reserve who receives an Aggressive Reserve award, the Pilot will not be required to be available for contact within twelve (12) hours of the scheduled Sequence Report Time. In addition, the award shall not be changed except as allowed by [Paragraph T.7.e.](#), below, unless the Pilot is assigned a new Sequence in the RDP prior to the RDP in which the awarded Sequence starts.

25.T.7.e A Reserve Pilot on an Aggressive Reserve Sequence will retain Reassignment rights identical to that of a Lineholder for the entirety of the awarded Sequence and such Reassignment rights will begin when the Pilot is awarded the Aggressive Reserve Assignment or when he has completed his previous RDP, whichever is later. The Pilot may be Extended in accordance with [Paragraph R.4.](#), above. A Pilot returning from sick leave is entitled to be returned to an awarded Sequence in Domicile that had been assigned through the Aggressive Reserve process, and in such case the Pilot with the Aggressive Reserve award will not be considered to be Reassigned and will be returned to Reserve status.

25.T.8 If a Reserve Pilot (including a Reserve Pilot operating an Aggressive Reserve award) completes an assignment within his scheduled RDP, any new assignment must be in accordance with [Paragraph R.](#), above, and this [Paragraph T.](#) and the total Duty Period must be scheduled for less than fourteen (14) hours. Unless Crew Scheduling gives the Pilot a new assignment within one (1) hour of scheduled Block In time for a flight scheduled to depart within four (4) hours of scheduled Block In time, the Pilot will be released to rest.

25.T.9 If a Reserve Pilot (including a Reserve Pilot operating an Aggressive Reserve award) completes an assignment outside of his scheduled RDP, the Pilot shall be released until the next scheduled RDP in accordance with [Paragraph T.3.](#), above. For the purposes of this [Paragraph](#), the Pilot's scheduled RDP is the last RDP that he was scheduled for (and notified of) in accordance with the provisions of this Section prior to being notified of this assignment.

Example: A Reserve Pilot is notified that his RDP on Friday has been changed from a 'B' RDP to an 'A' RDP. After this notification of the RDP change, the Pilot is assigned and notified of a Sequence which is scheduled to end on Friday at 1730—after the end of the 'A' RDP. The Pilot then reports for and completes the assignment as scheduled. In this case, the Pilot has completed his assignment outside of his scheduled RDP.

25.T.10 Pilots may bid for any No Fly status provided by Crew Scheduling. No Fly shall be made available at the discretion of Crew Scheduling. Pilots awarded No Fly shall be released from their RDP assignment for that day without any pay reduction.

25.U FIXED DAY OFF ("FDO") RESERVE LINES

25.U.1 Prior to the start of any Company duty (e.g. training, Deadhead, etc.), Duty Period or Reserve Duty Period, FDO Reserve must be scheduled for thirty-one (31) hour Rest Period within the previous hundred sixty-eight (168) consecutive hours in the Pilot's Domicile. Actual rest may be less than thirty-one (31) hours but not less than thirty (30) hours. the timing of the thirty-one (31) hour Rest Periods will be at the Company's discretion. [Section 12.E.2.](#) (one (1) calendar Day Off in seven (7) Days) will not apply to FDO lines.

25.U.2 FDO Reserves are not eligible to Swap or Drop Reserve days and are not eligible for Aggressive Reserve assignments.

25.U.3 The first day of an FDO's block of Reserve days will be designated as a Long Call Reserve day. If an FDO Reserve is designated as a Long Call Reserve after the first day of his block of workdays, he may be moved to Short Call Reserve, provided he is given at least twelve (12) hours of rest prior to the start of Short Call Reserve. If an FDO Reserve is moved to Short Call, he must remain in his assigned Window until he receives the next thirty-one (31) hour Rest Period. Notwithstanding [Paragraph T.7.](#), an RDP assignment change from 'C' to 'B' requires an intervening thirty-one (31) hour rest period.

Example 1: On Day 1 of an FDO's block of work days, the Company may move the Pilot to any Short Call Reserve RDP that begins at or after 1201, provided the Company prospectively notifies the FDO Pilot of the 12-hour Rest Period prior to the start of his RDP.

Example 2: On Day 3 of an FDO's block of work Days, the Company moves the Pilot to the PM Window (following a 12-hour Rest Period), and the FDO Pilot must then remain a "D" or "E" Reserve until his next thirty-one (31) hour Rest Period.

- 25.U.4 If an FDO Pilot is not assigned a Sequence by 1000 LDT on the last day of his block of reserve days, he will be released. In addition, if the FDO Pilot is given a Sequence that results in duty on the last day of his block of reserve days, he must be scheduled to complete the Sequence no later than 2359 LDT.
- 25.U.5 Except as otherwise specified, all of the remaining Reserve provisions apply. However, with respect to Reserve Extensions as set out in [Paragraph R.4.](#), above, the limitation on Extensions does not apply until the last six (6) days of the FDO's Reserve obligation, which means that an FDO Reserve with one (1) period of Reserve days may be Extended one (1) time, and an FDO Reserve with two (2) periods of Reserve days may be Extended two (2) times.

25.V RESERVE DROP/TRADE/SWAP

- 25.V.1 A Reserve Pilot may Drop any RDP or Reserve Day with Crew Scheduling concurrence by submitting the request to Crewscheduling supervisors@flyfrontier.com. The Pilot's Pay Credits (including the Monthly Pay Guarantee) will be reduced by four (4) hours for each RDP or Reserve Day Dropped.
- 25.V.2 Any RDP or Reserve Day shall be movable with Pilot and Crew Scheduling concurrence.
- 25.V.3 Except as otherwise prohibited by provisions of this Agreement, Reserve Pilots may Trade or Swap Reserve Days/RDPs under the following provisions:
- 25.V.3.a Reserve Trade/Swap bidding will open at 0900 on the 13th for captains and 0900 on the 14th for first officers of the month prior to the applicable Monthly Bid Period. Requests shall be submitted via the Electronic Bid System "Pilot Reserve Day Trades/Swaps" folder and will be awarded by Crew Scheduling in first-come, first-served order.
- 25.V.3.b Trade/Swap requests must be submitted via the Electronic Bid System no later than 1700, two (2) Calendar Days prior to the earliest date being Swapped, (e.g., by 1700 on June 5th for a request that involves adding or removing a Reserve Day on June 7th.)
- 25.V.3.c The process will be completed daily at 1700 (and more frequently during the day if the operation permits) and results will be visible by 1800.
- 25.V.3.d Pilots may Trade/Swap RDPs based on the following constraints:
- 25.V.3.d.i For each Position, a minimum number of Overnightable Reserves in each Window (after accounting for known open Duty Periods) shall be defined by the Association and the Company on at least a quarterly basis and published in the Reserve Trade/Swap folder. Unless otherwise agreed, or as allowed by [Paragraph V.3.d.iv.](#), below, the minimum Overnightable Reserves will be based on the average number of daily Duty Periods constructed in the Monthly Bid Package as follows:

Average Daily Duty Periods	AM Window	Mid Window	PM Window	Total
1 to 50	2	2	2	6
51 to 90	3	3	2	8
More than 90	4	4	3	11

- 25.V.3.d.ii If there were no Reserves awarded a Window, there shall be no requirement for Reserves in that Window and the values in the table above will be modified accordingly. For example: For a Domicile with fifty-one (51) to ninety (90) average daily Duty Periods, if no PM reserves were awarded the minimum sum to allow a Swap would be six (6) (3 AM and 3 MID) instead of eight (8).

- 25.V.3.d.iii The Company and ALPA may agree to modify the required minimum Overnightable Reserves. The Company agrees to provide supporting data to ALPA if it desires to modify the Overnightable Reserve values set out in the previous paragraph. ALPA will not unreasonably withhold its agreement. The Parties have agreed that the number of Overnightable Reserves for the DEN domicile may be increased by one (1) in the AM Window and one (1) in the Mid Window over the values in the previous paragraph.
- 25.V.3.d.iv The defined minimum Overnightable Reserve values will be used to determine the approval or denial of a Reserve Swap request. At the time the Reserve Swap request is made, if the minimum Overnightable Reserves are greater than the defined minimums, the Swap will be approved. If the minimum Overnightable Reserves are less than or equal to the defined minimums, the request will be denied.
- 25.V.3.d.v Critical Reserve Days
- 25.V.3.d.v.a For each Domicile, on no more than five (5) Days in a calendar year, the Company may increase the required minimum net Overnightable Reserves by one (1) per Window in each Position for Domiciles with fifty (50) or fewer average daily Duty Periods and by two (2) per Window in each Position for Domiciles with more than fifty (50) average daily Duty Periods. These Critical Reserve Days will be published concurrently with the annual vacation bid.
- 25.V.3.d.v.b Premium Reserve Days
- For each Domicile, the Company may designate no more than fifteen (15) additional Premium Reserve Days on which the Company may increase the required minimum net Reserves by one (1) per Window in each Position for Domiciles with fifty (50) or fewer average daily Duty Periods and two (2) per Window in each Position for Domicile with more than fifty (50) average daily Duty Periods. A Reserve Pilot who is available on a Premium Reserve Day will be credited with a minimum of four (4) hours of Pay Credit toward the Monthly Pay Guarantee and four (4) hours or what the Pilot actually credits, whichever is greater, over the Pilot's Monthly Pay Guarantee. These Premium Reserve Days may be designated by the Company at any time. If additional reserves are needed on a Premium Reserve Day after the Reserve Swap/Drop Window is closed in accordance with [Paragraph V.3.b.](#), above, then the Company may allow additional Pilots to Swap into the Premium Reserve Day on a first-come, first-served basis among those Pilots who contact Crew Scheduling.
- Example 1:** A Pilot is on Reserve on a Premium Reserve day but does not fly. The Pilot will receive 4 hours of Pay Credit toward the Monthly Pay Guarantee and be paid 4 hours of Pay Credit over Monthly Pay Guarantee.
- Example 2:** A Pilot is on Reserve on a Premium Reserve day and is assigned a 1-day Sequence worth 6 hours of Pay Credit. The Pilot will receive 6 hours of Pay Credit toward the Monthly Pay Guarantee and 6 hours of Pay Credit over Monthly Pay Guarantee.
- 25.V.3.e No Trades/Swaps will be approved that create a block less than three (3) RDPs/Reserve Days. A Pilot's inbound Reserve obligation will be considered an RDP/Reserve Day.
- 25.V.3.f No Trades/Swaps will be approved that result in removal of RDPs/Reserve Days over the first four (4) Days of a Monthly Bid Period.

25.W DISPLACEMENT FOR CONSOLIDATION OF SKILLS AND KNOWLEDGE/ REGENCY OF EXPERIENCE AND MANAGEMENT FLYING

- 25.W.1 The Company may displace Pilots from Sequences to provide flying for Pilots to Consolidate Skills and Knowledge pursuant to FAR 121.434, recurrent line checks, currency and/or recency of experience.
- 25.W.2 The Company may displace Pilots from Sequences to provide flying for Management and No Bid Pilots.
- 25.W.3 The Sequence from which a Pilot is displaced shall not be considered Open Time, and when the Sequence is assigned to a Reserve Pilot for one of the purposes listed in **Paragraph W.1.**, above, the Reserve order of assignment provisions will not apply.
- 25.W.4 A Pilot who is displaced pursuant to this provision will be pay protected and released. In addition, the displaced Pilot may Add flying on any Day(s) on which the Pilot was displaced and the Pilot shall receive Pay Credit for both the Sequence from which he was displaced and the Sequence he Adds.

25.X PREMIUM ADD FOLDER

25.X.1 Scheduling

The Company may place open Sequences or Reserve Days (including blocks of Reserve Days) into the Premium Add Folder (PAF) in FLICA at any time. After Aggressive Reserve bidding opens, any Sequence(s) that is unassigned will be placed on a Reserve Pilot's schedule or it must be placed in the PAF. Provided no Pilot legal and available bids to be awarded this Sequence from the PAF and the Sequence has been in the PAF for a minimum of one (1) hour, then a Lineholder may be Reassigned to that Sequence if the Reassignment is within their original Sequence Footprint. If a Sequence is removed from the PAF solely to increase Incentive Credit and the subsequent Sequence identifier change, the one (1) hour minimum time will reset for this Sequence upon being returned to the PAF. If a Sequence is or becomes unassigned within two (2) hours of the first leg's scheduled departure time, the one (1) hour minimum time in the PAF will not apply. Additionally, a Pilot cannot be Reassigned to a flight that is scheduled to depart more than twenty four (24) hours in advance of the originally scheduled departure time. Once a Sequence is placed in the PAF, it cannot be removed until it (or a portion thereof) is voluntarily awarded to a Pilot from the PAF, Reassigned, or until it is assigned to a Reserve Pilot (from any Domicile). If a portion of a Sequence is removed from the PAF, the remainder will be returned to the PAF and if any Incentive Pay has been applied to the Sequence, the remainder of the Sequence that is returned to the PAF would be no less than the average daily Pay Credit associated with the Sequence when it was first placed into the PAF. This required average daily Pay Credit applies to any Sequence(s) placed back into the PAF that contains flight segments that were part of the incentivized Sequence when it was first placed into the PAF. However, a Sequence may be removed if the flying or a portion of the flying is not operated. If part of a Sequence in the PAF is not operated and is removed pursuant to this provision, any remaining portion of the Sequence must be returned to the PAF, and any Incentive Pay that had been applied will be recalculated and applied in accordance with this paragraph.

If an additional Duty Period is added to the Sequence when it is rebuilt and placed in the PAF, then the total Pay Credit, including any Incentive Credit added, of the new Sequence will be no less than the average daily Pay Credit of the Sequence that was originally placed into the PAF.

Example: A 3-day Sequence has a value of 6 hours per day including the Incentive Pay (but without including the Premium Pay). If the Company splits the Sequence on the second day, and assigns the first portion of the Sequence to a Reserve, then the value of the 2-day Sequence that is returned to the PAF, with Incentive Pay, will not be less than 12 hours.



See Appendix for details of grievance settlement

- 25.X.2 The Company may remove the Sequence from the Premium Add Folder to assign that Sequence to a Reserve Pilot through the Reserve assignment process, and if the Sequence is assigned to a Reserve, the Premium credit will be removed from the Sequence.
- 25.X.3 A Lineholder will only be eligible to Add a Sequence from the Premium Add Folder, provided no conflict is created by the addition of the Premium Add Sequence (i.e. pure Adds only) on a first-come, first-served basis, by Category.
- 25.X.4 A Reserve Pilot on a Day(s) Off will be eligible to Add a Sequence from the Premium Add Folder provided the Sequence does not conflict with any other Duty. The Company may assign values to each future RDP/Reserve day of up to no more than three (3) hours of Flight Time and up to 6 hours of FDP. The FAR 117 buffers referenced in Paragraph L.10.a., above will also apply.
- 25.X.5 A Pilot who is awarded a Sequence from the Premium Add Folder may not Trade the Sequence.

25.Y DECLARED IRREGULAR OPERATIONS

25.Y.1 Definition

A Declared Irregular Operation ("DIO") is defined as a short-term event, including a meteorological condition, technology outage, issue or failure, or other event that delays and/or cancels or that is predicted to delay or cancel at least twenty-five percent (25%) of the total system flight segments within a twenty-four (24) hour period.

25.Y.2 Notification and Time Limits

- 25.Y.2.a A DIO must be declared, based on a known or predicted event, consistent with **Paragraph Y.1.**, above, by either the Vice President of Flight Operations, or his designee, or the Director of Operations, or by an individual identified by the Company organizational chart to whom either of them report.
- 25.Y.2.b A DIO may be declared for an initial period up to forty-eight (48) hours, renewable thereafter in up to twenty-four (24) hour increments.
- 25.Y.2.c Notice of the DIO shall be included on all releases, as a CrewTrac (or successor system) message to all Pilots and as a message to all Pilots via the Company's mobile crew application.
- 25.Y.2.d The Vice President of Flight Operations, or his designee, shall provide the Association notice prior to the declaration with a summary of what Paragraph(s) (or portions thereof) in **Section 25** (Scheduling) are expected to be suspended.
- 25.Y.2.e Within three (3) days after the completion of the DIO, the Vice President of Flight Operations, or his designee, shall provide the Association a written summary of what portions of the CBA were suspended and the reasons supporting the Company's decision.

25.Y.3 CBA Relief

25.Y.3.a During a DIO, the Association shall allow reasonable relief to the Company from the following Paragraphs as necessary to reestablish normal scheduled operations:

25.Y.3.a.i **Section 12.D.1.** (Duty Period limits) to the extent that the Duty Period overlaps with the start time of the DIO and/or starts within the DIO;

25.Y.3.a.ii **Sections 8.D.1.-3. and 8.E.3.-6.** (Deadhead deviations and booking timelines); to the extent that the scheduled departure time of the leg(s) starts within the DIO;

25.Y.3.a.iii **Paragraph P.11.b** (AVA Pilot will not be permitted to decline Reassignment) and Section 25.U.8. (Aggressive Reserve) to the extent that the scheduled Report Time starts within the DIO.

25.Y.3.b If the Company desires relief from additional provisions of the CBA during the DIO, the Company will request such relief from the ALPA MEC Chairman along with the reason for the request. The Association will not unreasonably withhold its agreement. Any agreement reached will be in writing.

25.Y.3.c Following the start of a DIO, notwithstanding any provision in this Agreement to the contrary, all Sequences in Open Time with a scheduled Report Time on that Day must be placed in the Premium Add Folder. All Open Time available on any subsequent Day of the DIO must be placed into the PAF no later than 1030 LDT on the Day before the scheduled Report Time of the Sequence in accordance with **Paragraph X.**, above and such flying will be unavailable for bid by any Pilot via the DOT process commencing at 0930 LDT on the Day before the scheduled Report Time of the Sequence. Between 0930 and 1030, No Bid and Management Pilots will not be eligible to Add flying, except as allowed by **Paragraph Z.** This provision will be extended concurrently with any extension to the DIO. Following the declaration of a DIO, the Company may

- 25.Y.3.c.i Offer a Company paid hotel room to any Pilot who requests to come in the night before a Sequence or a Reserve Pilot who is scheduled to start the following day at any Domicile affected by the DIO.
- 25.Y.3.c.ii Provide a hotel room to a Pilot on AVA status the night before the first day of a scheduled Sequence.
- 25.Y.3.c.iii Offer to Deadhead Reserve Pilots in a Domicile affected by the DIO to other Domiciles to sit TDY reserve status (hotel and per diem apply for the duration of the TDY assignment with scheduled Deadhead travel between the Domiciles) if the Pilot is unable to make himself available in his own Domicile. TDY Reserve status requests will be granted in seniority order to Pilots who are similarly situated with respect to remaining days of Reserve availability. For example, the Company may decline to offer TDY Reserve status to Pilots with fewer than three (3) days of availability but would offer TDY Reserve status to all Pilots with three (3) or more days of availability, in accordance with seniority.
- 25.Y.3.c.iv During a DIO, the Captain will be the primary contact person for communications between Crew Scheduling and a cockpit crew who has reported for or is currently operating a Sequence.

Example: A DIO is declared at 0800 on 7th. All Open Time with a Sequence Report Time on the 7th will be moved to the Premium Add Folder no later than the start of the DIO. At 0930 LDT on the 7th, Crew Scheduling will begin moving Open Time with a Sequence Report Time on the 8th to the Premium Add Folder, and the process will be completed and such flying will be available to Add no later than 1030 LDT. During this time between 0930 and 1030, No Bid and Management Pilots will not be eligible to Add flying, except as allowed by **Paragraph Z**.

25.Z LAST CHANCE MANAGEMENT FLYING

In order to avoid the cancellation of a flight, a Management Pilot may be assigned a Sequence no sooner than two (2) hours prior to the departure time of the flight, provided that the Sequence has been placed in the Premium Add Folder for at least sixty (60) minutes and no Pilot has bid to Add the Sequence. This provision is not applicable to No Bid Pilots. If the flight is an operational check flight, ferry or reposition flight, and was known less than two (2) hours prior to departure, the Company may immediately assign a Management Pilot to operate it.

25.AA LAST CHANCE PILOT FLYING

To avoid the cancellation of a flight, no sooner than sixty (60) minutes prior to a scheduled departure, a Pilot who is legal and available may volunteer to be assigned a flight that would otherwise cancel. This provision will not apply in any Domicile. A Pilot who performs this flying will be paid at one hundred fifty (150%) of the value of the Sequence. The Company will advise the ALPA MEC Chairman no later than the next business day from the utilization of this provision.

25.AB PBS GENERAL

- 25.AB.1 "Preferential Bidding System" or "PBS" is the computer program used for the construction of Pilot monthly schedules.
- 25.AB.2 No changes will be made to the PBS software or vendor without the express written consent of both Parties. In addition, no changes will be made to the programming logic, bidding preferences, etc., without the express written consent of both Parties. Both Parties will be advised of software updates, modules and enhancements as they become available, and with ALPA's consent, such changes will be implemented.
- 25.AB.3 No modifications will be implemented until it has been tested to the satisfaction of the JPWG.

- 25.AB.4 The Company and/or vendor shall make available, solely for use by the Association members of the JPWG, the fully functional, unconstrained current version of the PBS with sufficient licenses to allow all Association members of the JPWG to have access remotely and use the system. Such access shall be at Company expense and include all necessary databases and components to allow comparison runs using actual Pilot data and preferences. The Company will load all data reasonably required for testing, implementation, and administration of the PBS.
- 25.AB.5 The Association will be responsible for creating a "Successful Bid Run" for each Position utilizing the PBS line solver software in accordance with [Paragraph B.1.b.](#) including, but not limited to: Maximum Iterations, Maximum Reserves, Maximum Swap Depth, and Maximum Passes. A Successful Bid Run means that all of the following requirements have been met:
- 25.AB.5.a Open Time does not exceed five percent (5%) of the total Sequence Pay Credit by Position, unless modified with the unanimous consent of the JPWG; Stack Heights will conform with [Paragraph AC.5](#) below, unless modified with the unanimous consent of the JPWG;
 - 25.AB.5.b Unstacking limits will conform with [Paragraph AC.5.a.i-ii.](#) below;
 - 25.AB.5.c SLG limits will conform with [Paragraph AC.5.a.iii](#) below;
 - 25.AB.5.d RLL lines (if created) will conform with [Paragraph AG](#) below;
 - 25.AB.5.e The ALV will conform with [Paragraph AC.1](#) below;
 - 25.AB.5.f Shuffle to threshold will not be used; and
 - 25.AB.5.g The number of Reserve Pilots, by Position, will be the number of Pilots remaining following Regular Line generation based upon the ALV provided by the Company, as adjusted in accordance with [Paragraph AC.1.](#) below and the final designation of Sequences for Open Time, which will not exceed five percent (5%) of Sequence Pay Credit, by Position. The JPWG will ensure that Reserves and Open Time are distributed appropriately based on coverage targets provided by the Company with due consideration to operational integrity. The Reserve coverage limitations may be modified with the unanimous consent of the JPWG.
- 25.AB.6 Except as provided for in this Agreement or to correct an error, neither Party will alter an individually awarded line.
- 25.AB.7 The ALPA JPWG Committee members will have direct access to the PBS vendor's technical support. The Parties will share all information from the PBS vendor that is relevant to the functional aspects of PBS.
- 25.AB.8 The JPWG agrees to direct Navblue to correct any program errors and to make mutually agreed upon changes in a timely manner.
- 25.AB.9 The three (3) ALPA representatives from the JPWG will be permitted to attend user conferences and other conferences sponsored by the vendor, and all such meetings will be considered to be meetings with the Company for the purpose of Company-paid Flight Pay Loss.
- 25.AB.10 ALPA will have full access to all reports generated by the PBS solver.
- 25.AB.11 The Company shall bear all expenses related to the software design, testing, training, administration and operation of PBS, as well as necessary hardware acquisition to operate the system.
- 25.AB.12 PBS access will be available, at no cost to the Pilot and the Association, via the internet using conventional HTML browsers on personal computers (PC, Mac), mobile and tablet devices. PBS shall be available to Pilots via an Internet connection worldwide without any requirement for a VPN connection or special access software.
- 25.AB.13 The Association will provide the Company with the names of the PBS Committee/JPWG members who will participate in the Sequence, Line construction and Mis-Award processes, as well as the dates on which the Committee members will be performing such duties in advance of the Monthly Schedule Bid. PBS Committee/JPWG members will be treated in accordance with [Section 13.B.](#), and all such Days will be considered Days of work.

- 25.AB.14 Effective on the first of the month after six (6) months of the operation of PBS, the Association Members of the PBS Committee/JPWG shall collectively receive one hundred fifty (150) credit hours of FPL each month for line construction and the mis-award process. This FPL will not be included in the two thousand one hundred (2100) credit hour allowance provided in [Section 13.B.3](#) below. If there is a change in the PBS software that requires additional training for the Pilots, the Parties will meet to address the appropriate additional FPL to be covered by the Company.
- 25.AB.15 If bidding timelines change such that the Pilot and flight attendant bid award processes overlap, the Company will work with Navblue to provide sufficient server capacity and ensure that the run times for Pilots are not negatively impacted. The Association and the Company will develop a protocol for use of the Navblue PBS servers. The protocol will ensure that ALPA will have the ability to run no less than six (6) simultaneous runs during the period from the closing of the monthly bid to the publishing of the First Officer bid award. For every two (2) new Positions added, the Association will have the ability to perform one (1) additional simultaneous run. In addition, two (2) simultaneous runs will be available to ALPA during the remainder of the Monthly Bid Period.

25.AC PBS LINE CONSTRUCTION

25.AC.1 Average Line Value

Average Line Value ("ALV") means the number of Pay Credit hours published by the Company prior to the opening of the monthly bid that is the projected average of all Regular Line PBS awards for each Category in a Monthly Bid Period. The ALV shall be between seventy-five (75) and eighty-seven (87) hours (inclusive) and must be expressed in hours and minutes. In no case shall the ALV credit value exceed eighty-seven (87) hours without Association approval. The Company will publish an ALV for each Category. The actual ALV that results from the awarded bid run for each Position must be within thirty (30) minutes of the Company published ALV for Large Domiciles and within one (1) hour for Small Domiciles

25.AC.2 Historic Line Value

Historic Line Value ("HLV") means the twelve (12) Monthly Bid Period rolling average of the ALV for a Category. The HLV shall be between seventy-seven (77) to eighty-four (84) Pay Credit hours (inclusive). The HLV shall be calculated by using the actual ALV from the previous eleven (11) months, and the published ALV for the current bid month.

25.AC.3 Line Building Parameters

The ALPA members of the JPWG will retain discretion to determine the number of iterations, maximum number of SLG iterations, Maximum Swap Depth, Maximum Followed By Time, Priority Stack Dates, utilization of Shuffle, Maximum Passes, and Maximum Trip Substitutions.

25.AC.4 Priority Stack Dates

If Coverage Awards are needed, then the Priority Stack Dates will be New Year's Day, Independence Day, Thanksgiving Day, and Christmas Day. Other Priority Stack Days may be used by the Association when the usage of such Days improves the overall solution.

25.AC.5 Coverage Awards

A bid run solution may be published that uses the following tools:

- 25.AC.5.a Unstack, utilizing a maximum Stack height of no greater than five percent (5%) in a Large Domicile and eight percent (8%) in a Small Domicile of the actual number of Regular Lines in the Position, provided that a Pilot:
- 25.AC.5.a.i Within the most senior fifty percent (50%) of Regular Lineholders is not Unstacked in the January, July, November, or December Monthly Bid Periods.
 - 25.AC.5.a.ii Within the most senior seventy percent (70%) of Regular Lineholders is not Unstacked in the February, March, April, May, June, August, September, or October Monthly Bid Periods.

25.AC.5.a.iii Within the most senior ninety percent (90%) of Regular Lineholders is not awarded a line through Secondary Line Generation (" SLG ") .

25.AC.5.a.iv Adjustment of these limitations requires the unanimous consent of the JPWG .

25.AC.5.b Force Priority Stack Date on SLG will always be used.

25.AD PBS MONTHLY BID-LINES

The monthly bid is used to conduct bidding for flight and Reserve assignments, Days Off, and schedule preferences with Known Absences to be accounted for in the Monthly Bid Period. The results of the Vacation Adjustment Period ("VAP") and other Known Absences will be placed on a Pilot's schedule in advance of the Monthly Bid Period. Known Absences will be updated or corrected as necessary up until the close of the monthly bid. A Pilot's Days of work will not overlap with any Known Absences or flying that carries in from the previous Monthly Bid Period.

25.AE CREDIT WINDOWS

A Pilot may preference to be awarded a Regular Line that falls within the Minimum Credit Window or the Maximum Credit Window. The Association will determine the number of Pilots, by Position, who will fall within the Minimum and Maximum Credit Windows. If the Pilot cannot hold the Minimum or Maximum Window, absent another preference, the Pilot will be awarded a Line in the Normal Credit Window

25.AE.1 Normal Credit Window

The initial Threshold value of the Normal Credit Window shall be equal to the published ALV for each Category and can be adjusted by ALPA as necessary while exploring bid run solutions. The initial Normal Credit Window shall be a range of fourteen (14) hours and will be based off of the published ALV minus seven (7) hours up to published ALV plus seven (7) hours. The Association may adjust the bottom of the Normal Credit Window to any value between ALV minus seven (7) hours and ALV minus three (3) hours, as needed, while exploring bid run solutions. If the lower value of the Normal Credit Window is below seventy-five (75) hours, all line awards will be subject to the Monthly Pay Guarantee set forth in [Section 4.A](#).

25.AE.2 Minimum Credit Window

The Minimum Credit Window shall be a range from the published ALV to ALV minus fourteen (14) hours, but the lower value of the Minimum Credit Window will never be set below seventy-four and one-half (74.5) hours. ALPA will determine the Threshold value to be set within the Minimum Credit Window. All line awards will be subject to the Monthly Pay Guarantee set forth in [Section 4.A](#).

25.AE.3 Maximum Credit Window

The Maximum Credit Window shall be a range from the published ALV to ALV plus fourteen (14) hours. ALPA will determine the Threshold value to be set within the Maximum Credit Window.

25.AF RESERVE LINES

25.AF.1 A Pilot who bids for a Reserve Line may be awarded a Regular Line if the Reserve target for the Pilot's Position has already been met when the solver reaches the Pilot's seniority level.

25.AF.2 Non-FDO Reserve Pilots will be eligible to bid between three (3) and six (6) Days of Reserve Days/RDPs.

25.AF.3 PBS will award Days Off to Reserve Pilots in seniority order and in accordance with the Pilot's bid preferences. Long call Reserve will be awarded in seniority order to Pilots who preference it. RDPs are awarded with consideration to a Pilot's seniority and preferences, but primarily to ensure even distribution of Reserve coverage throughout the Monthly Bid Period. If Navblue or a successor vendor develops the capability of honoring a Reserve Pilot's preferences for Days Off in combination with that Pilot's RDP preferences in accordance with seniority, such software upgrade will be implemented by the Company no later than three (3) months following the availability of the software.

- 25.AF.4 All Days on which a Pilot is scheduled for Reserve duty will be considered a Reserve Day, except for an RDP that spans two (2) Days. (For example, in the case of an RSE that spans two (2) Days, the RSE will only count as one (1) Day.)
- 25.AF.5 If a Pilot has fewer than three (3) Reserve Days at the end of a Monthly Bid Period, the solver will not automatically schedule Reserve Days at start of next Monthly Bid Period.
- 25.AF.6 Reserve Pilots will have a minimum of two (2) Days Off between blocks of Reserve, unless the Pilot elects to be awarded single Days Off. If a Reserve has a single Day Off on the last Day of the Monthly Bid Period, the Pilot will be scheduled for the first Day of the next Monthly Bid Period Off, if he is awarded a Reserve line.
- 25.AF.7 FDO Lines
 - 25.AF.7.a Navblue and the Company will submit, in writing, that FDO lines will become part of the PBS bidding process no later than one (1) year from the date of PBS implementation.
 - 25.AF.7.b Until FDO lines are implemented as part of PBS, a manual process will be used.
 - 25.AF.7.c FDOs will be bid in accordance to the timetable set out in D.5.b. above. Pilots will have the opportunity to bid on FDO lines in FLICA in the same manner as under the current book. Bids will be awarded by Position and seniority prior to the opening of the monthly bid.
 - 25.AF.7.d In a thirty-one (31) Day Monthly Bid Period, FDO Reserve lines will have a minimum of thirteen (13) Days Off.
 - 25.AF.7.e No Pilot will be involuntarily assigned to an FDO line.
 - 25.AF.7.f Vacation will be applied in accordance with current provisions.
 - 25.AF.7.g Vacation credit will be applied towards Monthly Pay Guarantee if vacation Days fall on FDO Days and paid over the Monthly Pay Guarantee if vacation falls on Days Off.

25.AG REDUCED LOWER LIMIT LINES (BUILD-UP LINES)

ALPA may award Reduced Lower Limit ("RLL") lines with concurrence of the JPWG. RLL lines shall be awarded in seniority order to Pilots who bid them and who do not have the seniority to hold a Hard Line. RDPs/ Reserve Days will be added to the RLL line until the line contains twelve (12) Days Off, or seventy-five (75) hours of Pay Credit, whichever occurs first. Crew Planning will add the RDP/Reserve Days no later than the 13th at 0900 Denver Time. All RLL lines will be eligible for the Monthly Pay Guarantee or actual credit if greater than seventy-five (75) hours (e.g., RDP/Reserve Day increases a Pilot's Pay Credits to seventy-six and one-half (76.5) hours).

- 25.AG.1 Pilots shall be assigned RDPs in the Window of their choosing based on their highest preferenced "Set Condition Short Call Type." A Pilot with a "Set Condition Long Call Type" as their highest preference may be assigned long call reserve at the discretion of Crew Planning. A Pilot who does not preference a "Set Condition Short Call Type" will be assigned a call type at Crew Planning's discretion.
- 25.AG.2 Pilots may, at their option, Drop an RDP/Reserve Day that is included in an RLL line by calling a Crew Scheduling Supervisor directly or sending an email to crewschedulingsupervisors@flyfrontier.com. If the request is received before 0900 on the 14th of the month preceding the RDP/Reserve Day, Crew Scheduling will drop the RDP/Reserve Day(s) at a Pay Credit loss four (4) hours with no coverage checks. If the request is received after 0900 on the 14th of the month preceding the RDP/Reserve Day, Crew Scheduling will drop Reserve Day(s) at a Pay Credit loss four (4) hours if coverage meets the requirements of [Paragraph V.3.d](#).

25.AH ROUNDING

- 25.AH.1 No rounding will be applied to ALV, HLV, bid windows, Open Time and Unstacking. Stack Heights will be measured using standard rounding rules, to the nearest whole number.

Example: 5.5 will be rounded to 6 and 5.4 will be rounded to 5.

- 25.AH.2 Standard rounding, to the nearest whole number, will be used to determine the number of Long Call and FDO reserves. As long as FDO lines are not awarded via the PBS solver, the number of FDO lines will be determined by using the Company's forecasted number of total Reserve lines by Position and applying the appropriate percentage. Move to RES Section

Example: 5.5 will be rounded to 6 and 5.4 will be rounded to 5.

25.AI TRAINING AND ELIGIBILITY TO BID

- 25.AI.1 A Pilot who undergoes upgrade, new hire or transition training will be eligible to be awarded a schedule in PBS starting two (2) Days after the projected training completion date. The projected training completion date will be based on the historical average training footprint from the last six (6) training classes for each type of training (i.e., upgrade, new hire or transition). This data will be provided to the ALPA JPWG members on a quarterly basis, beginning April 1, 2021. Fifty-five (55) Days will be used for the upgrade footprint and eighty (80) Days will be used for new hire footprint through March 2021.

Example: The historical average training footprint for upgrade training from the last 6 upgrade classes is forty-eight (48) Days. A Pilot who starts upgrade training on March 20th will be eligible to bid and be awarded a PBS schedule that would commence on May 9th, fifty (50) Days after the commencement of upgrade training. The Pilot is not eligible to be awarded any Days Off, FDPs, Reserve Days or Sequences until May 9th.

- 25.AI.2 For bidding purposes, the Company will load a Known Absence with a Virtual Credit of three (3) hours per Day for each Day the Pilot is projected to be in training plus two (2) Days in PBS.

- 25.AI.3 A Pilot who is awarded a Regular Line and who completes training before the projected training completion date plus two (2) Days will be on Days Off until he begins an awarded Sequence. A Pilot who is awarded a Reserve Line and who completes training before the projected training completion date plus two (2) Days will be given at least two (2) Days Off and may subsequently be assigned additional Reserve Days/RDPs in accordance with the table below. "Days of Availability" shall mean the number of Days between the third Day following the completion of training and the first Day the Pilot was eligible to bid.

Days of Availability	Reserve Days / RDPs
1	0
2	1
3	1
4	2
5	2
6	3
7	3
8	4
9	4
10	5

NOTE 1: If a Pilot has not completed training by the projected training completion date plus two (2) Days, then any RDPs, Reserve Days, or Sequences that conflict with the Pilot's training will be dropped and Sequences will be placed into Open Time and the Pilot will be pay protected at his applicable pay rate.

26.A PARKING

26.A.1 General

- 26.A.1.a The Company shall provide parking at no charge to the Pilot in the Pilot's Domicile. In the alternative, a Pilot may elect to be paid a thirty-six dollar (\$36.00) monthly stipend. The Pilot will make this election on an annual basis and may change his election if the Pilot changes Domiciles. If a Pilot does not make any election, they will be deemed to have elected free parking in the Pilot's Domicile.
- 26.A.1.b Denver-based Pilots will receive a stipend equal to the Pilot's monthly cost for parking, even if the Denver-based Pilot does not make any parking election. If the Denver airport offers parking in the same manner as other Company Domiciles, **Paragraph A.1.a.**, above, will apply.
- 26.A.1.c The Company shall provide transportation to and from the parking area to the Operations area. Parking shall be paved, lighted, and secured.

26.A.2 Annual Election

26.A.2.a Annual Parking enrollment:

- 26.A.2.a.i Passive election unless a Pilot makes change during annual enrollment period.
- 26.A.2.a.ii The annual parking enrollment period will be from NOV 1- DEC 1 and will be effective Jan 1 of the following year.

26.A.3 Domicile Change

26.A.3.a For Each System Bid Award:

- 26.A.3.a.i Following the award of a Domicile change, if a Pilot wishes to change his current election, the Pilot will:
 - 26.A.3.a.i.a Be advised of the deadline for parking election on the System Bid Award notice. The deadline will never be less than 30 Days after the System Bid Award is posted, which normally will be 30 Days prior to the Effective Date for Domicile transfers.
 - 26.A.3.a.i.b Use the form or electronic means provided by the Chief Pilots Office (available via Docunet or a successor system).



See Appendix for details of grievance settlement

26.B PASS PRIVILEGES

- 26.B.1 The pass privileges established by Company policy, and in effect at the signing of this Agreement, shall apply to all active and retired Pilots. The pass program may change but, under no circumstances, would Pilot privileges be less than the general population of employees.
- 26.B.2 Any additional pass privileges, whether characterized as a benefit, perk or compensation (other than a higher boarding priority extended to Officers and Directors under the current pass policy) that are part of a Department-wide program, extended to other employees of the Company during the term of this Agreement, shall also be extended to the Pilots, retired Pilots, surviving spouses, and/or their dependents on similar or equivalent terms.
- 26.B.3 The Association shall be provided a reasonable number of positive space online passes for Association business with the approval of the Vice President of Flight Operations or other Company official.
- 26.B.4 The Company retiree pass benefit policy shall be modified for Pilots such that the minimum five (5) years of service requirement is waived, and the age plus years of service requirement is modified to 65.

26.C JUMPSEAT

- 26.C.1 The jumpseat on any Company flight shall be available to all Pilots and other authorized personnel.
- 26.C.2 The jumpseat shall be offered in accordance with a Company Flight Operations Manual with regard to boarding priority, cockpit etiquette, etc.
- 26.C.3 The Company will meet with the Association prior to making any material change to the jumpseat policy.
- 26.C.4 The Company will allow as many jumpseat riders as can be accommodated to travel in passenger seats after all other higher priority non-revenue passengers have been accommodated.
- 26.C.5 The Company shall participate in the Cockpit Access Security System ("CASS").

26.D ELECTRONIC FLIGHT BAG ("EFB")

- 26.D.1 Manuals to be provided electronically to Pilots include, but are not limited to, Employee Manual, appropriate Flight Operations Manuals, Approach Plates, En Route Charts and revisions as they are released. The Company shall provide the necessary software to receive and use all required manuals, documents, and applications.
- 26.D.2 The Company shall provide wireless internet access in crew Domicile lounges for EFB updating purposes.
- 26.D.3 The Company shall be responsible for distributing any and all revisions required to keep the Pilot manuals current. These revisions shall be distributed and viewed electronically via the approved Document Management System (DMS) or applicable app (e.g., Jeppesen, Foreflight). Pilots are responsible for updating all Company-issued revisions in their EFB.
- 26.D.4 An EFB will:
 - 26.D.4.a be an electronic tablet device funded at no cost to all line Pilots in active service, excluding Pilots on a Leave of Absence (other than ALPA Leave) that is anticipated to extend for longer than sixty (60) Days;
 - 26.D.4.b contain software that enables a Pilot to create a personal profile for the Pilot's personal use, subject to the memory limitations of the device after Company-installed EFB applications are installed;
 - 26.D.4.c include Company-funded chart subscription service(s) and real time enroute weather data service(s);
 - 26.D.4.d include an industry standard protective case;
 - 26.D.4.e include a charger and accessory cord; and
 - 26.D.4.f include any other accessories required by the FAA or the Company.
- 26.D.5 For the purpose of the calculations set forth in this Paragraph, the cost of the Company-funded EFBs will be three hundred ninety-five dollars (\$395.00). The service life of all Company-funded EFBs shall be no longer than forty-two (42) months from November 1, 2019, with the understanding that Pilots who are due a stipend in October 2019 will instead receive a Company-issued EFB in October 2019. Pilots who are hired after November 1, 2019 will be issued EFBs pursuant to this LOA, and the service life will commence on date of issuance. At the end of the service life, the EFB will become the property of the Pilot, and the Company will provide a new EFB to all Pilots when the service life of the Pilot's EFB ends, at no cost to the Pilot.
- 26.D.6 No adverse action shall be taken based on any information that the Company may obtain through the EFB's location tracking system or usage of the EFB, in accordance with the provisions of [Section 19](#). Should it be determined at any time that the Company has obtained or observed information directly from the audio or video capture mechanisms on the EFB that does not involve Company business, the Company will immediately notify the affected employee. The recording will be permanently destroyed, including all backups and copies, and a record of the destruction will be distributed to the affected parties.

- 26.D.7 The Company reserves the right to install software to manage configuration, Company documents, and Company-provided software on the EFB.
- 26.D.8 Technical Support. The Company agrees to maintain adequate technical support for the EFB in addition to the support provided by the EFB manufacturer. Online and/or Toll-Free access (including International access) will be available to address Pilot questions 24/7/365 and to assist in technical troubleshooting.
- 26.D.9 With no less than thirty (30) Calendar Days' notice to the Association MEC Chairman, the Company may elect to provide "ship sets" in lieu of providing the Company-funded EFBs in accordance with the terms of paragraphs B. through E., above. In addition, no less than thirty (30) Calendar Days prior to the termination of the Company-funded EFB and the provision of ships' sets, the Company will ensure that Pilots will continue to have both remote and airport access to all information currently disseminated through Comply 365 including, but not limited to, Flight Operations Manuals, training material, Must Reads, etc.
- 26.D.9.a If training is required to implement the Company-owned EFB program, it shall be paid in accordance with [Section 3.N](#).
- 26.D.10 Damage
- 26.D.10.a In order to minimize the risk of damage to the iPad, the Pilot will utilize the Company-provided protective case. If the iPad or its accessories are damaged, the Pilot will return the iPad or its accessories to the Company in order to obtain a replacement iPad or accessory.
- 26.D.10.b Pilot Off Duty
- A Pilot who is off Duty will not be liable for any expense directly associated with a damage claim for up to one (1) occurrence per item (iPad or accessory) within forty-two (42) months based on the issuance date of the original EFB.
- 26.D.10.c Pilot On Duty
- A Pilot who is on Duty will not be liable for any expense directly associated with a damaged iPad or accessory
- Example:** A Pilot is issued his first EFB in January 2020. He will be eligible for a new iPad July 2023. In January 2021, his iPad is damaged while off duty and he is issued a replacement at no charge in accordance with this Paragraph. This replacement will reset the end of the EFB's service life to July 2024, however, for the calculation of one (1) damage claim occurrence within forty-two (42) months, the start date will remain January 2020.
- 26.D.10.d The failure of any portion of the EFB to function in accordance with its specifications shall not be considered a damage claim and will be fixed or replaced at no cost to the Pilot.
- 26.D.10.e A Pilot will be liable for the cost of replacing the EFB in a case in which the Company can prove that the damage is the result of intentional misconduct by the Pilot.
- 26.D.11 Theft of EFB
- In case of a theft involving an EFB, the following shall apply:
- 26.D.11.a A Pilot will promptly report to the Company that his EFB has been stolen, file a police report, and provide a copy of the police report to the Company; and
- 26.D.11.b The Company shall issue one (1) replacement at no charge for the stolen EFB to the Pilot on the first occasion of such theft within forty-two (42) months, based on the original EFB issuance date. Thereafter, the Pilot will be charged a pro-rated amount equal to the total cost of the iPad to the Company based on [paragraph D.5.](#), above, divided by forty-two (42) and multiplied by the remaining number of months left on the on the service life of the iPad in [paragraph D.5.](#), above.

Example: A Pilot is issued his first EFB in January 2020. He will be eligible for a new iPad July 2023. In January 2021, his iPad is stolen and he is issued a replacement at no charge in accordance with this Paragraph. This replacement will reset the end of the EFB's service life to July 2024, however, for the calculation of one (1) theft claim occurrence within forty-two (42) months, the start date will remain January 2020.

26.D.12 Lost EFB

In case of a lost EFB, the following shall apply:

- 26.D.12.a A Pilot will promptly report to the Company that his EFB has been lost; and
- 26.D.12.b The Company shall issue a replacement and the Pilot will be charged an amount equal to the total cost of the iPad to the Company based on [paragraph D.5.](#), above, divided by forty-two (42) and multiplied by the remaining number of months left on the service life of the iPad in [paragraph D.5.](#), above.

26.D.13 Recovered EFB

In the event a Pilot recovers an EFB that was previously reported as lost or stolen within thirty (30) days of the date of the loss, the following will apply:

- 26.D.13.a The Pilot will report to the Company he has recovered the EFB and return the replacement EFB to the Company;
- 26.D.13.b The occurrence will not be counted against the Pilot for the purposes of [paragraph D.11.b](#), above.

26.D.14 Loaner EFB

- 26.D.14.a The Company will provide a reasonable number of "Loaner EFBs" at each Domicile in the event a Pilot, for whatever reason, is unable to report for duty with his EFB. The Pilot will contact the Chief Pilot, or his designee, to obtain authorization for removal of a Loaner EFB from the Domicile.
- 26.D.14.b A Pilot must return the Loaner EFB to his base management in as expeditious a manner as possible, but in no case more than seven (7) days from the date it is checked out of the Domicile, unless he receives written permission from base management or the designated Company representative overseeing the EFB program.

26.D.15 Privacy and Security of Information

- 26.D.15.a The Company acknowledges and agrees that a Pilot's personal profile on the EFB is his own personal property, and the information and data in such space is private and confidential.
- 26.D.15.b The Company will not remotely manage a Pilot's personal data on an EFB, including:
 - 26.D.15.b.i Collecting data (including audio and video recordings);
 - 26.D.15.b.ii Adding or removing accounts and restrictions; or
 - 26.D.15.b.iii Remotely erasing data.
 - 26.D.15.b.iv Notwithstanding the above, and in order to keep the OS and applications updated, the Company will have the ability to remotely confirm the update of those applications that are provided by the Company in the support of the approved EFB program.

- 26.D.15.c Except as may be required by law, the Company shall not monitor individual performance or compliance with policy, directives, or regulations using the EFB or the data contained therein
- 26.D.15.d The EFB software will permit a Pilot to erase the entirety of his personal profile at any time. In addition, a Pilot who ends his employment with Frontier prior to the forty-two (42) month service life of the EFB will return the EFB to Frontier, and the device's entire profile (personal and Company) will be erased and reset by the Pilot.
- 26.D.15.e A Pilot will promptly report to the Company that his EFB has been lost or stolen. Only in such event and for the purpose of maintaining the security of Company and personal data, the Company may activate a feature on the EFB to remotely reset and erase all Company data on the device.
- 26.D.15.f Information or data on an EFB, or transmissions from an EFB including, but not limited to, audio or video recordings will not be used against a Pilot in any manner in a disciplinary case, other than for failure to maintain and update required data.
- 26.D.15.g Recorded data or information shall not be disclosed to any third party except by mutual agreement of the parties, or as required by statute, government regulation, or judicial order.
- 26.D.15.h The Company will not use the EFB to determine, monitor, or track a Pilot's location for any purpose including, but not limited to, disciplinary purposes.

- 26.D.16 At least six (6) months prior to the end of the service life of the first generation of the Company-owned EFB's, the Company and Association will meet to discuss issues associated with the need for , or implementation of, any new EFB, Unless the only change to the program is the continual purchase of upgraded iPads.

26.E NEW HIRES

- 26.E.1 The Company shall provide to the Association a list of New Hire Pilots within seven (7) Calendar Days of the start of the New Hire Pilot class. This list shall include the full name, complete address, and phone number of every Pilot in the class.
- 26.E.2 The Company shall schedule a two (2) hour period during basic indoctrination to allow the ALPA MEC Chairman and/or their designee to address the New Hire Pilot class. The time and date of each meeting shall be mutually agreed upon between the Company and the Association.
- 26.E.3 For OE Sequences commencing prior to permanent position placement as outlined in [24.A.12](#), the Company shall provide a New Hire Pilot, at his option, a hotel room for the night prior to their report date and/or the night of their release from the Sequence. For OE Sequences commencing after permanent position placement as outlined in [24.A.12](#), the New Hire Pilot will be provided the option for one (1) hotel room in Domicile for the night prior to the report or for the night post completion of the first assigned OE Sequence. Hotel requests must be submitted to Flight Operations Training within twenty-four (24) hours of the Company's attempted notification to a Pilot of the OE Sequence.

26.F COPIES OF THE AGREEMENT

- 26.F.1 The Company will make an updated electronic version of this Agreement available to each Pilot through the Company website.
- 26.F.2 Any subsequent revisions, Letters of Agreement, or Memoranda of Understanding will be provided by the drafting party electronically to the other party within five (5) Calendar Days of signing, and the Company will update the electronic contract posted on the website within ten (10) Calendar Days of signing.

26.G EMERGENCY RESPONSE

The Company shall notify the ALPA Central Air Safety Committee Chairman immediately of any accident or incident (as defined by Frontier's Safety and Security Department) involving a Company aircraft and a Pilot or Pilots. The Association shall treat any information provided as highly confidential.

26.H PRUDENT JUDGMENT POLICY

- 26.H.1 A Pilot is expected to arrive at his Domicile or place of report with sufficient time and with adequate rest prior to beginning scheduled duty, allowing for factors such as adverse weather, traffic and flight loads, consistent with Sections **12.B.1.a.** and **25.T.2.** A Pilot who keeps accurate records of his scheduled commuting plans (e.g. flight listings, standby seat requests, contemporaneous notes, screenshots, etc.) and otherwise follows the provisions of paragraph H shall not be subject to disciplinary action. However, if a Pilot utilizes the policy more than two (2) times in a rolling 12 (twelve) month period, the Pilot may be asked to supply supporting records from the previous rolling twelve-month period to the Chief Pilot. A Pilot shall not be considered to have used the policy if he is ultimately able to report for the entirety of his originally scheduled Sequence.
- 26.H.2 A Pilot who is unable to report to his Domicile or place of report as scheduled due to an interruption in his travel plans will notify Crew Scheduling as soon as possible. The Pilot shall return to work in accordance **Section 14.D.**
- 26.H.3 Any Pay Credits lost under this Section will be deducted from the Pilot's total monthly Pay Credits. It will be the responsibility of the Pilot to make up any Pay Credits lost under this provision if required by **Section 25.M.3.**
- 26.H.4 A Pilot who travels by air will not be eligible for treatment under this policy unless he has attempted to travel on at least two (2) flights online and/or offline. For offline travel, the Pilot shall use all available information to select flights that show adequate seat availability within twenty-four (24) hours of the departure. The seat availability shall be based on the type of travel planned by the Pilot (e.g., jumpseat, non-revenue travel via interline agreement, etc.). For online travel, the jumpseat shall be awarded in accordance with the Frontier Airlines jumpseat policy. In any case, the flight(s) shall be scheduled to arrive at the Pilot's Domicile at least one (1) hour prior to his scheduled Report Time, consistent with **Section 25.T.2.**
- 26.H.5 A Pilot shall not avail himself of this policy to take advantage of irresponsible commuting.
- 26.H.6 If the FAA amends its policies to treat commuting as a break in a Pilot's Rest Period (considers commuting as duty time), this policy would be cancelled, and the Company and Association will seek agreement on a suitable replacement for this **Paragraph H.**
- 26.H.7 Notwithstanding Section 26.H., the Company and the Association agree to establish a Removal Before Report ("RBR") policy which will apply to Long Call Reserve Pilots within the last ten (10) hours of their assigned prospective Rest Period.
- 26.H.7.a During the last ten (10) hours of an assigned Rest Period, a Long Call Reserve Pilot will not be eligible to utilize the Prudent Judgment policy and will instead utilize the RBR policy. If a Long Call Reserve Pilot determines they will be unable to report to their Domicile or place of report as scheduled (for reasons other than being sick or fatigued), they will immediately notify Crew Scheduling and advise that they need to be removed in accordance with the RBR policy.
- 26.H.7.b The Pilot will be removed from the assignment and any pay credits lost will be deducted from the Pilot's total monthly pay credits. It will be the Pilot's responsibility to make up any pay credits lost under this provision if required by **Section 25.M.3.**
- 26.H.7.c The Pilot shall return to work in accordance with **Section 14.D.**
- 26.H.7.d If a Long Call Reserve Pilot is sick or fatigued, they will not be eligible to utilize RBR policy and should instead remove themselves from duty in accordance with **Section 14.C.** or **Section 26.L.**
- 26.H.7.e Pilots are expected to arrive at their place of report with sufficient time and with adequate rest prior to beginning scheduled duty. Long Call Reserve Pilots may not avail themselves to the RBR policy more than two (2) times within the same rolling twelve (12) month period.

26.I FLIGHT DATA**26.I.1 Definitions for the purposes of this Section:**

- 26.I.1.a "Flight Information Recorder" or "FIR" means any device, equipment or system on the aircraft that transmits, records and/or collects flight data, audio or video data or any other electronic record. These devices include, but are not limited to, Flight Data Recorders, Cockpit Voice Recorders, and Cockpit Video Recorders.
- 26.I.1.b "Information" means any data which is transmitted, recorded or collected by using a Flight Information Recorder. The term "Information" shall further include tapes, transcripts, reports, papers, memos, statements, studies, charts, graphs or any other description, analysis or compilation of data.

- 26.I.2 Information obtained from a FIR shall not be used as a basis, in whole or in part, for investigation, discipline or discharge action against a Pilot. Such information shall not be used in any investigation, disciplinary proceeding, grievance proceeding, or subsequent System Board of Adjustment.
- 26.I.3 Information obtained from a FIR shall not be used by the Company to evaluate or monitor the judgment or performance of an individual Pilot or crew, except under the provisions of a mutually agreed upon Flight Operations Quality Assurance ("FOQA") program.
- 26.I.4 Information obtained from a FIR shall not be used as a basis, in whole or in part, to justify or require a Pilot's submission to a non-recurrent proficiency check or a line check.
- 26.I.5 The Association agrees to participate jointly with the Company in a mutually agreed upon Flight Operations Quality Assurance ("FOQA") program. Details of the operation of this program shall be in accordance with an FAA-approved FOQA Implementation and Operations ("I & O") Plan and a memorandum of understanding entered into between the Company and the Association.

26.J BIDDING METHOD

Unless otherwise specified, all bidding processes shall be through the Electronic Bid System.

26.K HOLD HARMLESS

- 26.K.1 No Pilot nor their estate shall be required to pay for the costs of aircraft, equipment or other property damaged when such damages arise out of the performance of the Pilot's duties with the Company as a Pilot, unless such damages are the result of willful misconduct or gross negligence of the Pilot.
- 26.K.2 The Company shall indemnify a Pilot or their estate and provide defense against any claims, whether by third parties or by fellow employees, arising out of such Pilot's performance of their duties with the Company as a Pilot, unless such claims arise from the willful misconduct or gross negligence of the Pilot.

26.L FATIGUE EVENTS**26.L.1 Fatigue Review Committee ("FRC")**

- 26.L.1.a The FRC will consist of four (4) members, two (2) of whom shall be designated by the Company, and two (2) of whom shall be designated by ALPA.
- 26.L.1.b The Company shall pay for the flight pay loss of the Association members of the FRC for regularly scheduled FRC meetings and any other Company-approved time spent on FRC duties and activities related to FRC responsibilities.

26.L.2 Reporting

- 26.L.2.a A Pilot who declares himself fatigued will be removed from his flying assignment. The event will be coded as fatigue and reviewed by the FRC.
- 26.L.2.b A Pilot who has declared himself fatigued and who is removed from a flight assignment will file a Fatigue Report, available on the Company website, within seventy-two (72) hours of declaring fatigue.

26.L.3 Classification of Fatigue Events

- 26.L.3.a Fatigue events will be categorized by the FRC as Operational or Pilot-Induced.
- 26.L.3.b The contents of all Fatigue Reports will remain confidential and not be used in discipline cases except as provided in **Paragraph L.3.C.**, below.
- 26.L.3.c Consistent with Frontier Airlines' Fatigue Risk Management Plan ("FRMP"), fatigue reports will not be used in discipline cases unless such fatigue call is part of repeated calls by the same Pilot or is related to "violations of the FAR's, Company policies and procedures pertaining to flight operations and safety, or when a criminal act may have been committed."
- 26.L.3.d Operational fatigue events shall not cause a reduction in a Pilot's pay nor result in debiting his sick bank. Fatigue Events related to hotel problems (e.g., noise, fire alarm, temperature) shall be treated as Operational events for pay purposes.
- 26.L.3.e Pilot-induced Fatigue Events will not generate pay for any Credit lost as a result of the Fatigue Event.

26.L.4 Treatment Following Fatigue Declaration

- 26.L.4.a A Pilot who declares himself fatigued shall be provided with a legal Rest Period if he is in his Domicile:
- 26.L.4.b A Pilot who declares himself fatigued shall be handled in accordance with the following if he is not in his Domicile:
 - 26.L.4.b.i Return the Pilot to Domicile to begin a legal Rest Period; or
 - 26.L.4.b.ii Provide the Pilot with a hotel room for a legal Rest Period; or
 - 26.L.4.b.iii Assign the Pilot to a deadhead to be followed by a legal Rest Period at a hotel in accordance with **Sections 12.D.4. and 12.D.5.**
- 26.L.4.c Following the Rest Period required by **Paragraphs L.4.a. or L.4.b.**, above, the Pilot will be returned to his original schedule, be assigned to other flying that ends no later than the scheduled arrival of the original Sequence or Deadheaded back to his Domicile (when not already there) if no further assignment is to be made.
- 26.L.4.d Crew Scheduling will advise the Pilot within one (1) hour of receiving the fatigue call of the changes to his schedule (e.g., returned to his original schedule, assigned new flying, returned to Domicile, or assigned a legal Rest Period

27.A MEDICAL, DENTAL, AND PRESCRIPTION DRUG BENEFITS

- 27.A.1 The Company will continue to provide Pilots (and their eligible dependents) with medical, dental, and prescription drug benefits under the existing plan options (including Legacy, Traditional PPO, and Value HDHP for medical, and Standard and Premium for dental) available as of January 1, 2018.
- 27.A.2 The plan design elements in effect on January 1, 2018 (including deductibles, copayments, coinsurance, out-of-pocket maximums, annual Company HSA contributions, and annual limits under the dental options) will not be changed by the Company without a substantially-equivalent economic enhancement.
- 27.A.3 The core coverage elements of the medical, dental, and prescription drug options in effect on January 1, 2018, namely (i) eligibility requirements; (ii) the list of included and excluded services; (iii) services requiring pre-authorization; and (iv) prescription drug utilization restrictions, will remain in effect for the duration of the Agreement. The Company will meet and confer with the Association if specific benefit changes within these core coverage elements are desired. If the parties fail to agree on changes, specific benefits may be changed by the Company, provided that the overall benefit levels are not materially reduced.
- 27.A.4 The Company is permitted to change the insurance carrier(s) that administer the referenced plans provided that such change does not materially limit the provider network.

27.B MEDICAL AND DENTAL COSTS**27.B.1 Medical Benefits**

- 27.B.1.a The total annual aggregate contribution cost for Pilots participating in the Traditional PPO, the Legacy PPO, and the Value HDHP options will be no more than thirty-two (32%) of the total annual aggregate budgeted cost for Pilot participation in the three options; provided, however, that the total annual aggregate contribution cost for Pilots participating in the Traditional PPO and the Value HDHP options will be no more than thirty percent (30%) of the total annual aggregate budgeted cost for Pilot participation in those two options.
- 27.B.1.b The total annual aggregate budgeted contribution cost described in **Paragraph B.1.a.**, above, will include the budgeted contributions expected to come from the surcharges described in **Paragraph B.1.e.**, below.
- 27.B.1.c The aggregate budgeted contribution caps described in **Paragraph B.1.a.**, above, will be determined by the Company based upon an annual actuarial assessment of past and projected plan performance across the Company's employees performed by an independent third-party actuary retained by the Company prior to the start of the applicable plan year. The Company will provide ALPA with an opportunity to review the actuary's preliminary calculations before the calculations are finalized by the actuary. The Company's satisfaction of the aggregate budgeted contribution caps described in **Paragraph B.1.a.**, above, will not be subject to refund or clawback based on actual plan performance.
- 27.B.1.d The actuarial assumptions and methodology used by the actuary will be in accordance with reasonable and standard actuarial assumptions that will be fully disclosed to the Association as part of ALPA's review of calculations prior to finalization. The independent actuary will include all relevant utilization and other statistical reports that are part of the calculations.
- 27.B.1.e Coverage tiers for Pilot contributions for medical benefits (Traditional PPO, Value HDHP, and Legacy PPO) will be: (i) employee only; (ii) employee plus spouse; (iii) employee plus up to two (2) children; and (iv) family (employee plus spouse and up to two (2) children).
- 27.B.1.e.i The Company may assess a contribution surcharge for the coverage of a Pilot's dependent children starting with the third child. The amount of this surcharge will be no more than seventy-five dollars (\$75.00) per month, per child.
- 27.B.1.e.ii The Company may assess a contribution surcharge for the coverage of a Pilot's spouse who has subsidized medical coverage available from their employer. The amount of this surcharge in effect on the January 16, 2019 will not increase by more than eight percent (8%) per year for the duration of this Agreement.

27.B.2 Dental Benefits

The cost for Pilots for dental benefits (both the Standard and Premium options) will be as determined by the Company.

27.B.3 The cost sharing elements set forth in Paragraphs B.1. and B.2., above, will remain in effect for the duration of the Agreement.**27.C LONG-TERM DISABILITY COVERAGE AND COST****27.C.1 Long-Term Disability ("LTD") coverage will be provided to all Pilots.****27.C.2 The LTD plan design and benefits in effect on January 1, 2018, will not be changed without Association agreement, which agreement will not be unreasonably withheld; provided, however, the modifications set forth below will be made without any further negotiation or agreement between the parties.****27.C.3 The Company is permitted to change the insurance carrier administering the LTD plan provided that benefit levels are not materially reduced.****27.C.4 LTD payments will continue until a Pilot's return to active service (i.e. between the time a Pilot is cleared to return to work by a physician and approved by the FAA to exercise the privileges of their medical certificate).****27.C.5 The Company will pay the full cost of the LTD premium.****27.C.6 The monthly cap on LTD benefits will be eight thousand dollars (\$8,000) per month.****27.C.7 The cost of the premium paid by the Company for the LTD policy will be imputed to pilot earnings and be subject to any applicable income tax, and therefore the amount of any benefit under the policy received by a Pilot will not be taxable to the respective Pilot upon receipt. However, on an annual basis, a Pilot will have the option to opt out of having the premium payments being imputed to his earnings, and if the Pilot so elects and becomes eligible for the LTD benefit in that year, the LTD benefit would be taxed.****27.D LIFE AND ACCIDENTAL DEATH INSURANCE****27.D.1 The terms of the Company Life and AD&D insurance plans in effect on January 1, 2018 will remain in effect for the duration of the Agreement at no cost to pilots, except that, effective January 1, 2019, the minimum benefit provided to a Pilot under the Life or AD&D plan will be increased to one hundred thousand dollars (\$100,000).****27.D.2 A Pilot will be entitled to purchase term life insurance through the Company's insurer, on behalf of the Pilot, at group rates in increments of ten thousand dollars (\$10,000) up to a maximum of five hundred thousand dollars (\$500,000) or five (5) times the Pilot's base annual salary (as defined in the insurance policy), whichever is less. If the Pilot purchases life insurance for himself, the Pilot may also purchase life insurance for their spouse; such insurance will be in increments of five thousand dollars (\$5,000) up to a maximum of two hundred fifty thousand dollars (\$250,000) or one hundred percent (100%) of the Pilot's coverage amount, whichever is less. If a Pilot elects life insurance coverage when first eligible (i.e. as a New Hire), the Pilot may purchase up to two hundred fifty thousand dollars (\$250,000) in coverage for himself and up to fifty thousand (\$50,000) in coverage for his spouse without providing evidence of insurability. Evidence of insurability will be required for higher initial coverage amounts and to obtain any amount of coverage if the Pilot elects life insurance after initially eligible.****27.E INFORMATION, MEETINGS, AND ADMINISTRATION****27.E.1 The Company and Association will meet not less than twice a year (one meeting to take place in advance of but in proximity to open enrollment) to discuss issues related to the benefit plans and/or administration of such plans. Such meetings may be combined with the meetings required under [Section 28](#) of this Agreement.****27.E.2 The Association and Company will each provide suggested agenda items for the meeting two (2) weeks in advance of the scheduled meeting date.**

- 27.E.3 In conjunction with the meetings referenced in **Paragraph E.1.**, above, the Company will provide customary information, material, and documents to the Association related to the Pilots' participation in the benefits plans described herein as soon as such information, material, and documents are available. Examples of such information, materials, and documents include: Plan documents, annual reports, summary annual reports, summary plan descriptions, and summaries of material modifications; plan utilization and other relevant statistical reports; reports filed with the government; and reports distributed to participants. Reports and other documents which contain proprietary or otherwise confidential information will be treated as such and the execution of non-disclosure agreements may be required before such information is exchanged.
- 27.E.4 Association representatives, including professional advisors to ALPA Retirement and Insurance Committees or the MEC, will be invited to the meetings described in **Paragraph E.1.**, above, and be permitted to participate fully in all discussions.

28.A FRONTIER AIRLINES, INC. 401(K) RETIREMENT PLAN

- 28.A.1 The Frontier Airlines, Inc. 401(k) Retirement Plan (the "401(k) Plan") effective January 1, 2016, amended as necessary as of the effective date of this Agreement to incorporate the provisions of this Section 28, shall continue to be available to Pilots covered by this Agreement.
- 28.A.2 No changes will be made to the terms of the 401(k) Plan as it relates to Pilot employees, except as may otherwise be agreed to in writing by the parties to this Agreement.
- 28.A.3 A Pilot will be eligible to participate in the 401(k) Plan, and receive the required Company contributions as of the Pilot's first day of Active Service.

28.B COMPANY CONTRIBUTIONS

Effective January 16, 2019, the Company will make non-elective employer contributions to the 401(k) Plan on behalf of each eligible Pilot equal to twelve percent (12%) of the Pilot's compensation as defined in the 401(k) Plan. No Pilot contributions will be required. Non-elective Company contributions shall increase during the term of the Agreement as follows:

March 2, 2020	13% of compensation
March 2, 2021	14% of compensation
March 2, 2022 and thereafter	15% of compensation

28.C VESTING

The following vesting schedule shall apply with respect to all Company contributions made on or after the effective date of this Agreement:

Upon completion of:	
One (1) year of service	25%
Two (2) years of service	50%
Three (3) years of service	100%

28.D EXCESS PAYMENTS

Company non-elective contributions under Paragraph B., above, that cannot be contributed to a Pilot's 401(k) account in any Plan year due to limitations under IRC Section 415(c) will be paid directly to the Pilot no later than thirty (30) days following the end of the Plan year. Company non-elective contributions under Paragraph B., above, that cannot be contributed to a Pilot's 401(k) account in any Plan year due to the limitations under IRC Section 401(a)(17) will be paid directly to the Pilot no later than thirty (30) days following the end of each quarter.

28.E TIMING OF CONTRIBUTIONS

Pilot contributions and Company contributions shall be contributed to the 401(k) Plan as of the earliest date on which the contributions can be segregated from the Company's general assets, but no later than ten (10) business days following the end of each pay period. The Company shall itemize on each paycheck the 401(k) contribution amounts, and the year-to-date totals.

28.F CHANGES IN CONTRIBUTION LIMITS

If the amounts that may be contributed by or on behalf of a Pilot to a 401(k) Plan are reduced by law or regulation, the parties will promptly meet and confer to discuss appropriate responses to the legal change.

28.G INFORMATION, MEETINGS, AND ADMINISTRATION

- 28.G.1 The Company and Association will meet not less than twice per year to discuss issues related to the 401(k) Plan as applicable to Pilots, which may be combined with the meetings required under [Section 27.E](#) of this Agreement.
- 28.G.2 The Association and Company will each provide suggested agenda items for the meeting two weeks in advance of the scheduled meeting date.
- 28.G.3 In conjunction with the meetings referenced in [Paragraph G.1.](#), above, the Company will provide customary information, material, and documents, related to the Pilot's participation in the 401(k) Plan described herein to the Association as soon as such information, materials, and documents are available. Examples of such information, material, and documents include investment policy statements, investment performance reports, and other relevant reports, analysis and recommendations of the 401(k) Plan administrator, recordkeeper, or other vendor(s) to be discussed at the meeting. Reports and other documents that contain proprietary or otherwise confidential information shall be treated as such, and the execution of non-disclosure agreements may be required before such information is exchanged.

- 29.A Each Pilot of the Company shall be required, as a condition of employment, beginning sixty (60) Days after the completion of his probationary period, (1) to be or become a member of the Association, or (2) to pay the Association a monthly service charge for the administration of the Agreement and representation of the Pilot. Subject to applicable law, such monthly service charge shall be equal to the Association's regular monthly dues, initiation fee, and periodic assessments, including MEC assessments, which would be required to be paid by such Pilot if a member of the Association; provided, that neither membership nor the payment of a service charge shall be required in respect to any Pilot (a) for whom membership in the Association is not available upon the same terms and conditions generally applicable to any other member, or (b) as to whom membership was denied or terminated for any reason other than the failure to tender periodic dues, initiation fees and assessments uniformly required by the Association or the Frontier MEC as a condition of acquiring or retaining membership. Subject to applicable law, the Association shall treat members and non-members alike in calculating the amounts due, in establishing the due date of payments and in determining whether a Pilot's account is delinquent.
- 29.B If any Pilot of the Company required to make payment of a service charge or membership dues, periodic assessments, and/or initiation fees becomes delinquent in the making of such payments, the Association shall notify such Pilot by Certified Mail, Return Receipt Requested, copy to the Vice President of Flight Operations of the Company or designee, that he is delinquent in the payment of such service charge or membership dues, periodic assessments, and/or initiation fees and the total amount of money due and the period for which he is delinquent and that he is subject to discharge as a Pilot of the Company. Such letter shall also notify the Pilot that he must remit the required payment within a period of fifteen (15) Days from the date of the Pilot's receipt of the letter or be discharged as a Pilot. The notice of delinquency required under this paragraph shall be deemed to be received by the Pilot, whether or not it is personally received by him, when mailed by the Vice President - Finance/Treasurer of the Association by Certified Mail, Return Receipt Requested, postage prepaid to the Pilot's last known address, or to any other address which has been designated by the Pilot. It shall be the duty of every Pilot to notify the Association's Membership Services Department of every change in his home address, or of an address where the notice required by this paragraph can be sent and received by the Pilot if the Pilot's home address is at any time unacceptable for this purpose.
- 29.C If, upon the expiration of the fifteen (15) Day period provided in **Paragraph B.**, above, the Pilot still remains delinquent, the Association shall certify in writing to the Vice President of Flight Operations of the Company, or designee, copy to the Pilot, both by Certified Mail, Return Receipt Requested, that the Pilot has failed to make payment within the grace period and is therefore to be discharged as a Pilot. The Vice President of Flight Operations, or designee, shall thereupon remove such Pilot from the service of the Company as a Pilot within thirty-one (31) Days after receipt of the notice provided for herein.
- 29.D A protest by a Pilot who is to be discharged as the result of an interpretation or application of the provisions of this Section 29 shall be subject to the following procedures:
- 29.D.1 A Pilot who believes that the provisions of **Section 29** have not been properly interpreted or applied, as they pertain to him, may submit a request for review in writing within ten (10) Days from the date of the Pilot's receipt of his copy of the notice described in **Paragraph C.**, above. Such request must be submitted to the Vice President of Flight Operations or designee, and the MEC Chairman, both by Certified Mail, Return Receipt Requested, and the request for review must contain an explanation of the reasons for the Pilot's disagreement with the application or interpretation of the provisions of this Section of the Agreement. The Vice President of Flight Operations or designee will review the protest and render a decision in writing not later than ten (10) Days following the receipt of the request for review. The decision shall be sent to the Pilot, with a copy to the Vice President Finance/Treasurer of the Association, both by Certified Mail, Return Receipt Requested. If for any reason the Pilot has not received a copy of the notice specified in **Paragraph C.**, above, requesting his discharge, the ten (10) Days in which the Pilot may submit a request for review shall start to run from the date on which the Company notifies the Pilot that he is to be discharged as a Pilot.

- 29.D.2 The decision of the Vice President of Flight Operations of the Company, or designee shall be final and binding on all interested parties unless appealed as hereinafter provided. If the decision is not satisfactory to either the Pilot or the Association, either may appeal the decision by filing a notice of appeal within ten (10) Days of receipt of the decision. Such notice of appeal shall be sent to the Company, to the other party, and to the National Mediation Board, all by Certified Mail, Return Receipt Requested, and must contain a request for the National Mediation Board to provide a list of five (5) neutral referees. A neutral referee, who is not on the list provided by the National Mediation Board, may be agreed upon by the Pilot and the Association within ten (10) Days after receipt of the list of neutral referees from the National Mediation Board. If the parties cannot agree on such a neutral referee, a referee will be chosen from the panel supplied by the National Mediation Board. The alternate strike method shall be used to select a neutral referee, with the Pilot making the first rejection. Final selection of a neutral referee shall be accomplished within fifteen (15) Days after the receipt of the list of neutral referees from the National Mediation Board. If the Pilot and the Association have not reached agreement by the alternate strike method within the aforementioned fifteen (15) Day period, the first name listed on the five (5) name panel provided by the National Mediation Board shall be the neutral referee.
- 29.D.3 The decision of the neutral referee shall be requested within thirty (30) Days after the hearing of the appeal unless otherwise agreed by the Pilot and the Association. The decision shall be final and binding on all parties to the dispute. The fees, charges and other reasonable expenses of the appeal hearing, including the fees of the neutral referee, shall be paid equally by the Pilot and the Association.
- 29.E During the period a protest is being handled or appealed, as herein provided, and until the final decision by the Vice President of Flight Operations or designee, or the neutral referee (if an appeal is timely filed), the Pilot shall not be discharged or otherwise disciplined by the Company nor lose any seniority rights because of his alleged non-compliance with the terms and provisions of this Section.
- 29.F
- 29.F.1 A Pilot discharged by the Company under the provisions of this Section shall be deemed to have been "discharged for cause."
- 29.F.2 The Association shall indemnify and hold the Company harmless against any and all claims, demands, suits, costs or other forms of asserted liability (including, without limitation, the reasonable fees and expenses of counsel to the Company) that arise out of or by reason of any action taken by the Company pursuant to a request by the Association or any of its representatives under the provisions of this **Section 29**. The Company shall promptly notify the Association of any such claims of liability made against the Company and shall cooperate with the Association in the defense of any such claims.
- 29.G Checkoff of Association Obligations, Association PAC, and the Frontier Airlines Pilot Fund
- During the life of this Agreement, the Company agrees to deduct the following amounts from the pay of each Pilot and remit to the Association, within thirty (30) Days of the Day on which the deduction(s) were made, provided that the Pilot has executed the applicable automatic payroll deduction form(s) (which appear at the end of this Section). Deductions shall begin on the second payday of the calendar month following receipt by the Company's Vice President of Flight Operations of such payroll deduction form(s), and will continue thereafter until revoked or cancelled as provided in this Section. The Company remittance to the Association of service charges and Association membership dues and assessments will be accompanied by a list showing names, payroll numbers and amounts deducted for Pilots for whom deductions have been made in that particular period.
- 29.G.1 Dues and Assessments; Service Charges: Membership dues and assessments (including national and MEC Assessments) levied in accordance with the Constitution and Bylaws of the Association and service charges, as authorized by the Railway Labor Act or this Agreement.
- 29.G.2 PAC: Voluntary contributions to the Air Line Pilots Association Political Action Committee (ALPA-PAC). The amount of such monthly deduction shall be as specified in such payroll deduction forms and in conformance with any applicable state or federal statute or regulation.
- 29.G.3 Frontier Airlines Pilot Fund: Voluntary contributions to the Frontier Airlines Pilot Fund. The amount of such monthly deduction shall be as specified in such payroll deduction forms and in conformance with any applicable state or federal statute or regulation.

- 29.G.4 Nothing in this Section shall be construed as revoking any automatic payroll deduction agreement previously executed by a Pilot for dues, assessments, or service charges.
- 29.G.5 When a Pilot properly executes one or more of the payroll deduction forms described above, the Vice President - Finance/Treasurer of the Association shall forward an original copy to the Company's Vice President of Flight Operations. Any such form which is incomplete or improperly executed will be returned to the Vice President - Finance/Treasurer. Any notice of revocation as provided for in this Agreement or by the Railway Labor Act, as amended, must be in writing, signed by the Pilot and delivered by Certified Mail, Return Receipt Requested, to the Company's Vice President of Flight Operations, with a copy to the Association (also by Certified Mail, Return Receipt Requested).
- 29.G.5.a No deductions of service charges or Association dues and assessments will be made from the wages of any Pilot who has executed an automatic payroll deduction form and who has transferred to a job not covered by this Agreement (provided, however, that Pilots transferred to jobs not covered by this Agreement may choose to maintain payroll deduction), is on furlough, or is on leave without pay. Upon return to work as a Pilot covered by the Frontier-ALPA CBA, deductions shall be automatically resumed, provided the Pilot has not revoked his deduction authorization in accordance with the provisions of this Section and of the Railway Labor Act, as amended.
- 29.G.5.b A Pilot who has executed an automatic payroll deduction form and who resigns or is otherwise terminated (other than by furlough) from the employ of the Company, shall be deemed to have automatically revoked his deduction authorization and if he is reemployed by the Company, further automatic payroll deductions of amounts described above will be made only upon execution and receipt of a new applicable form(s).
- 29.G.6 Collections of any back dues, assessments, or service charges owed at the time of starting deductions for any Pilot and collection of dues, assessments, or service charges missed because the Pilot's earnings were not sufficient to cover the payment for a particular pay period, will be the responsibility of the Association and will not be the subject of payroll deductions.
- 29.G.7 Deductions of membership dues, assessments, and service charges shall be made each pay period provided there is a balance in the Pilot's paycheck sufficient to cover the amount after all other deductions authorized by the Pilot or required by law have been satisfied. In the event of termination of employment, the obligation of the Company to collect dues, assessments, or service charges shall not extend beyond the paychecks for the monthly period in which the Pilot's last Day of work occurs.
- 29.G.8 Annually, within sixty (60) Days of the end of each calendar year, the Company shall report electronically to the Association's Comptroller and the Frontier MEC Chairman a list of all Pilots employed at any time during the calendar year who were paying dues or service charges. The report shall include a listing by Pilot, by employee number, of the annual earnings amount for each payroll code currently utilized by the Company and the respective description of each payroll code. The Association will keep this report confidential and will not disclose any individual Pilot's gross earnings except as necessary for the fulfillment of the Association's duties as the bargaining representative of the Pilots.
- 29.G.9 The following forms are acceptable for the purposes of the check-offs permitted in this Section:

ASSIGNMENT AND AUTHORIZATION
FOR CHECK-OFF OF
ALPA DUES, ASSESSMENTS, AND SERVICE CHARGES

TO: FRONTIER AIRLINES, INC.

I, _____, hereby authorize and direct Frontier Airlines, Inc. ("Frontier") to deduct from my earnings for each regular and "off cycle" paycheck a sum equal to the membership dues, assessments (including national and MEC assessments) of the Air Line Pilots Association, International ("Association"), and service charges (for nonmembers) as are now or may hereafter be established in accordance with the Constitution and By-Laws of the Association and in the collective bargaining agreement between Frontier Airlines, Inc. and the Association.

This assignment, authorization, and direction may be revoked by me in writing at any time after the expiration of one year from the date hereof, or upon the termination date of the dues/assessment/agency shop check-off agreement between the Company and the Association, whichever occurs sooner.

Signature _____

Street/P.O. Box No. _____

City _____ State _____ Zip _____

ALPA Number _____ Employee Number _____

Date _____

Please return this form to the ALPA Membership Administration Department.

E-mail: Membership@alpa.org
Fax: 703-464-2115
Mail: Air Line Pilots Association, Int'l
c/o Membership Administration Department
535 Herndon Parkway
Herndon, VA 20170

Disclosure Statement Required by Federal Tax Law

Dues, contributions, and gifts to ALPA are not
tax deductible as charitable contributions.
However, they may be tax deductible as ordinary
and necessary business expenses.

ALPA PAC CHECK-OFF FORM
ASSIGNMENT AND AUTHORIZATION
FOR CHECK-OFF OF ALPA PAC CONTRIBUTIONS

TO: FRONTIER AIRLINES, INC.

I, _____, hereby authorize and direct Frontier Airlines, Inc. ("Frontier") to deduct the indicated amount of my gross earnings per month and to remit that amount to the Air Line Pilots Association Political Action Committee.

Signature _____

Street/P.O. Box No. _____

City _____ State _____ Zip _____

ALPA Number _____ Employee Number _____

Amount of Deduction Per Month _____ Date _____

FRONTIER AIRLINES PILOT FUND FORM
ASSIGNMENT AND AUTHORIZATION
FOR CHECK-OFF OF FRONTIER AIRLINES PILOT FUND CONTRIBUTIONS

TO: FRONTIER AIRLINES, INC.

I, _____, hereby authorize and direct Frontier Airlines, Inc. ("Frontier") to deduct from my earnings for each regular paycheck one dollar (\$1.00) and to remit that amount to the Frontier Airlines Pilot Fund.

Signature _____

Domicile _____ Date _____

City _____ State _____ Zip _____

ALPA Number _____ Employee Number _____

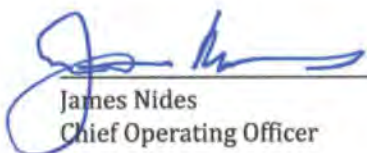
Date _____

[Reserved for future use]

This Agreement shall become effective on January 16, 2019 and continue in full force and effect until January 16, 2024 and shall renew itself without change until each succeeding January 16 thereafter, unless written notice of intended change is served in accordance with Section 6, Title 1 of the Railway Labor Act, as amended, by either party hereto at least ninety (90) days but not more than one hundred eighty (180) days prior to January 16, 2024, or any January 16 thereafter.

IN WITNESS WHEREOF, the parties have signed this Agreement this 16th day of January, 2019.

For FRONTIER AIRLINES, INC.


James Nides
Chief Operating Officer
Howard Diamond
General Counsel and Corporate Secretary
Bradley Lambert
Vice President, Flight Operations
Patrick Ryan
Senior Director, Crew Resources

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Captain Joe DePete
President
Air Line Pilots Association, International
Captain Tracy D. Smith
Chairman
Master Executive Council
Captain James S. Lally
Negotiating Committee Chairman
Captain Alan Bjorklund
Negotiating Committee Member

APPENDIX 1

Effective January 16, 2019

SEN #	LAST NAME	FIRST NAME	MI	EMP#	DOH	DOB	EQUIPMENT	SEAT	POSITION #	DOMICILE
1	Rider	Mike	H	400060	05/15/94	07/26/81	AIRBUS	CAPT	1	DEN
2	Ross	Derek	N	400188	06/20/94	04/21/60	AIRBUS	CAPT	2	DEN
3	Dunford	Francis	E	400194	06/20/94	12/26/82	AIRBUS	CAPT	3	DEN
4	Clark	Larry	B	400260	09/05/94	07/24/59	AIRBUS	CAPT	4	DEN
5	Vaughan	Gordon		400261	09/05/94	05/30/62	AIRBUS	CAPT	5	DEN
6	Cavender	Timothy	D	400178	09/06/94	03/14/86	AIRBUS	CAPT	6	MCO
7	Stock	Ronald	L	400373	11/16/94	09/07/55	AIRBUS	CAPT	7	DEN
8	Berline	Ryan	D	400375	11/16/94	12/19/65	AIRBUS	CAPT	8	DEN
9	Smith	Darin	D	400536	06/11/95	04/29/65	AIRBUS	CAPT	9	DEN
10	Price	Jeffery	A	400548	07/05/95	12/21/56	AIRBUS	CAPT	10	DEN
11	Bair	David	L	400549	07/05/95	01/28/58	AIRBUS	CAPT	11	DEN
12	Newman	Shane	A	400550	07/05/95	03/06/66	AIRBUS	CAPT	12	DEN
13	McLaughlin	Todd	J	400557	07/10/95	04/19/56	AIRBUS	CAPT	13	MCO
14	Fleisch	Karl	A	400561	07/10/95	12/13/57	AIRBUS	CAPT	14	DEN
15	Graham	Steven	S	400572	07/10/95	03/29/63	AIRBUS	CAPT	15	DEN
16	Appleby	Henry	A	400609	10/02/95	11/09/54	AIRBUS	CAPT	16	DEN
17	Kelley	David	C	400610	10/02/95	08/24/60	AIRBUS	CAPT	17	DEN
18	Sala	Orville	E	400614	10/02/95	11/20/65	AIRBUS	CAPT	18	DEN
19	Wayman	Ian	A	400658	10/23/95	08/27/61	AIRBUS	CAPT	19	DEN
20	Sundquist	Christopher		400663	10/23/95	12/06/67	AIRBUS	CAPT	20	DEN
21	Zink	Douglas	R	400667	03/11/96	09/29/60	AIRBUS	CAPT	21	DEN
22	Howell	Eric	N	400669	03/11/96	12/23/63	AIRBUS	CAPT	22	DEN
23	Morrey II	Thomas	F	400672	03/11/96	01/27/65	AIRBUS	CAPT	23	DEN
24	Nevels	Wesley	D	400676	03/11/96	02/27/66	AIRBUS	CAPT	24	MCO
25	Hayes	Kevin	R	400925	04/08/96	12/18/54	AIRBUS	CAPT	LOA	DEN
26	Alexander	John	G	400927	04/08/96	08/06/60	AIRBUS	CAPT	25	DEN
27	Eastman	Douglas	F	400933	04/08/96	03/01/67	AIRBUS	CAPT	26	DEN
28	Mallo	Rory	L	400959	04/23/96	09/28/61	AIRBUS	CAPT	27	DEN
29	Helwig	Todd	R	400960	04/23/96	10/13/62	AIRBUS	CAPT	28	DEN
30	Doyle	Patrick	W	400963	04/23/96	12/19/67	AIRBUS	CAPT	29	DEN
31	Beeman	Jerry	W	401322	01/13/97	10/16/60	AIRBUS	CAPT	LOA	DEN
32	Sparks	Samuel	D	401324	01/13/97	09/30/63	AIRBUS	CAPT	30	DEN
33	Powell	Shawn	L	401326	01/13/97	10/09/67	AIRBUS	CAPT	31	DEN
34	Blackmon	David	G	401397	03/03/97	11/17/57	AIRBUS	CAPT	32	DEN
35	Hall	Renan	E	401398	03/03/97	02/03/60	AIRBUS	CAPT	33	LAS
36	Schmidt	Keith	J	401399	03/03/97	01/19/61	AIRBUS	CAPT	LOA	DEN
37	Vita	Andreas	A	401400	03/03/97	06/02/62	AIRBUS	CAPT	34	DEN
38	Emery	James	W	401404	03/03/97	04/22/70	AIRBUS	CAPT	35	DEN
39	Thigpen	James	C	401444	03/31/97	08/12/64	AIRBUS	CAPT	36	DEN
40	Hanshan	Edward	J	401535	06/02/97	11/15/60	AIRBUS	CAPT	37	MCO
41	Tyson	David	L	401536	06/02/97	06/12/63	AIRBUS	CAPT	38	DEN
42	Dunin	Brian	E	401541	06/02/97	05/31/73	AIRBUS	CAPT	39	DEN
43	Zeinski	Timothy	J	401609	07/07/97	10/29/59	AIRBUS	CAPT	40	DEN
44	Steffers	Steven		401611	07/07/97	09/05/63	AIRBUS	CAPT	41	DEN
45	Baer	Jeffery	W	401612	07/07/97	07/06/64	AIRBUS	CAPT	42	DEN
46	Meehan	Frederick	J	401663	08/11/97	02/25/57	AIRBUS	CAPT	43	DEN
47	Hart	Stephen	T	401665	08/11/97	10/15/57	AIRBUS	CAPT	44	DEN
48	Pucci	Larry	E	401666	08/11/97	06/10/59	AIRBUS	CAPT	45	DEN
49	Rinehart	Scott	D	401671	08/11/97	08/30/68	AIRBUS	CAPT	46	DEN
50	Howell	Nicholas	A	401676	08/11/97	11/23/68	AIRBUS	CAPT	47	DEN
51	Hinkle	Gwyn	N	401873	10/20/97	08/05/56	AIRBUS	CAPT	48	DEN

Appendix 1.1

APPENDIX 1

52	Mileyko	Gregory	A	401877	10/20/97	10/19/97	AIRBUS	CAPT	49	DEN
53	Walker	David	L	401884	10/20/97	06/27/98	AIRBUS	CAPT	50	DEN
54	Vogel	Kevin	A	401892	10/20/97	10/13/97	AIRBUS	CAPT	51	DEN
55	Bendik	James		402133	02/03/98	01/20/98	AIRBUS	CAPT	52	DEN
56	Spanos	Christopher		402135	02/03/98	01/16/98	AIRBUS	CAPT	53	DEN
57	Duncan	Thomas	F	402226	03/02/98	01/24/98	AIRBUS	CAPT	54	DEN
58	Wertbaugher	Shawn		402228	03/02/98	05/06/98	AIRBUS	CAPT	55	DEN
59	Prait	Leonard	M	402318	05/04/98	06/28/98	AIRBUS	CAPT	56	DEN
60	Mhalcin	Michael	G	402321	05/04/98	10/07/98	AIRBUS	CAPT	57	DEN
61	Boyd	Simon	R	402322	05/04/98	11/23/98	AIRBUS	CAPT	LOA	MCO
62	Francois	Paul	A	402402	06/29/98	03/13/93	AIRBUS	CAPT	58	DEN
63	Boileaulet	George	D	402405	06/29/98	08/14/94	AIRBUS	CAPT	59	DEN
64	Schneider	Chris	J	402408	06/29/98	12/23/94	AIRBUS	CAPT	60	MCO
65	Osborn	Ivor	D	402683	09/08/98	09/09/93	AIRBUS	CAPT	61	DEN
66	McKean	Kristin	V	402684	09/08/98	09/22/94	AIRBUS	CAPT	62	DEN
67	Jewell	Brandon	M	402687	09/08/98	08/14/73	AIRBUS	CAPT	63	DEN
68	Worke	Lewis	R	402802	10/12/98	09/09/91	AIRBUS	CAPT	64	DEN
69	Gwynn	William	F	402850	10/26/98	08/25/94	AIRBUS	CAPT	LOA	DEN
70	Riggio	Frank	J	402854	10/26/98	02/09/91	AIRBUS	CAPT	65	DEN
71	Newman	Samuel	W	402856	10/26/98	04/07/95	AIRBUS	CAPT	66	DEN
72	Friedman	Steven	M	402857	10/26/98	01/17/98	AIRBUS	CAPT	67	DEN
73	Huehnel	Patrick	J	402858	10/26/98	04/18/98	AIRBUS	CAPT	68	DEN
74	Jordan	James	B	402860	10/26/98	02/08/73	AIRBUS	CAPT	69	DEN
75	Waklop	Luther	E	402869	11/09/98	05/06/98	AIRBUS	CAPT	LOA	DEN
76	Scotfield	Tom	D	402890	11/09/98	08/04/98	AIRBUS	FOI	1	DEN
77	Kohler	John	M	402891	11/09/98	03/17/99	AIRBUS	CAPT	70	DEN
78	Davison	David	R	402892	11/09/98	07/18/99	AIRBUS	CAPT	71	LAS
79	Jacobs	Zami	A	402893	11/09/98	03/21/91	AIRBUS	CAPT	72	DEN
80	Eates	Daniel	D	402894	11/09/98	03/27/91	AIRBUS	CAPT	LOA	LAS
81	Lough	David	A	402895	11/09/98	07/08/92	AIRBUS	CAPT	73	DEN
82	Arelano	Larry	M	402897	11/09/98	05/06/94	AIRBUS	CAPT	74	DEN
83	Lenberg	Edward	P	402898	11/09/98	07/01/94	AIRBUS	CAPT	75	DEN
84	Hart	Sean	M	402901	11/09/98	03/26/99	AIRBUS	CAPT	76	DEN
85	Lund	David	J	403071	01/18/99	09/24/95	AIRBUS	CAPT	LOA	CHI
86	Ragle	Duane	A	403073	01/18/99	10/06/94	AIRBUS	CAPT	77	MCO
87	Ruggeberg	Jeffrey	R	403077	01/18/99	06/02/70	AIRBUS	CAPT	78	DEN
88	Gouill	Scott	M	403078	01/18/99	07/06/71	AIRBUS	CAPT	79	DEN
89	Renco	Angela	J	403225	02/15/99	05/27/95	AIRBUS	CAPT	LOA	DEN
90	Atterbury Jr	Thomas		403226	02/15/99	07/06/96	AIRBUS	CAPT	80	DEN
91	Copeda	Raymond		403227	02/15/99	12/21/91	AIRBUS	CAPT	81	DEN
92	Isert	Timothy	J	403228	02/15/99	09/06/97	AIRBUS	CAPT	82	DEN
93	Linn	Craig	A	403230	02/15/99	06/10/73	AIRBUS	CAPT	83	DEN
94	Manouchehrian	Amit		403430	03/15/99	06/12/91	AIRBUS	CAPT	84	LAS
95	Meza	Derek	G	403431	03/15/99	04/17/93	AIRBUS	CAPT	85	DEN
96	Guthrie	Kevin	L	403432	03/15/99	07/20/93	AIRBUS	CAPT	86	DEN
97	Van Loo	Karl	P	403434	03/15/99	05/02/95	AIRBUS	CAPT	LOA	DEN
98	Marek Jr	Clifford	J	403435	03/15/99	11/12/96	AIRBUS	CAPT	87	DEN
99	Peterson	Craig	J	403436	03/15/99	11/20/98	AIRBUS	CAPT	88	DEN
100	Cervantes	Arturo		403437	03/15/99	11/16/99	AIRBUS	CAPT	89	LAS
101	Droegemuehler	David		403582	04/26/99	07/25/98	AIRBUS	CAPT	90	DEN
102	Bickenstaff	Kevin	L	403593	04/26/99	03/10/90	AIRBUS	CAPT	91.0	DEN
103	Churchill	Richard	W	403594	04/26/99	09/28/92	AIRBUS	CAPT	92	DEN
104	Woodward	Terrance	J	403595	04/26/99	03/30/95	AIRBUS	CAPT	93	LAS
105	Morion	Todd	M	403597	04/26/99	01/24/98	AIRBUS	CAPT	94	DEN
106	Thomas	Matthew	M	403598	04/26/99	06/25/70	AIRBUS	CAPT	95	DEN

Appendix 1.2

APPENDIX 1

107	Van Cleave	George		403734	06/07/99	04/30/55	AIRBUS	CAPT	96	MCO
108	Mileod	Richard	A	403736	06/07/99	06/06/55	AIRBUS	CAPT	97	DEN
109	Brenner	Dana	H	403738	06/07/99	07/13/60	AIRBUS	CAPT	98	DEN
110	Smith	Thomas	R	403856	07/19/99	07/22/57	AIRBUS	CAPT	99	DEN
111	Martin	Cameron	R	403860	07/19/99	12/07/82	AIRBUS	CAPT	100	DEN
112	Rosaboro	Robert	D	403861	07/19/99	01/14/63	AIRBUS	CAPT	101	DEN
113	Rohrer	Jon	B	403863	07/19/99	09/03/88	AIRBUS	CAPT	102	LAS
114	Dahlquist	Jeffrey	D	404003	09/13/99	08/27/57	AIRBUS	CAPT	103	DEN
115	Wernack	Justin	M	404006	09/13/99	02/20/71	AIRBUS	CAPT	104	LAS
116	Lutz	Lawrence	M	404378	12/13/99	12/02/55	AIRBUS	CAPT	LOA	DEN
117	Coots	David	E	404379	12/13/99	05/30/59	AIRBUS	CAPT	105	DEN
118	Spector	Boris	K	404380	12/13/99	06/19/63	AIRBUS	CAPT	106	DEN
119	Hook	Russel	H	404381	12/13/99	04/23/66	AIRBUS	CAPT	107	DEN
120	Fitzgerald	Michael	R	404384	12/13/99	07/14/70	AIRBUS	CAPT	108	MCO
121	Miller	Scott	E	404385	12/13/99	01/02/73	AIRBUS	CAPT	109	DEN
122	Klemme	Erk	A	404400	01/03/00	08/15/58	AIRBUS	CAPT	110	DEN
123	Draper	Todd	L	404403	01/03/00	11/06/64	AIRBUS	CAPT	111	DEN
124	Love	David	D	404406	01/03/00	03/13/66	AIRBUS	CAPT	112	DEN
125	Smalley	Jeffrey	C	404407	01/03/00	07/18/69	AIRBUS	CAPT	113	DEN
126	Walsh	Garyland	K	404408	01/03/00	11/26/69	AIRBUS	CAPT	114	DEN
127	Howell	John	A	404696	04/03/00	02/18/67	AIRBUS	CAPT	115	DEN
128	Guggenheim	Daniel	E	404699	04/03/00	09/18/67	AIRBUS	CAPT	116	DEN
129	Inghis	Jason		404700	04/03/00	07/22/69	AIRBUS	CAPT	117	DEN
130	Chase	Dan	D	404701	04/03/00	01/08/70	AIRBUS	CAPT	118	DEN
131	Fischer	Nile	L	404702	04/03/00	04/04/70	AIRBUS	CAPT	119	DEN
132	Seuff	Troy	M	404703	04/03/00	05/18/71	AIRBUS	CAPT	120	DEN
133	Pope	Mark	W	404704	04/03/00	08/21/71	AIRBUS	CAPT	121	DEN
134	Trujillo	Kasey	L	404705	04/03/00	07/21/72	AIRBUS	CAPT	122	MCO
135	Luchstinger	Jeffery	W	404723	04/24/00	09/07/57	AIRBUS	CAPT	LOA	DEN
136	Papineau	Darryl	L	404725	04/24/00	05/07/60	AIRBUS	CAPT	123	DEN
137	Kauffman	Michael	L	404728	04/24/00	01/17/68	AIRBUS	CAPT	124	DEN
138	Davis	Scott	R	404968	08/07/00	06/12/61	AIRBUS	CAPT	125	DEN
139	Weismings	Mark	A	404969	08/07/00	06/26/61	AIRBUS	CAPT	126	DEN
140	Fertaro	Stacy	E	404970	08/07/00	08/18/68	AIRBUS	CAPT	127	DEN
141	Doyle	Jason	P	404971	08/07/00	11/20/68	AIRBUS	CAPT	128	CHI
142	Sneed	Staci	L	404972	08/07/00	11/27/68	AIRBUS	CAPT	129	CHI
143	Swingley	Scott	A	404973	08/07/00	11/29/70	AIRBUS	CAPT	LOA	DEN
144	Dey	Thomas	J	404974	08/07/00	11/09/71	AIRBUS	CAPT	130	DEN
145	Bohland	David	A	405194	10/16/00	10/07/64	AIRBUS	CAPT	131	DEN
146	Leoni	Eric		405197	10/16/00	01/31/66	AIRBUS	CAPT	132	DEN
147	Ka'Ahu	Louisa		405199	10/16/00	04/10/68	AIRBUS	CAPT	133	DEN
148	Majzr	Theodora	A	405200	10/16/00	10/20/69	AIRBUS	CAPT	134	DEN
149	Patterson	Shane	M	405201	10/16/00	10/17/70	AIRBUS	CAPT	135	DEN
150	Cryak	Stephen	C	405202	10/16/00	12/14/71	AIRBUS	CAPT	136	DEN
151	Loebe	Susan	E	405317	12/04/00	05/28/55	AIRBUS	CAPT	137	DEN
152	Wogrin	Chris	C	405318	12/04/00	09/17/58	AIRBUS	CAPT	138	DEN
153	Barton	Steve	W	405319	12/04/00	07/21/60	AIRBUS	CAPT	LOA	DEN
154	Jones	Jeffrey	H	405321	12/04/00	10/06/64	AIRBUS	CAPT	139	DEN
155	Martin	Kenneth	C	405322	12/04/00	02/02/68	AIRBUS	CAPT	140	DEN
156	Lukaczuk	Brian	S	405323	12/04/00	08/30/70	AIRBUS	CAPT	141	DEN
157	Brooks	Todd	B	405324	12/04/00	11/09/70	AIRBUS	CAPT	142	DEN
158	Wood	Tamara	J	405325	12/04/00	12/20/70	AIRBUS	CAPT	143	CHI
159	Whelan	John	E	405407	01/08/01	08/24/57	AIRBUS	CAPT	144	DEN
160	Colum	Jim		405408	01/08/01	08/25/58	AIRBUS	CAPT	Director of Operation	DEN
161	Canwright	Brent	H	405411	01/08/01	12/22/63	AIRBUS	CAPT	145	DEN

Appendix 1.3

APPENDIX 1

162	Munnis	Andy	A	405413	01/08/01	01/11/67	AIRBUS	CAPT	146	DEN
163	Boberg	James	J	405414	01/08/01	07/27/66	AIRBUS	CAPT	147	DEN
164	Griffitts	Dennis	M	405456	01/29/01	01/02/58	AIRBUS	CAPT	148	MCO
165	Lynch	Mike	S	405457	01/29/01	03/20/58	AIRBUS	CAPT	149	MCO
166	Zelher	Eric	D	405458	01/29/01	07/21/59	AIRBUS	CAPT	150	DEN
167	Kochever	Eric	J	405459	01/29/01	07/11/60	AIRBUS	CAPT	151	DEN
168	Chicarel	Steven	P	405460	01/29/01	01/02/61	AIRBUS	CAPT	152	LAS
169	Godlevsky	Leslie	M	405461	01/29/01	11/10/61	AIRBUS	CAPT	153	DEN
170	Kruse	Thomas	J	405463	01/29/01	11/02/62	AIRBUS	CAPT	154	LAS
171	Hall	David	A	405464	01/29/01	06/12/63	AIRBUS	CAPT	155	DEN
172	Frostad	Scott	K	405465	01/29/01	06/12/63	AIRBUS	CAPT	LOA	DEN
173	Holzman	Douglas	S	405466	01/29/01	11/22/63	AIRBUS	CAPT	156	LAS
174	Bealy	James	R	405467	01/29/01	05/06/64	AIRBUS	CAPT	157	LAS
175	Holmberg	Jon	E	405468	01/29/01	06/09/64	AIRBUS	CAPT	158	DEN
176	Mccalland	Bryan	M	405470	01/29/01	10/10/65	AIRBUS	CAPT	159	CHI
177	Lins	Peter	R	405471	01/29/01	02/12/67	AIRBUS	CAPT	160	DEN
178	Bassner	Christopher		405472	01/29/01	12/26/67	AIRBUS	CAPT	161	DEN
179	Stemmler	John	E	405473	01/29/01	02/08/68	AIRBUS	CAPT	162	LAS
180	Carter	John	G	405474	01/29/01	02/20/68	AIRBUS	CAPT	163	DEN
181	Wood	William		405476	01/29/01	06/12/69	AIRBUS	CAPT	164	DEN
182	Hotaling	James	C	405477	01/29/01	12/03/69	AIRBUS	CAPT	LOA	DEN
183	Niccolai	William	A	405478	01/29/01	02/13/70	AIRBUS	CAPT	165	DEN
184	Hall	Carl	E	405481	01/29/01	06/22/70	AIRBUS	CAPT	166	DEN
185	Alvarado	Byron	R	405482	01/29/01	01/17/71	AIRBUS	CAPT	167	DEN
186	Leoni	Hope		405483	01/29/01	01/31/73	AIRBUS	F/O	LOA	DEN
187	Colvin	Clu	D	405485	01/29/01	03/10/74	AIRBUS	CAPT	168	CHI
188	Diamond	Christopher		405487	01/29/01	06/20/75	AIRBUS	CAPT	169	DEN
189	Thomas	Jeff	M	405511	02/12/01	08/18/54	AIRBUS	CAPT	170	MCO
190	Olsen	Anthony	S	405512	02/12/01	06/23/59	AIRBUS	CAPT	171	DEN
191	Connolly	John	M	405513	02/12/01	11/10/60	AIRBUS	CAPT	172	DEN
192	Gonzalez	Victor	R	405515	02/12/01	11/14/61	AIRBUS	CAPT	173	DEN
193	Brandner	Gerhard	R	405516	02/12/01	06/01/63	AIRBUS	CAPT	174	DEN
194	Stuart	Scott	A	405517	02/12/01	06/02/65	AIRBUS	CAPT	175	MCO
195	Lutz	Brian	J	405518	02/12/01	01/01/66	AIRBUS	CAPT	176	DEN
196	Moore	William	G	405519	02/12/01	02/25/67	AIRBUS	CAPT	177	MCO
197	Bates	Brent	W	405520	02/12/01	03/18/67	AIRBUS	CAPT	178	DEN
198	Church	Charles	W	405521	02/12/01	06/18/68	AIRBUS	CAPT	179	LAS
199	Minke	Spencer	M	405523	02/12/01	11/17/70	AIRBUS	CAPT	180	CHI
200	Schierholz	John	A	405524	02/12/01	10/23/71	AIRBUS	CAPT	181	DEN
201	Nunnallee	Todd	A	405525	02/12/01	02/02/72	AIRBUS	CAPT	182	DEN
202	Knudsen	Alan	L	405526	02/12/01	04/11/72	AIRBUS	CAPT	183	DEN
203	Knapp	Tom	W	405527	02/12/01	06/19/72	AIRBUS	CAPT	184	LAS
204	Lautner	David	H	405600	03/12/01	10/24/54	AIRBUS	CAPT	185	DEN
205	Mitchel	Andrew	J	405601	03/12/01	06/16/61	AIRBUS	F/O	2	DEN
206	Dunlap	James	K	405602	03/12/01	05/06/64	AIRBUS	CAPT	LOA	CHI
207	Cavil	Wayne	E	405604	03/12/01	05/09/68	AIRBUS	CAPT	186	DEN
208	Miller	Ernest	K	405605	03/12/01	03/02/70	AIRBUS	CAPT	187	DEN
209	Rockeman	John	A	405607	03/12/01	03/04/71	AIRBUS	CAPT	188	CHI
210	Trujillo	Jeremy	L	405608	03/12/01	12/09/72	AIRBUS	CAPT	189	MCO
211	Pool	Henry	B	405609	03/12/01	11/23/73	AIRBUS	CAPT	190	DEN
212	Zelinski	Matthew	A	405610	03/12/01	05/20/74	AIRBUS	CAPT	LOA	DEN
213	Benish	Jane	E	405704	04/30/01	05/27/58	AIRBUS	F/O	3	DEN
214	Geddes	Thomas	S	405705	04/30/01	07/23/60	AIRBUS	CAPT	191	LAS
215	Dann	Russell	D	405706	04/30/01	09/02/60	AIRBUS	CAPT	192	DEN
216	Gallagher	Dorothy	A	405707	04/30/01	12/16/61	AIRBUS	CAPT	LOA	DEN

Appendix 1.4

APPENDIX 1

217	Dunn	Matthew	T	405708	04/30/01	08/30/85	AIRBUS	CAPT	193	DEN
218	Monnar	Francis		405709	04/30/01	01/30/67	AIRBUS	CAPT	194	DEN
219	Kroon	Ane	M	405710	04/30/01	12/03/67	AIRBUS	CAPT	195	MCO
220	Rogers	Scott	L	405711	04/30/01	12/30/69	AIRBUS	CAPT	196	DEN
221	Rah	Christian	J	405712	04/30/01	01/23/70	AIRBUS	CAPT	197	DEN
222	Selyse	Eric	J	405713	04/30/01	07/08/72	AIRBUS	CAPT	198	DEN
223	Foss	Mark	A	405714	04/30/01	10/05/74	AIRBUS	CAPT	199	CHI
224	Richmond	David	K	405835	06/18/01	06/12/58	AIRBUS	CAPT	200	LAS
225	Beltran	Joseph	A	405836	06/18/01	03/10/62	AIRBUS	CAPT	201	DEN
226	McWilliams	Timothy		405837	06/18/01	10/05/62	AIRBUS	CAPT	202	DEN
227	Woodbury	Douglas	A	405838	06/18/01	09/25/64	AIRBUS	CAPT	203	DEN
228	Cammack	Kell	J	405839	06/18/01	06/05/66	AIRBUS	CAPT	204	DEN
229	Anderson	Bryan	K	405840	06/18/01	01/19/68	AIRBUS	CAPT	205	DEN
230	Giles	Joey	L	405841	06/18/01	05/21/68	AIRBUS	F/O	4	DEN
231	Harris	Steven	B	405842	06/18/01	04/10/70	AIRBUS	CAPT	206	DEN
232	Fuchs	Eric	B	405844	06/18/01	12/14/71	AIRBUS	CAPT	207	DEN
233	Meeks	Casey	G	405845	06/18/01	06/14/76	AIRBUS	CAPT	208	DEN
234	Bridges	Donna	J	406335	03/04/02	07/11/54	AIRBUS	CAPT	209	DEN
235	Hall	James	E	406337	03/04/02	11/17/54	AIRBUS	CAPT	210	DEN
236	Jordan	Daniel	C	406338	03/04/02	08/21/60	AIRBUS	CAPT	211	DEN
237	Moser	Jeffrey	S	406339	03/04/02	04/14/62	AIRBUS	CAPT	212	DEN
238	McLadden	Richard	L	406340	03/04/02	04/16/64	AIRBUS	CAPT	213	DEN
239	Dunn	Michael	R	406341	03/04/02	03/02/65	AIRBUS	CAPT	214	DEN
240	Appleton	Tyler	C	406342	03/04/02	07/13/67	AIRBUS	CAPT	215	DEN
241	Wilson	Greg	G	406343	03/04/02	08/26/67	AIRBUS	F/O	5	DEN
242	Gee	Ryan	S	406344	03/04/02	10/02/67	AIRBUS	CAPT	216	CHI
243	Croft	Jimmy	D	406345	03/04/02	01/02/69	AIRBUS	CAPT	217	DEN
244	Rickenbach	Rodd	L	406346	03/04/02	04/07/69	AIRBUS	CAPT	218	DEN
245	Kinsey	Dale	L	406347	03/04/02	09/15/69	AIRBUS	CAPT	219	DEN
246	Hayek	Jonathan	A	406348	03/04/02	03/01/71	AIRBUS	CAPT	220	CHI
247	Kiedrowski	Shannon		406349	03/04/02	02/07/74	AIRBUS	F/O	6	DEN
248	Snider	Lisa	M	406513	04/22/02	05/28/59	AIRBUS	CAPT	221	LAS
249	Fry	David	D	406514	04/22/02	07/14/59	AIRBUS	CAPT	222	MCO
250	Laybourn	Daniel	P	406515	04/22/02	07/08/61	AIRBUS	CAPT	223	CHI
251	Eden	Mark	A	406516	04/22/02	04/22/62	AIRBUS	CAPT	224	DEN
252	Dolven	Robert	G	406517	04/22/02	08/20/63	AIRBUS	CAPT	225	DEN
253	Wang	Kenneth	L	406519	04/22/02	03/29/64	AIRBUS	CAPT	226	CHI
254	Michel	Matthew	S	406520	04/22/02	04/17/65	AIRBUS	CAPT	227	DEN
255	Baas	Casey	G	406522	04/22/02	07/19/65	AIRBUS	CAPT	228	MCO
256	Paulin	Daniel	L	406523	04/22/02	08/16/66	AIRBUS	CAPT	229	DEN
257	Brenneman	Randy	J	406524	04/22/02	11/26/66	AIRBUS	CAPT	230	DEN
258	Notla	Patrick	G	406525	04/22/02	06/06/67	AIRBUS	CAPT	231	DEN
259	Jorgensen	Eric	P	406849	06/17/02	04/30/59	AIRBUS	CAPT	232	DEN
260	Brandenburg	Kevin	P	406850	06/17/02	02/06/62	AIRBUS	CAPT	233	MCO
261	Palmerstien	Richard	A	406851	06/17/02	12/02/65	AIRBUS	CAPT	234	CHI
262	Hockin	Aileen	D	406853	06/17/02	03/24/71	AIRBUS	CAPT	235	DEN
263	Selyse	Cheryl	A	406854	06/17/02	03/12/75	AIRBUS	F/O	7.0	DEN
264	Ganther	Joni	W	407112	10/21/02	01/31/55	AIRBUS	CAPT	236	PHL
265	Leifer	Nolan	C	407113	10/21/02	06/26/56	AIRBUS	CAPT	237	CHI
266	Rico	Beth	C	407115	10/21/02	06/03/60	AIRBUS	CAPT	238	MCO
267	Weinstrob	Rachel	L	407116	10/21/02	10/12/60	AIRBUS	CAPT	239	DEN
268	Robinson	Paul	J	407117	10/21/02	07/07/61	AIRBUS	CAPT	240	CHI
269	Taylor	Donald	L	407118	10/21/02	06/25/62	AIRBUS	CAPT	241	DEN
270	Latta	James	H	407120	10/21/02	04/02/63	AIRBUS	CAPT	242	DEN
271	Chevan	Leon	S	407121	10/21/02	08/21/63	AIRBUS	CAPT	243	MCO

Appendix 1.5

APPENDIX 1

272	Lorenz	Eric	J	407123	10/21/02	09/27/64	AIRBUS	CAPT	244	DEN
273	Tagliaferro	Anthony	B	407124	10/21/02	03/06/66	AIRBUS	CAPT	245	MCO
274	Marks	Thomas	E	407125	10/21/02	10/12/66	AIRBUS	CAPT	246	DEN
275	Forbes	Wayne	M	407126	10/21/02	12/07/67	AIRBUS	CAPT	247.0	CHI
276	Walker	Bennison	G	407127	10/21/02	04/21/68	AIRBUS	CAPT	248	DEN
277	Olsen	Shane	C	407128	10/21/02	06/30/68	AIRBUS	CAPT	249	DEN
278	Leidig	Edward	G	407129	10/21/02	06/23/68	AIRBUS	CAPT	250	DEN
279	Dehenesia	Arvin	R	407131	10/21/02	12/04/69	AIRBUS	CAPT	251	DEN
280	Cartagena	Carlos	E	407133	10/21/02	10/15/70	AIRBUS	CAPT	252	MCO
281	Fenton	Douglas	E	407219	01/06/03	02/20/58	AIRBUS	CAPT	253	DEN
282	Starcke	David	P	407221	01/06/03	10/30/58	AIRBUS	CAPT	254	LAS
283	Berlan	Michael	L	407222	01/06/03	01/08/61	AIRBUS	CAPT	255	DEN
284	Pickar	Jay	V	407223	01/06/03	12/02/62	AIRBUS	CAPT	256	DEN
285	Plummer	Mark	S	407224	01/06/03	06/05/66	AIRBUS	CAPT	257	DEN
286	Sandquist	Steven	L	407226	01/06/03	04/15/68	AIRBUS	F/O	8	DEN
287	Well	David	D	407227	01/06/03	09/18/68	AIRBUS	CAPT	258	CHI
288	Simmons	Kenyon	L	407228	01/06/03	10/23/69	AIRBUS	CAPT	259	CHI
289	Coona	John	D	407229	01/06/03	12/30/69	AIRBUS	CAPT	260	CHI
290	Cark	Richard	J	407297	01/27/03	01/06/55	AIRBUS	CAPT	261	DEN
291	Bostyan	Michael	L	407298	01/27/03	01/05/57	AIRBUS	CAPT	LOA	DEN
292	Hennari	Daniel	J	407299	01/27/03	10/16/57	AIRBUS	CAPT	262	DEN
293	Fritz	Nicholas	J	407302	01/27/03	09/02/68	AIRBUS	CAPT	263	LAS
294	Cass	Grant	E	407367	03/03/03	05/23/67	AIRBUS	CAPT	264	CHI
295	Kirk	Nicholas	D	407368	03/03/03	04/07/69	AIRBUS	CAPT	265	CHI
296	Burking	Jeffrey	R	407369	03/03/03	04/09/69	AIRBUS	CAPT	266	DEN
297	Brooks	James	B	407371	03/03/03	03/26/70	AIRBUS	CAPT	267	DEN
298	Melke	Peter	J	406986	03/24/03	06/26/72	AIRBUS	CAPT	268	DEN
299	Brunaman	Robin	D	407426	03/24/03	07/11/55	AIRBUS	CAPT	269	MCO
300	Sweeney	Robert	F	407427	03/24/03	05/27/59	AIRBUS	F/O	9	DEN
301	Matson	Robert	W	407428	03/24/03	01/12/67	AIRBUS	CAPT	270	DEN
302	Nevels	Steven	D	407429	03/24/03	07/19/70	AIRBUS	CAPT	271	DEN
303	Hollingsworth	J Matthew		407508	04/10/03	06/20/58	AIRBUS	CAPT	272	MCO
304	Holland	Fredrick	R	407509	04/10/03	01/03/62	AIRBUS	CAPT	273	CHI
305	Kukral	Albert	J	407558	05/07/03	02/11/55	AIRBUS	CAPT	274	DEN
306	Perez	Ranier		407559	05/07/03	09/25/63	AIRBUS	CAPT	275	DEN
307	Noguera	Eric	F	407561	05/07/03	10/01/66	AIRBUS	CAPT	276	LAS
308	Erickson	Alisia	L	407562	05/07/03	10/10/67	AIRBUS	CAPT	277	DEN
309	Bowman	Mark	F	407603	05/28/03	09/23/58	AIRBUS	F/O	10	DEN
310	Schluppenbaum	Alexander		407607	05/28/03	02/02/71	AIRBUS	CAPT	278	DEN
311	Elliott	Janet	L	407967	09/02/03	08/21/58	AIRBUS	F/O	11	DEN
312	Lee	Robert	E	407968	09/02/03	07/12/60	AIRBUS	CAPT	279	MCO
313	Shaffer	William	M	407970	09/02/03	10/06/65	AIRBUS	CAPT	280	DEN
314	Stuhr	MShell	G	407972	09/02/03	12/06/68	AIRBUS	CAPT	281	MCO
315	Gribowski	Brian	P	407974	09/02/03	10/20/74	AIRBUS	CAPT	282	DEN
316	Jones	Wayne	A	408056	09/15/03	04/19/66	AIRBUS	F/O	12	DEN
317	Doeg	Marcus	A	408059	09/15/03	06/26/68	AIRBUS	CAPT	283	DEN
318	Cronaef	Kenneth	L	408062	09/15/03	01/27/70	AIRBUS	CAPT	284	CHI
319	Lee	David	M	408162	10/08/03	11/14/66	AIRBUS	CAPT	285	DEN
320	Rondeau	Richmond	T	408164	10/08/03	12/02/68	AIRBUS	CAPT	286	MCO
321	Lloyd	Gary	D	408165	10/08/03	03/02/69	AIRBUS	CAPT	287	CHI
322	Russell	Randal	L	408166	10/08/03	05/25/70	AIRBUS	CAPT	288	LAS
323	Foerster	Marcus	R	408169	10/08/03	10/28/71	AIRBUS	CAPT	289	LAS
324	Sickels	David	A	408170	10/08/03	05/06/72	AIRBUS	CAPT	290	DEN
325	Davis	Brady	L	408171	10/08/03	08/31/73	AIRBUS	CAPT	291	LAS
326	Hansen	Terry	A	408173	10/08/03	05/22/74	AIRBUS	CAPT	292	MCO

Appendix 1.6

APPENDIX 1

327	Gossett	John	B	408250	10/20/03	06/30/63	AIRBUS	CAPT	293	DEN
328	Figuerola	Juan	G	408316	11/17/03	05/07/63	AIRBUS	CAPT	294	PHL
329	Mckenzie	Paul	M	408319	11/17/03	09/21/65	AIRBUS	CAPT	295	DEN
330	Larson	Jeff	K	408320	11/17/03	12/24/65	AIRBUS	CAPT	296	CHI
331	Eldredge	Brian	C	408323	11/17/03	07/20/69	AIRBUS	CAPT	297	LAS
332	Cuny	Matthew	P	408324	11/17/03	01/05/71	AIRBUS	CAPT	298	DEN
333	Kessly	Pauli	J	408325	11/17/03	01/10/71	AIRBUS	CAPT	299	DEN
334	Skaran	Amber	L	408327	11/17/03	09/09/73	AIRBUS	CAPT	300	LAS
335	Beck	Brandy	A	408329	11/17/03	10/30/74	AIRBUS	F/O	13	DEN
336	Newberry	Troy	L	408406	12/15/03	08/12/63	AIRBUS	CAPT	301	MCO
337	Edwards	Thomas	E	408410	12/15/03	04/03/73	AIRBUS	CAPT	302	DEN
338	Conroy	John	F	408434	01/05/04	12/18/63	AIRBUS	CAPT	303	CHI
339	Eytzler	Todd	E	408437	01/05/04	02/19/68	AIRBUS	CAPT	304	LAS
340	Lichtman	Shannon	J	408438	01/05/04	10/30/71	AIRBUS	F/O	14	DEN
341	Ruppel	Daniel	G	408439	01/05/04	05/09/73	AIRBUS	CAPT	305	DEN
342	Shaulis	John	B	408495	01/07/04	08/07/54	AIRBUS	CAPT	306	DEN
343	Payne	Mark	H	408514	01/19/04	06/19/58	AIRBUS	CAPT	307	LAS
344	McHugh	Nancy	P	408515	01/19/04	09/06/62	AIRBUS	CAPT	308	LAS
345	Faulkner	Brian	S	408516	01/19/04	07/14/63	AIRBUS	CAPT	309	DEN
346	Yates	Julia	C	408518	01/19/04	08/11/71	AIRBUS	F/O	15	DEN
347	Slaughter	Scott	E	408575	02/02/04	01/19/63	AIRBUS	CAPT	310	LAS
348	Overlie	Eric	J	408576	02/02/04	07/17/67	AIRBUS	F/O	16	DEN
349	Tibbatts	Blake	T	408577	02/02/04	04/06/68	AIRBUS	CAPT	311	DEN
350	Tyler	Jeffrey	L	408578	02/02/04	06/16/68	AIRBUS	CAPT	312	DEN
351	Astor	Stephen	W	408579	02/02/04	01/04/69	AIRBUS	CAPT	313	LAS
352	Sarkisian	Jessica		408583	02/02/04	01/15/73	AIRBUS	CAPT	314	DEN
353	Kennedy	John	V	408767	03/01/04	06/15/63	AIRBUS	CAPT	315	DEN
354	Woodard	Rodney	W	408769	03/01/04	09/27/68	AIRBUS	CAPT	316	DEN
355	O'Brien	Anthony	J	408771	03/01/04	10/28/70	AIRBUS	CAPT	317	LAS
356	Saul	Jason	R	408773	03/01/04	01/23/75	AIRBUS	CAPT	318	DEN
357	Iverson	Barry	L	408825	03/15/04	01/21/61	AIRBUS	CAPT	319	LAS
358	Preese II	John	C	408827	03/15/04	07/16/60	AIRBUS	CAPT	320	LAS
359	Turner	Sean	C	408829	03/15/04	12/07/70	AIRBUS	CAPT	321	DEN
360	Chylla	Richard	A	408964	03/29/04	08/18/60	AIRBUS	CAPT	322	LAS
361	Clements	Frank	P	408965	03/29/04	08/22/66	AIRBUS	CAPT	323	CHI
362	Zeller	Lisa	C	408967	03/29/04	04/23/70	AIRBUS	CAPT	324	DEN
363	Lally	James	S	408968	03/29/04	07/07/70	AIRBUS	CAPT	325	CHI
364	Moen III	John	W	408970	03/29/04	11/02/72	AIRBUS	CAPT	326	MCO
365	Surette	Philip	J	409017	04/12/04	10/20/62	AIRBUS	CAPT	327	CHI
366	Siegrist	Matthew	S	409018	04/12/04	10/18/70	AIRBUS	CAPT	328	DEN
367	Schectmika	Donald		409170	05/03/04	07/23/57	AIRBUS	CAPT	329	DEN
368	Clark	Todd	F	409173	05/03/04	05/16/65	AIRBUS	CAPT	330	DEN
369	Thompson	David	J	409174	05/03/04	08/16/65	AIRBUS	CAPT	331	LAS
370	Stahl	Harry	D	409176	05/03/04	08/29/68	AIRBUS	CAPT	332	LAS
371	Brandey	Christopher		410598	09/12/05	04/14/61	AIRBUS	F/O	17	DEN
372	Odey	Kenneth	P	410706	09/12/05	05/18/65	AIRBUS	CAPT	333	DEN
373	Miller	Becky	R	410708	09/12/05	06/29/66	AIRBUS	CAPT	334	DEN
374	Woolley	John	S	410709	09/12/05	09/15/69	AIRBUS	CAPT	335	DEN
375	Kirsch	David	J	410714	09/12/05	05/15/70	AIRBUS	CAPT	336	DEN
376	Novata	John	A	410715	09/12/05	05/27/74	AIRBUS	CAPT	337	CHI
377	Holt	Kelly		410769	10/10/05	08/25/61	AIRBUS	CAPT	338	LAS
378	Muggrave	Bennett	J	410770	10/10/05	03/20/62	AIRBUS	CAPT	339	DEN
379	Sobczak	Brian	E	410774	10/10/05	07/15/70	AIRBUS	CAPT	340	DEN
380	Dunoni	Andrew	D	410775	10/10/05	06/23/71	AIRBUS	CAPT	341	CHI
381	Tubbsing	Clifford	J	410839	11/07/05	08/29/54	AIRBUS	F/O	18	DEN

Appendix 1.7

APPENDIX 1

382	Schumacher	Charles		410841	11/07/05	02/27/62	AIRBUS	CAPT	342	DEN
383	Counter	Jeffrey	J	410842	11/07/05	12/10/67	AIRBUS	CAPT	LOA	CHI
384	Anderson	Stephen	L	410843	11/07/05	01/07/69	AIRBUS	CAPT	343	LAS
385	Saul	Robert	T	410844	11/07/05	03/24/70	AIRBUS	CAPT	344	CHI
386	Haffing	Michael	J	410855	11/07/05	02/10/72	AIRBUS	F/O	LOA	CHI
387	Pierce	Bryan	B	410856	11/07/05	11/10/72	AIRBUS	CAPT	345	CHI
388	Knobe	Ross	D	410857	11/07/05	02/27/74	AIRBUS	CAPT	LOA	DEN
389	Young	Bryan	K	410858	11/07/05	12/15/74	AIRBUS	CAPT	346	DEN
390	Stjander	James	C	410924	12/05/05	03/16/84	AIRBUS	CAPT	347	DEN
391	Beatty	Troy	D	410926	12/05/05	11/07/88	AIRBUS	CAPT	348	DEN
392	Tucker	Anthony	A	410927	12/05/05	12/28/70	AIRBUS	CAPT	349	LAS
393	Schultz	Frank	R	410928	12/05/05	05/17/71	AIRBUS	CAPT	350	DEN
394	Sorfield	Ryan	J	410929	12/05/05	07/02/72	AIRBUS	F/O	19	DEN
395	Case	Jason	J	410930	12/05/05	04/29/73	AIRBUS	CAPT	351	CHI
396	Rex	Charles	A	410931	12/05/05	09/06/73	AIRBUS	F/O	20	DEN
397	Brotherton	Anthony	S	410932	12/05/05	04/18/74	AIRBUS	CAPT	352	DEN
398	Colburn	Sharon	K	410933	12/05/05	06/19/75	AIRBUS	CAPT	353	DEN
399	Rydakzi	Carl	D	410962	01/03/06	06/06/84	AIRBUS	CAPT	354	LAS
400	Dake	William	R	410963	01/03/06	05/06/85	AIRBUS	CAPT	355	DEN
401	Kahl	Bonnie	L	410964	01/03/06	01/25/88	AIRBUS	F/O	LOA	DEN
402	Goffron	Gregory	H	410965	01/03/06	05/26/89	AIRBUS	CAPT	356	DEN
403	Bowman	Dustin	A	410967	01/03/06	10/03/70	AIRBUS	CAPT	357	CHI
404	Powell	James	M	410969	01/03/06	03/07/73	AIRBUS	CAPT	358	DEN
405	Feen	Travis	M	410970	01/03/06	03/08/73	AIRBUS	CAPT	359	MCO
406	Schwenkbe	Jeord	M	410972	01/03/06	06/21/74	AIRBUS	CAPT	360	LAS
407	Hall	Brett	R	410973	01/03/06	06/10/75	AIRBUS	F/O	21	DEN
408	Dwyer	Benjamin	J	410975	01/03/06	01/26/79	AIRBUS	CAPT	Airbus Program Mgr	CHI
409	Leonard	Sean	M	411059	01/18/06	01/08/89	AIRBUS	CAPT	361	DEN
410	Alston	Roy	B	411060	01/18/06	08/26/89	AIRBUS	F/O	LOA	DEN
411	Burns	Christopher	G	411061	01/18/06	01/20/70	AIRBUS	CAPT	362	CHI
412	Steffen	Renew	L	411062	01/18/06	08/27/71	AIRBUS	F/O	LOA	DEN
413	Lantagne	Christopher		411063	01/18/06	12/01/71	AIRBUS	F/O	LOA	DEN
414	Heineke	Matthew	E	411064	01/18/06	07/23/72	AIRBUS	CAPT	363	DEN
415	Gross	Tom	M	411065	01/18/06	09/10/72	AIRBUS	CAPT	364	LAS
416	Schaeff	Shad	W	411067	01/18/06	12/01/74	AIRBUS	F/O	22	DEN
417	Troost	Noel	K	411069	01/18/06	07/02/75	AIRBUS	CAPT	365	CHI
418	Rivers	Steve	A	411070	01/18/06	10/19/75	AIRBUS	CAPT	366	LAS
419	King	Travis	L	411071	01/18/06	08/05/78	AIRBUS	F/O	23.0	DEN
420	Panzani	Dion	A	411180	02/13/06	09/03/83	AIRBUS	CAPT	367	MCO
421	Kelchum	Brian	J	411181	02/13/06	03/16/85	AIRBUS	CAPT	368	LAS
422	Miller	Wade	W	411182	02/13/06	04/27/85	AIRBUS	CAPT	369	DEN
423	Guchi	Tohru		411183	02/13/06	11/08/85	AIRBUS	CAPT	370	CHI
424	Smith	Robert	L	411184	02/13/06	09/13/89	AIRBUS	CAPT	371	MCO
425	Burke	James	P	411186	02/13/06	05/12/71	AIRBUS	CAPT	372	CHI
426	Morrow	Cole	J	411187	02/13/06	08/09/73	AIRBUS	CAPT	373	LAS
427	Glaneta	Kevin	M	411188	02/13/06	09/02/75	AIRBUS	CAPT	374	LAS
428	Glaser	John	M	411189	02/13/06	06/20/78	AIRBUS	CAPT	375	MCO
429	Russ	Timothy	M	411261	03/09/06	12/04/59	AIRBUS	CAPT	376	LAS
430	Grigorev	Grigor	B	411282	03/09/06	04/05/83	AIRBUS	CAPT	377	LAS
431	Leonia	Scott	D	411283	03/09/06	02/20/69	AIRBUS	CAPT	378	LAS
432	Bowman	Jason	K	411284	03/09/06	04/02/71	AIRBUS	CAPT	379	DEN
433	McWhorter	Gavin	C	411285	03/09/06	11/25/71	AIRBUS	CAPT	380	DEN
434	Paddock	Eric	J	411286	03/09/06	10/06/75	AIRBUS	CAPT	381	DEN
435	Dahncke	Albert	H	411287	03/09/06	10/26/75	AIRBUS	CAPT	382	DEN
436	Wehling	Charles	J	411288	03/09/06	12/01/75	AIRBUS	F/O	24	DEN

Appendix 1.8

APPENDIX 1

437	Nye	Christopher	A	411289	03/09/06	11/22/77	AIRBUS	CAPT	383	LAS
438	Schuerman	Mark	G	411341	03/27/06	04/20/63	AIRBUS	CAPT	384	DEN
439	Harrist	Robert	K	411342	03/27/06	07/17/64	AIRBUS	CAPT	385	CHI
440	Luhmann	Christopher		411343	03/27/06	12/02/64	AIRBUS	F/O	25	DEN
441	Potton	Geyer	N	411344	03/27/06	03/22/70	AIRBUS	CAPT	386	CHI
442	Dransfield	Dale	L	411347	03/27/06	08/12/71	AIRBUS	CAPT	387	MCO
443	Wagner	Jason	B	411348	03/27/06	02/24/73	AIRBUS	F/O	26	DEN
444	Ketelsen	Eric	S	411349	03/27/06	10/30/73	AIRBUS	CAPT	388	DEN
445	Scherer	Miko	D	411350	03/27/06	01/18/74	AIRBUS	F/O	27	DEN
446	O'Dair	Michael	G	411351	03/27/06	06/23/76	AIRBUS	F/O	LOA	DEN
447	Mccourt	Michael	L	411420	04/24/06	10/11/60	AIRBUS	CAPT	389	MCO
448	Brown	Douglas	A	411421	04/24/06	01/08/65	AIRBUS	CAPT	390	MCO
449	Gray	Jim	C	411423	04/24/06	08/28/72	AIRBUS	CAPT	391	LAS
450	Mokim	Justin	T	411424	04/24/06	02/11/73	AIRBUS	CAPT	392	MCO
451	Beall	Ian	R	411425	04/24/06	08/12/73	AIRBUS	CAPT	393	LAS
452	Cartwright	Matthew	J	411427	04/24/06	10/20/74	AIRBUS	CAPT	394	DEN
453	Stapleton	Daniel	V	411476	05/08/06	02/27/68	AIRBUS	CAPT	395	MCO
454	Magnusson	Mark	L	411478	05/08/06	10/03/68	AIRBUS	CAPT	396	MCO
455	Guske	Lenoy	K	411480	05/08/06	01/23/71	AIRBUS	CAPT	397	MCO
456	Auman	Paul	R	411481	05/08/06	04/10/71	AIRBUS	CAPT	398	MCO
457	Wilson	Jeremy	R	411482	05/08/06	03/22/72	AIRBUS	CAPT	399	DEN
458	Brown	Thomas	L	411483	05/08/06	11/11/72	AIRBUS	CAPT	400	CHI
459	Taylor	Scott	J	411635	06/06/06	12/28/64	AIRBUS	F/O	LOA	DEN
460	Moroberts	Joseph	R	411636	06/06/06	06/05/68	AIRBUS	CAPT	401	MCO
461	Niedzielski	Eric	J	411637	06/06/06	05/14/68	AIRBUS	CAPT	402	LAS
462	Everett	John	B	411639	06/06/06	05/07/71	AIRBUS	CAPT	403	DEN
463	Jansick	Jeff	G	411643	06/06/06	08/14/73	AIRBUS	CAPT	404	LAS
464	Beightol	Justin	H	411644	06/06/06	10/22/73	AIRBUS	CAPT	405	CHI
465	Diehl	Brian	W	411646	06/06/06	06/02/74	AIRBUS	F/O	LOA	DEN
466	Bunker	Cyprian	T	411645	06/06/06	06/23/79	AIRBUS	CAPT	406	DEN
467	Smith	Michael	R	412134	10/24/06	07/12/64	AIRBUS	F/O	LOA	DEN
468	Swanson	David	E	412135	10/24/06	10/31/68	AIRBUS	CAPT	407.0	CHI
469	Mikee	Joshua	J	412137	10/24/06	11/21/72	AIRBUS	CAPT	408	DEN
470	Swarthandruher	Jason		412139	10/24/06	02/10/75	AIRBUS	F/O	28	DEN
471	Kelly	Shawn	P	412140	10/24/06	07/29/76	AIRBUS	CAPT	409	DEN
472	Hawbaker	Keith	J	412141	10/24/06	07/17/77	AIRBUS	CAPT	410	LAS
473	Beaver	Lynn	A	412142	10/24/06	10/31/79	AIRBUS	F/O	29	DEN
474	Jenkins	Andrew	S	412248	12/04/06	06/22/74	AIRBUS	CAPT	411	DEN
475	Davis	Donald	J	412253	12/04/06	07/28/76	AIRBUS	CAPT	412	CHI
476	Nading	Todd	A	412428	01/29/07	08/11/63	AIRBUS	CAPT	413	DEN
477	Elison	John	P	412430	01/29/07	08/12/70	AIRBUS	CAPT	414	LAS
478	Velasquez	Agustín		412433	01/29/07	12/27/74	AIRBUS	F/O	LOA	DEN
479	Galey	James	A	407806	03/05/07	03/10/64	AIRBUS	CAPT	415	DEN
480	Frank	David	M	412619	03/05/07	02/04/64	AIRBUS	CAPT	416	MCO
481	Fuhr	John	H	412622	03/05/07	07/12/69	AIRBUS	CAPT	417	DEN
482	Schell	Russell	T	412623	03/05/07	03/07/72	AIRBUS	CAPT	418	DEN
483	Curtin	Robert	S	412624	03/05/07	05/10/75	AIRBUS	CAPT	419	MCO
484	Ramsey	Wendy	D	412626	03/05/07	06/08/76	AIRBUS	CAPT	420	LAS
485	Terry	James	M	412766	03/27/07	03/14/63	AIRBUS	CAPT	421	MCO
486	Hinkley	William	K	412767	03/27/07	05/17/67	AIRBUS	CAPT	422	CHI
487	Talberg	Susan	L	412769	03/27/07	08/14/70	AIRBUS	CAPT	423	MCO
488	Niedergerges	Jennifer		412770	03/27/07	01/15/71	AIRBUS	CAPT	424	MCO
489	Epper	Michael	J	412771	03/27/07	01/13/72	AIRBUS	CAPT	425	LAS
490	Brekhus	Scott	J	412772	03/27/07	09/07/74	AIRBUS	CAPT	426	LAS
491	Lymberopoulos	Timothy		412773	03/27/07	04/29/76	AIRBUS	CAPT	427	CHI

Appendix 1.9

APPENDIX 1

492	Judge	Kathryn	M	412774	03/27/07	12/16/77	AIRBUS	CAPT	428	MCO
493	Zimmerman	Steven		413058	05/14/07	12/25/56	AIRBUS	CAPT	429	CHI
494	Wintersteen	Robert	J	413060	05/14/07	10/15/62	AIRBUS	CAPT	430	DEN
495	Widdows	Sarinda	A	413061	05/14/07	07/13/64	AIRBUS	F/O	30	DEN
496	Zavler	Thomas	E	413064	05/14/07	11/22/71	AIRBUS	F/O	31	MCO
497	White	Aaron	A	413067	05/14/07	05/12/78	AIRBUS	CAPT	431	LAS
498	Wyatt	Justin	D	413066	05/14/07	05/05/81	AIRBUS	CAPT	432	CHI
499	Beres	Michael J	J	413279	06/04/07	05/12/84	AIRBUS	F/O	32	DEN
500	Mitev	Youri B	B	413281	06/04/07	07/22/66	AIRBUS	CAPT	433	LAS
501	Siegle	Timothy J	J	413282	06/04/07	06/06/68	AIRBUS	CAPT	434	MCO
502	Becker	Matthew K	K	413283	06/04/07	06/19/72	AIRBUS	CAPT	435	MCO
503	Simmetta	Scott R	J	413286	06/04/07	02/11/76	AIRBUS	CAPT	436	DEN
504	Whittington	Douglas C	R	413287	06/04/07	12/06/76	AIRBUS	CAPT	437	LAS
505	Bind	Daniel	G	413511	07/09/07	11/27/69	AIRBUS	CAPT	438	MCO
506	Hannahan	Erik		413514	07/09/07	01/24/72	AIRBUS	F/O	33	MCO
507	Crochley	Brian		413515	07/09/07	07/31/72	AIRBUS	F/O	34	DEN
508	Vilery	Paul		413518	07/09/07	07/22/81	AIRBUS	F/O	35	DEN
509	Scott	Nick		413519	07/09/07	07/19/82	AIRBUS	CAPT	439	MCO
510	Blumer	Fred		413895	08/20/07	11/18/59	AIRBUS	F/O	36	DEN
511	Mockuskey	Mark		413896	08/20/07	05/01/61	AIRBUS	CAPT	440.0	MCO
512	Bumby	Daniel		413899	08/20/07	10/21/67	AIRBUS	CAPT	441	LAS
513	Zimmer	Mark	E	413900	08/20/07	05/12/68	AIRBUS	CAPT	442	DEN
514	Butler	Jenna		413902	08/20/07	10/06/73	AIRBUS	CAPT	443	LAS
515	Small	Adam		413904	08/20/07	03/18/77	AIRBUS	F/O	37	DEN
516	Graziano	Thomas		414159	09/10/07	11/10/59	AIRBUS	CAPT	444	LAS
517	Hall	James		414169	09/10/07	07/16/64	AIRBUS	CAPT	445	MCO
518	Muynard	Michael		414162	09/10/07	04/07/73	AIRBUS	CAPT	446	CHI
519	Lee	Jonathan		414164	09/10/07	06/30/76	AIRBUS	CAPT	447	CHI
520	Watkins	John		414165	09/10/07	09/28/76	AIRBUS	CAPT	448	LAS
521	Andersen	Tracy	W	414260	10/08/07	12/30/61	AIRBUS	CAPT	449	MCO
522	Boyle	David		414272	10/08/07	02/16/67	AIRBUS	CAPT	450	MCO
523	Felt	Brett		414293	10/08/07	04/15/67	AIRBUS	F/O	LOA	CHI
524	Johnson	Barry		414312	10/08/07	07/27/67	AIRBUS	CAPT	LOA	MCO
525	Hersh	Wilard		414306	10/08/07	01/15/73	AIRBUS	CAPT	451	DEN
526	Lane	James		414317	10/08/07	06/02/76	AIRBUS	CAPT	452	MCO
527	Roccatani	Dante		414362	10/08/07	06/02/77	AIRBUS	CAPT	453	MCO
528	Parmenter	Michael	J	414330	10/08/07	05/29/80	AIRBUS	CAPT	454	DEN
529	Dehler	Joseph		414654	11/05/07	10/11/72	AIRBUS	CAPT	455	MCO
530	Wight	Nathan		414663	11/05/07	04/24/77	AIRBUS	CAPT	456	PHL
531	Difflenthal	Grant		414655	11/05/07	08/11/77	AIRBUS	CAPT	457	LAS
532	Combs	Chris		409418	04/24/08	06/04/81	AIRBUS	CAPT	LOA	CHI
533	Krugerud	Scott		415613	04/24/08	12/01/71	AIRBUS	F/O	38	DEN
534	Hanson	W. Scott		415611	04/24/08	05/22/74	AIRBUS	CAPT	458	MCO
535	Shockley	Kenyon		420803	04/11/11	06/20/60	AIRBUS	CAPT	459	DEN
536	Hirao	Daichi		420805	04/11/11	09/30/69	AIRBUS	CAPT	460	PHL
537	Corwin	Bryan		420807	04/11/11	09/08/76	AIRBUS	CAPT	461	MCO
538	Tate	Levi		420808	04/11/11	03/07/82	AIRBUS	CAPT	462	LAS
539	Deska	Gary		420864	04/25/11	09/15/56	AIRBUS	F/O	39	CHI
540	Morgan	Jonathan		420883	04/25/11	02/06/82	AIRBUS	CAPT	463	MCO
541	Buflon	Marlin		420947	05/09/11	08/21/54	AIRBUS	CAPT	464	CHI
542	Daniels	Thomas		420948	05/09/11	10/24/54	AIRBUS	F/O	40	MCO
543	Becerra	Christine		423256	09/16/13	12/01/65	AIRBUS	CAPT	465	PHL
544	Keeton	John		423258	09/16/13	06/08/75	AIRBUS	CAPT	466	MCO
545	Kinnaird	Jason		423259	09/16/13	01/22/76	AIRBUS	CAPT	467	DEN
546	Mhaicini	Matthew		423264	09/16/13	02/15/84	AIRBUS	F/O	41	DEN

Appendix 1.10

APPENDIX 1

547	Freyer	Randi	423265	09/16/13	05/06/85	AIRBUS	F/O	42	DEN
548	Pittman	Michael	423286	09/16/13	06/06/86	AIRBUS	CAPT	468.0	LAS
549	Kontarski	James	423379	10/14/13	01/03/65	AIRBUS	CAPT	469	LAS
550	Munnis	Amy	423380	10/14/13	02/18/68	AIRBUS	F/O	43	DEN
551	Smith	Tracy	423381	10/14/13	04/14/70	AIRBUS	CAPT	470	MCO
552	Nichols	Christophe	402419	10/14/13	03/03/77	AIRBUS	F/O	44	DEN
553	Marin	Stephen	423382	10/14/13	01/09/81	AIRBUS	CAPT	471	CHI
554	Davis	William	423383	10/14/13	05/22/82	AIRBUS	CAPT	472	LAS
555	Davis	Randall	423384	10/14/13	02/15/84	AIRBUS	CAPT	473	CHI
556	Bernhardt	Billy	423387	10/14/13	05/21/85	AIRBUS	CAPT	474	MCO
557	Wakefield	Jonathan	423388	10/14/13	05/18/86	AIRBUS	F/O	45	DEN
558	Hoch	Ethan	423389	10/14/13	05/22/86	AIRBUS	F/O	46	DEN
559	Carson	Harold	423525	11/11/13	06/05/59	AIRBUS	CAPT	475	CHI
560	Hamel	Christopher	423526	11/11/13	01/03/63	AIRBUS	CAPT	476	LAS
561	Molnette	Charles	423527	11/11/13	05/09/65	AIRBUS	CAPT	477	LAS
562	Rouse	William	423528	11/11/13	06/22/68	AIRBUS	CAPT	478	CHI
563	Gordon	Patrick	423530	11/11/13	06/06/89	AIRBUS	CAPT	479	MCO
564	Manausk	Mark	423531	11/11/13	07/25/78	AIRBUS	CAPT	480	LAS
565	Gallagher	Ryan	423532	11/11/13	04/01/79	AIRBUS	CAPT	481	MCO
566	Zelinski	Erin	423534	11/11/13	08/16/80	AIRBUS	F/O	47	DEN
567	Leonard	Jason	423536	11/11/13	04/20/82	AIRBUS	F/O	48	DEN
568	Newton	Christopher	423652	12/09/13	03/09/65	AIRBUS	CAPT	482	CHI
569	Holm	John	423653	12/09/13	05/02/68	AIRBUS	F/O	49	DEN
570	Grey	James	423654	12/09/13	08/19/70	AIRBUS	CAPT	483	PHL
571	Meynard	Sara	423657	12/09/13	02/27/82	AIRBUS	F/O	50	CHI
572	Herrmann	Travis	423658	12/09/13	04/12/84	AIRBUS	CAPT	484	LAS
573	Houge	Scott	423659	12/09/13	09/04/85	AIRBUS	CAPT	485	CHI
574	Bowers	Shilo	423660	12/09/13	12/31/85	AIRBUS	CAPT	486	PHL
575	Gordon	Bryce	423661	12/09/13	02/27/86	AIRBUS	CAPT	487	MCO
576	Young	William	423662	12/09/13	09/12/86	AIRBUS	CAPT	488.0	PHL
577	Bales	Carla	423775	01/06/14	05/09/65	AIRBUS	CAPT	489	CHI
578	Palus	Peter	423776	01/06/14	04/16/80	AIRBUS	CAPT	490	LAS
579	Goff	Bradley	423777	01/06/14	06/25/88	AIRBUS	CAPT	491	CHI
580	Calkins	Gregory	423780	01/06/14	04/26/89	AIRBUS	CAPT	492	LAS
581	Sporklund	Alan	423781	01/06/14	06/02/71	AIRBUS	CAPT	493	MCO
582	Nye	Shane	423782	01/06/14	10/23/72	AIRBUS	F/O	51	DEN
583	Hammann	James	423783	01/06/14	07/23/73	AIRBUS	CAPT	494	CHI
584	Carson	Erik	423785	01/06/14	12/17/73	AIRBUS	CAPT	495	MCO
585	Allen	Joshua	423787	01/06/14	01/02/80	AIRBUS	CAPT	496	MCO
586	Johnson	Benjamin	423788	01/06/14	07/13/80	AIRBUS	CAPT	497	LAS
587	Forster	Jared	423789	01/06/14	12/08/80	AIRBUS	CAPT	498	MCO
588	Simpson	Scott	423790	01/06/14	03/12/83	AIRBUS	CAPT	499	MCO
589	Keller	Brian	423791	01/06/14	12/28/83	AIRBUS	F/O	52	DEN
590	Dahlberg	Devin	423792	01/06/14	04/18/84	AIRBUS	CAPT	500	LAS
591	Kay	William	423810	02/03/14	01/06/80	AIRBUS	CAPT	501	LAS
592	Hovland	Thomas	423811	02/03/14	06/19/60	AIRBUS	F/O	53	DEN
593	Shupe	Rex	423812	02/03/14	09/10/66	AIRBUS	CAPT	502	LAS
594	Lohrenz	Scott	423814	02/03/14	02/13/69	AIRBUS	CAPT	503.0	LAS
595	Van Remortel	Nicholas	423816	02/03/14	12/16/71	AIRBUS	F/O	54	DEN
596	Lloyd	Robert	423817	02/03/14	02/11/72	AIRBUS	CAPT	504	MCO
597	Rogers	Chancy	423818	02/03/14	04/15/74	AIRBUS	CAPT	505	LAS
598	Singh	Kiran	423819	02/03/14	03/05/77	AIRBUS	CAPT	506	MCO
599	Christensen	Shawn	423820	02/03/14	06/28/79	AIRBUS	CAPT	Chief Pilot	LAS
600	Dresan	Jason	423821	02/03/14	01/17/80	AIRBUS	CAPT	507	MCO
601	Korell	Jason	423823	02/03/14	11/03/80	AIRBUS	CAPT	508	LAS

Appendix 1.11

APPENDIX 1

602	Gula	Matthew	423826	02/03/14	07/15/85	AIRBUS	CAPT	509	MCO
603	Feld	David	423827	02/03/14	03/06/86	AIRBUS	CAPT	510	CHI
604	Peters	Jesse	423828	02/03/14	04/26/88	AIRBUS	CAPT	511	CHI
605	Duck	Zachary	423829	02/03/14	07/14/88	AIRBUS	CAPT	LOA	LAS
606	Stoltz	Mark	424031	03/03/14	06/13/88	AIRBUS	CAPT	512	LAS
607	Sukowati	Nicholas	424032	03/03/14	08/29/70	AIRBUS	F/O	55	DEN
608	Hungerford	Robert	424034	03/03/14	01/30/73	AIRBUS	CAPT	513	LAS
609	Vobler	Angela	424035	03/03/14	08/18/75	AIRBUS	CAPT	514	CHI
610	Voegel	Jan	424036	03/03/14	03/05/77	AIRBUS	CAPT	515	LAS
611	Wilhelm	Pauli	424038	03/03/14	09/23/79	AIRBUS	F/O	56	CHI
612	Hutchins	Evan	424039	03/03/14	09/04/80	AIRBUS	CAPT	516	MCO
613	Vahely	Peter	424040	03/03/14	08/07/82	AIRBUS	CAPT	517	MCO
614	Langei	Joshua	424041	03/03/14	02/26/83	AIRBUS	CAPT	518	MCO
615	Walker	Benjamin	424042	03/03/14	04/25/83	AIRBUS	CAPT	519	MCO
616	Greene	Ryan	424043	03/03/14	05/26/83	AIRBUS	CAPT	520	MCO
617	Cooper	Matthew	424044	03/03/14	05/21/84	AIRBUS	CAPT	521	CHI
618	Zigler	Geoffrey	424045	03/03/14	12/20/84	AIRBUS	CAPT	522	MCO
619	Isaacs	Elott	424046	03/03/14	05/01/85	AIRBUS	CAPT	523	CHI
620	Lake	Adam	424048	03/03/14	06/18/86	AIRBUS	CAPT	ICO Base Chief Pilot	MCO
621	Vella	Joshua	424049	03/03/14	03/26/88	AIRBUS	CAPT	524	LAS
622	Lang	Brian	424183	04/07/14	09/17/68	AIRBUS	CAPT	525	LAS
623	Landron	Carolyn	424186	04/07/14	10/16/72	AIRBUS	F/O	57	DEN
624	Taylor	Darrell	424187	04/07/14	12/15/73	AIRBUS	CAPT	526	PHL
625	Ajona	Miguel	424189	04/07/14	11/29/74	AIRBUS	CAPT	527	LAS
626	Ross	Bradley	424190	04/07/14	01/14/75	AIRBUS	CAPT	528	MCO
627	Dahlberg	Ryan	424191	04/07/14	06/08/79	AIRBUS	F/O	58	DEN
628	Dessauer	Alan	424193	04/07/14	06/13/83	AIRBUS	F/O	59	DEN
629	Heer	Tyler	424194	04/07/14	03/01/84	AIRBUS	CAPT	529	CHI
630	Thomas	Daine	424196	04/07/14	08/15/84	AIRBUS	CAPT	530	LAS
631	Passmore	Edk	424196	04/07/14	08/16/85	AIRBUS	CAPT	LOA	MCO
632	Fey	Patrick	424197	04/07/14	03/17/86	AIRBUS	CAPT	531	PHL
633	Ramirez	Patrick	424198	04/07/14	08/14/86	AIRBUS	CAPT	532	LAS
634	Geda	Stan	424200	04/07/14	01/11/87	AIRBUS	CAPT	533	PHL
635	Wallace	Dane	424201	04/07/14	01/10/89	AIRBUS	CAPT	534	CHI
636	Chibrik	Anthony	424202	04/07/14	03/31/91	AIRBUS	CAPT	535.0	PHL
637	Paul	Kelly	424642	06/30/14	11/13/87	AIRBUS	CAPT	536	MCO
638	Gomez	Paul	424643	06/30/14	06/15/88	AIRBUS	CAPT	537	LAS
639	Boie	Todd	424644	06/30/14	01/25/89	AIRBUS	CAPT	538	LAS
640	Barnes	Barry	424645	06/30/14	03/29/89	AIRBUS	F/O	60	DEN
641	Botnik	Joshua	424646	06/30/14	11/29/89	AIRBUS	CAPT	539	MCO
642	Jaros	Brett	424647	06/30/14	03/30/70	AIRBUS	F/O	61	DEN
643	Brussau	Todd	424648	06/30/14	09/20/72	AIRBUS	F/O	62	DEN
644	Laughlin	Michael	424649	06/30/14	09/01/73	AIRBUS	CAPT	LOA	LAS
645	Crowther	Jason	424650	06/30/14	03/27/75	AIRBUS	F/O	LOA	LAS
646	Leach	Michael	424652	06/30/14	05/10/79	AIRBUS	CAPT	540	MCO
647	Bageel	Jason	424653	06/30/14	07/31/79	AIRBUS	CAPT	541	LAS
648	Marques	Raymond	424654	06/30/14	06/06/80	AIRBUS	CAPT	542	LAS
649	Reese	Matthew	424655	06/30/14	07/07/81	AIRBUS	F/O	63	DEN
650	Keilor	Stephen	424656	06/30/14	10/31/81	AIRBUS	F/O	64	CHI
651	Adrian	Adam	424657	06/30/14	11/13/81	AIRBUS	F/O	65	DEN
652	Kuenning	Ryan	424658	06/30/14	02/18/84	AIRBUS	CAPT	543	CHI
653	Russell	Spencer	424659	06/30/14	07/19/85	AIRBUS	F/O	66	DEN
654	Phillips	Ray	424789	07/28/14	06/12/60	AIRBUS	CAPT	544	MCO
655	Bender	Brian	424793	07/28/14	10/02/65	AIRBUS	F/O	67	LAS
656	Rahn	Timothy	424794	07/28/14	08/05/70	AIRBUS	CAPT	545	PHL

Appendix 1.12

APPENDIX 1

657	Crawley	James	424795	07/28/14	06/12/74	AIRBUS	CAPT	546	MCO
658	Popish	Brian	424797	07/28/14	02/09/80	AIRBUS	F/O	58	DEN
659	Saunders	Perry	424798	07/28/14	07/30/80	AIRBUS	CAPT	547	CHI
660	Brandwine	Cory	424799	07/28/14	07/11/81	AIRBUS	CAPT	548	MCO
661	Mazur	Marcus	424800	07/28/14	08/21/81	AIRBUS	F/O	89	DEN
662	Whalen	Tyler	424801	07/28/14	10/29/81	AIRBUS	CAPT	549	MCO
663	Dillon	Christophine	424802	07/28/14	08/23/83	AIRBUS	CAPT	Virtus Program Side	CHI
664	Rasmussen	Justin	424803	07/28/14	01/12/84	AIRBUS	CAPT		LAS
665	Gagler	Brandon	424805	07/28/14	05/16/86	AIRBUS	CAPT	551	LAS
666	Forbes	Peter	425155	11/17/14	01/11/64	AIRBUS	CAPT	552	MCO
667	Davis	Daniel	425156	11/17/14	04/15/65	AIRBUS	CAPT	553	LAS
668	Fox	Keval	425157	11/17/14	11/24/85	AIRBUS	CAPT	554	MCO
669	Clint	J. Curt	425158	11/17/14	11/26/86	AIRBUS	CAPT	555	LAS
670	Hargis	Edwin	425159	11/17/14	11/13/79	AIRBUS	CAPT	556	LAS
671	Phillips	Donald	425160	11/17/14	06/05/71	AIRBUS	CAPT	557	MCO
672	Hogan	Craig	425161	11/17/14	06/03/74	AIRBUS	CAPT	558	MCO
673	Smith	Justin	425162	11/17/14	08/14/78	AIRBUS	CAPT	559	CHI
674	Dubin	Bradley	425163	11/17/14	06/26/79	AIRBUS	F/O	70	DEN
675	Orock	Ryan	425164	11/17/14	03/14/80	AIRBUS	CAPT	560	LAS
676	Epstein	Daniel	425165	11/17/14	12/02/80	AIRBUS	F/O	71	DEN
677	Stimac	Joseph	425166	11/17/14	03/08/81	AIRBUS	CAPT	561	CHI
678	Beard	Christopher	425167	11/17/14	05/03/81	AIRBUS	F/O	72	DEN
679	Masculak	Julian	425169	11/17/14	10/18/81	AIRBUS	CAPT	562	MCO
680	Westbrook	Matthew	425170	11/17/14	09/19/82	AIRBUS	F/O	73	DEN
681	Bilen	Jared	425172	11/17/14	03/14/84	AIRBUS	CAPT	563	CHI
682	Sverringsten	Joshua	425173	11/17/14	06/18/84	AIRBUS	CAPT	564	CHI
683	Mhadin	Jonathan	425175	11/17/14	12/12/85	AIRBUS	F/O	74	DEN
684	Largent	Brett	425176	11/17/14	02/24/86	AIRBUS	CAPT	565	CHI
685	Lewis	Kristine	425177	11/17/14	09/25/87	AIRBUS	F/O	LOA	DEN
686	Borczneta	Michael	425178	11/17/14	08/16/90	AIRBUS	CAPT	566	CHI
687	Florentine	Karl	425183	12/15/14	03/23/84	AIRBUS	CAPT	567	MCO
688	Love	Scott	425185	12/15/14	08/05/87	AIRBUS	CAPT	568	MCO
689	Duncan	Douglas	425186	12/15/14	12/05/88	AIRBUS	CAPT	569	PHL
690	Clarke	William	425189	12/15/14	03/23/73	AIRBUS	CAPT	570	MCO
691	Azevato	Javier	425190	12/15/14	08/27/77	AIRBUS	CAPT	571	MCO
692	Kloska	Kenneth	425191	12/15/14	04/17/78	AIRBUS	CAPT	572	LAS
693	Moms	Michael	425192	12/15/14	01/02/79	AIRBUS	CAPT	573	LAS
694	Proefke	Jason	425193	12/15/14	07/18/79	AIRBUS	CAPT	574	MCO
695	Keelan	Patrick	425194	12/15/14	10/01/80	AIRBUS	F/O	75	DEN
696	Patton	Brian	425197	12/15/14	11/13/81	AIRBUS	F/O	76	CHI
697	Butler	Adam	425199	12/15/14	03/19/84	AIRBUS	CAPT	575	MCO
698	Swerdberg	Elyse	425201	12/15/14	10/25/84	AIRBUS	CAPT	ACPO	LAS
699	McVey	Michael	425202	12/15/14	11/18/85	AIRBUS	CAPT	576	PHL
700	Carney	Jeffrey	425203	12/15/14	07/31/86	AIRBUS	CAPT	577	CHI
701	Kelley	Timothy	425206	12/15/14	04/08/87	AIRBUS	CAPT	578	CHI
702	Bechor	Omer	425207	12/15/14	07/21/87	AIRBUS	CAPT	579	MCO
703	Kirsch	Anthony	425209	12/15/14	12/02/87	AIRBUS	CAPT	580	CHI
704	Richter	Ryan	425210	12/15/14	04/07/88	AIRBUS	CAPT	581	PHL
705	Kittle	Alex	425217	01/19/15	09/23/86	AIRBUS	F/O	77	DEN
706	Brooks	William	425218	01/19/15	11/30/86	AIRBUS	CAPT	582	MCO
707	Unger	Baill	425219	01/19/15	01/17/87	AIRBUS	CAPT	583	CHI
708	Baumgardner	Gary	425220	01/19/15	04/25/87	AIRBUS	CAPT	584	CHI
709	Mundt	Matthew	425221	01/19/15	04/03/89	AIRBUS	CAPT	585	CHI
710	Lindman	Ryan	425224	01/19/15	07/22/73	AIRBUS	CAPT	586	LAS
711	Patel	Shital	425226	01/19/15	04/19/74	AIRBUS	CAPT	587	MCO

Appendix 1.13

APPENDIX 1

712	Stephenson	Travis	425229	01/19/15	04/30/81	AIRBUS	CAPT	588	MCO	
713	Konecny	Ryan	425230	01/19/15	07/17/81	AIRBUS	F/O	78	DEN	
714	Miller	Zachary	425231	01/19/15	12/27/81	AIRBUS	F/O	79	DEN	
715	Ligon	Daniel	425232	01/19/15	01/19/82	AIRBUS	CAPT	589	LAS	
716	Hendry	Joshua	425234	01/19/15	08/02/83	AIRBUS	CAPT	590	PHL	
717	Preedy	Alexander	425236	01/19/15	08/27/83	AIRBUS	CAPT	591	CHI	
718	Feliciano	Richard	425238	01/19/15	04/20/84	AIRBUS	CAPT	592	MCO	
719	Dotson	Christopher	425239	01/19/15	08/11/85	AIRBUS	F/O	80	CHI	
720	Meyer	Eric	425240	01/19/15	08/11/85	AIRBUS	CAPT	593	CHI	
721	Yasui	Ken	425241	01/19/15	10/21/85	AIRBUS	CAPT	594	CHI	
722	McCaig	Chase	425242	01/19/15	11/26/85	AIRBUS	CAPT	595	MCO	
723	Nold	Brandon	425243	01/19/15	07/18/86	AIRBUS	CAPT	596	MCO	
724	Castillo	Daniel	425244	01/19/15	10/13/86	AIRBUS	CAPT	597	CHI	
725	Turnpov	Roman	425246	01/19/15	06/17/89	AIRBUS	CAPT	598	MCO	
726	Ryan	Casey	425417	04/06/15	01/29/65	AIRBUS	F/O	81	DEN	
727	Morningstar	Michael	425418	04/06/15	08/19/67	AIRBUS	F/O	82	CHI	
728	Maxwell	Michael	425419	04/06/15	07/03/68	AIRBUS	CAPT	599	LAS	
729	Fedorenko	David	425420	04/06/15	07/18/69	AIRBUS	F/O	83.0	CHI	
730	Spaone	Joseph	425421	04/06/15	03/06/70	AIRBUS	CAPT	600	LAS	
731	Balance	John	425422	04/06/15	08/19/70	AIRBUS	CAPT	601	MCO	
732	Fisher	Brian	425423	04/06/15	12/16/70	AIRBUS	CAPT	602	PHL	
733	Williams	Robert	425424	04/06/15	09/04/74	AIRBUS	CAPT	LOA	LAS	
734	Wright	Michael	425426	04/06/15	07/10/79	AIRBUS	CAPT	603	MCO	
735	Wood	Benjamin	425428	04/06/15	11/09/81	AIRBUS	CAPT	604	PHL	
736	Kahn	William	425429	04/06/15	06/21/82	AIRBUS	CAPT	605	MCO	
737	Wallace	Michael	425430	04/06/15	09/12/83	AIRBUS	CAPT	606	LAS	
738	Carasco	Harold	425432	04/06/15	06/26/85	AIRBUS	CAPT	607	LAS	
739	Soligo	Robert	425433	04/06/15	12/02/85	AIRBUS	CAPT	608	PHL	
740	Pease	Matthew	425435	04/06/15	09/24/87	AIRBUS	CAPT	609	CHI	
741	Amphayrath	Samvouth	425436	04/06/15	11/07/87	AIRBUS	CAPT	LOA	MCO	
742	Brar	Krushtev	425437	04/06/15	02/27/88	AIRBUS	CAPT	610	LAS	
743	Hudik	Ryan	425438	04/06/15	07/15/88	AIRBUS	F/O	84	DEN	
744	Dahmash	Omar	425448	05/04/15	03/06/67	AIRBUS	CAPT	611	MCO	
745	Suschnigg	Danijelt	Anthony	425449	05/04/15	08/31/87	AIRBUS	F/O	85	MCO
746	Tou	Michael	David	425450	05/04/15	12/15/87	AIRBUS	CAPT	612	MCO
747	Pandolfi	Kenneth	John	425451	05/04/15	08/26/89	AIRBUS	CAPT	613	MCO
748	Sensenig	Chad	Lands	425452	05/04/15	05/18/71	AIRBUS	F/O	86	DEN
749	Gordon	William	Taylor	425453	05/04/15	07/13/74	AIRBUS	CAPT	614	MCO
750	McDonald	Aaron	Paul	425454	05/04/15	10/20/74	AIRBUS	F/O	87	MCO
751	Pollack	Christopher	Cory	425455	05/04/15	04/15/75	AIRBUS	F/O	88	MCO
752	Furay	Daniel	Joseph	425457	05/04/15	06/25/78	AIRBUS	F/O	89	DEN
753	Gotman	Michael		425460	05/04/15	11/25/80	AIRBUS	CAPT	615	CHI
754	Klundt	Matthew	Dean	425461	05/04/15	11/20/81	AIRBUS	F/O	90	DEN
755	Shubert	Chase	Ryan	425462	05/04/15	10/25/82	AIRBUS	F/O	91	LAS
756	Wickstrom	Paul	Michael	425463	05/04/15	03/08/84	AIRBUS	CAPT	616	CHI
757	Annada Sagues	Jose Carlos		425465	05/04/15	03/16/86	AIRBUS	F/O	92	MCO
758	Borzo	Jacob	Lee	425466	05/04/15	05/01/86	AIRBUS	CAPT	617	PHL
759	Den	Adam	Michael	425467	05/04/15	04/10/87	AIRBUS	CAPT	618	MCO
760	Salomone	Joseph	William	425468	05/04/15	02/26/88	AIRBUS	CAPT	93	MCO
761	Schodron	Elizabeth	Rae	425470	05/04/15	10/22/88	AIRBUS	CAPT	94	CHI
762	Hallack	Bryan		425513	06/01/15	06/08/61	AIRBUS	F/O	95	DEN
763	Bader	Dean		425515	06/01/15	09/29/67	AIRBUS	F/O	96	DEN
764	Branekty	Ted		425516	06/01/15	01/02/70	AIRBUS	F/O	LOA	MCO
765	LeTourneur	Tim		425517	06/01/15	08/11/70	AIRBUS	F/O	97	DEN
766	Voeles	Justin		425518	06/01/15	11/02/70	AIRBUS	F/O	98	DEN

Appendix 1.14

APPENDIX 1

767	Michel	David	425520	06/01/15	01/20/76	AIRBUS	CAPT	619	MCO
768	Wagner	Justin	425524	06/01/15	05/23/80	AIRBUS	F/O	99	DEN
769	McClure	Jacob	425526	06/01/15	10/20/82	AIRBUS	CAPT	620	PHL
770	Curia	Joshua	425527	06/01/15	11/02/82	AIRBUS	F/O	100	DEN
771	Cromley	Zachary	425528	06/01/15	06/02/83	AIRBUS	F/O	101	DEN
772	Hussey	Devin	425530	06/01/15	08/01/84	AIRBUS	CAPT	AS Base Chief Pilot	PHL
773	Gemmil	Bryan	425532	06/01/15	05/06/87	AIRBUS	CAPT	102	PHL
774	Hummel	David	425533	06/01/15	07/14/87	AIRBUS	F/O	103	CHI
775	Lewis	Micha	425534	06/01/15	06/08/88	AIRBUS	F/O	104	MCO
776	Purcell	Jeffrey	425587	07/06/15	01/10/70	AIRBUS	F/O	LOA	MCO
777	Nowak	Jerome	425589	07/06/15	02/14/72	AIRBUS	F/O	105	CHI
778	Ave	Walter	425600	07/06/15	03/26/72	AIRBUS	CAPT	106	PHL
779	Flanagan	Shawn	425603	07/06/15	05/27/78	AIRBUS	F/O	107	LAS
780	Eyars	John	425604	07/06/15	07/31/79	AIRBUS	F/O	108	CHI
781	Gifford	B Joshua	425606	07/06/15	10/31/80	AIRBUS	F/O	109	MCO
782	Clark	Lauren	425609	07/06/15	01/07/83	AIRBUS	F/O	110.0	DEN
783	Clark	Jonathan	425611	07/06/15	11/23/83	AIRBUS	F/O	111	MCO
784	Leeman	Jeffrey	425612	07/06/15	03/03/84	AIRBUS	F/O	112	LAS
785	Ruthforth	Michael	425614	07/06/15	05/02/84	AIRBUS	F/O	113	LAS
786	Greene	Jonathan	425615	07/06/15	04/04/85	AIRBUS	F/O	114	MCO
787	Giacomini	Daniel	425617	07/06/15	06/06/86	AIRBUS	F/O	115	MCO
788	Logan	Michael	425618	07/06/15	07/28/86	AIRBUS	F/O	116	CHI
789	Horsley	Jason	425619	07/06/15	10/14/86	AIRBUS	F/O	117	CHI
790	Embrey	London	425620	07/06/15	05/01/87	AIRBUS	F/O	118	CHI
791	Judy	Fred	425645	08/05/15	03/03/87	AIRBUS	F/O	LOA	MCO
792	Winnaley	Jonathan	425646	08/05/15	09/28/87	AIRBUS	F/O	119	LAS
793	Kristensen	Stein	425648	08/05/15	03/22/70	AIRBUS	F/O	120	PHL
794	Cagle	Brandoli	425652	08/05/15	01/26/76	AIRBUS	F/O	121	DEN
796	Ashment	Nathan	425653	08/05/15	11/29/78	AIRBUS	F/O	122	MCO
796	Morgan	Travis	425657	08/05/15	04/29/81	AIRBUS	F/O	123	LAS
797	Robinson	Grant	425658	08/05/15	11/24/81	AIRBUS	F/O	124	DEN
798	Gilday	Robert	425660	08/05/15	05/07/82	AIRBUS	F/O	126	MCO
799	Gallagher	Colin	425661	08/05/15	05/08/82	AIRBUS	F/O	128	PHL
800	Simmons	Timothy	425662	08/05/15	07/30/82	AIRBUS	F/O	127	MCO
801	Bishop	Brooks	425665	08/05/15	04/30/84	AIRBUS	F/O	128	DEN
802	Hawkins	Justin	425666	08/05/15	03/16/85	AIRBUS	F/O	129	MCO
803	Hunter	Jill	425668	08/05/15	09/25/88	AIRBUS	F/O	130	CHI
804	Kotowski	Joseph	425669	08/05/15	04/11/88	AIRBUS	F/O	LOA	DEN
805	Michalik	Frederick	425670	08/05/15	02/13/89	AIRBUS	F/O	131	CHI
806	Olsen	Charles	425751	09/03/15	11/04/80	AIRBUS	F/O	132	DEN
807	Tasa	Kerry	425753	09/03/15	06/01/70	AIRBUS	F/O	133	DEN
808	Krone	Anthony	425754	09/03/15	07/31/70	AIRBUS	F/O	134	LAS
809	Meyer	Thomas	425756	09/03/15	09/09/71	AIRBUS	F/O	135	DEN
810	Miller	Cameron	425757	09/03/15	01/04/72	AIRBUS	F/O	136	MCO
811	Patterson	Andrew	425758	09/03/15	03/24/73	AIRBUS	F/O	137	MCO
812	Tarczynski	Dariusz	425759	09/03/15	04/21/73	AIRBUS	F/O	138	CHI
813	MacDonald II	Alan	425761	09/03/15	01/24/74	AIRBUS	F/O	139	MCO
814	Dargo	Mark	425762	09/03/15	04/09/74	AIRBUS	F/O	140	CHI
815	Hogue	Ryan	425764	09/03/15	02/28/76	AIRBUS	F/O	141	MCO
816	Stevens	Matthew	425765	09/03/15	03/07/76	AIRBUS	F/O	142	CHI
817	Reynolds	Gordon	425768	09/03/15	08/01/78	AIRBUS	F/O	143	LAS
818	Balmakhtar	Muhammed	425770	09/03/15	05/01/84	AIRBUS	F/O	144.0	MCO
819	Jenkins III	Frederick	425771	09/03/15	08/20/84	AIRBUS	F/O	145	CHI
820	Appling	Christopher	425772	09/03/15	09/18/85	AIRBUS	F/O	146	DEN
821	Stepanek	Ivo	425775	09/03/15	08/16/88	AIRBUS	F/O	147	MCO

Appendix 1.15

APPENDIX 1

822	Eyre	Brian	425912	11/02/15	10/09/89	AIRBUS	F/O	LGA	CHI
823	Ricard	Roderick	425913	11/02/15	12/09/89	AIRBUS	F/O	LGA	LAS
824	Webb	Charles	425914	11/02/15	12/10/78	AIRBUS	F/O	148	DEN
825	Lewis	Russell	425915	11/02/15	06/09/80	AIRBUS	F/O	149	DEN
826	Tweedell	Matthew	425916	11/02/15	12/16/80	AIRBUS	F/O	150	DEN
827	Nutbaum	Jonathan	425918	11/02/15	01/27/86	AIRBUS	F/O	151	CHI
828	Young	John	425993	12/07/15	10/31/89	AIRBUS	F/O	LGA	PHL
829	Hill	William (Ashley)	425996	12/07/15	12/30/71	AIRBUS	F/O	152	DEN
830	Boyst	Cory	425997	12/07/15	02/07/72	AIRBUS	F/O	153	CHI
831	Babb	Christopher	425999	12/07/15	01/31/74	AIRBUS	F/O	154	MCO
832	Protacio	Todd	426002	12/07/15	09/27/84	AIRBUS	F/O	155	CHI
833	Fitzgerald	Dane	426003	12/07/15	07/04/85	AIRBUS	F/O	156	LAS
834	Myrom	Erk	426004	12/07/15	11/15/86	AIRBUS	F/O	157	LAS
835	Balack	Todd	426070	01/04/16	07/23/83	AIRBUS	F/O	158	CHI
836	Smith	Michael	426072	01/04/16	10/09/86	AIRBUS	F/O	159.0	MCO
837	Hicks	Jeffrey	426074	01/04/16	06/28/89	AIRBUS	F/O	160	CHI
838	Dunn	Joseph	426075	01/04/16	06/02/70	AIRBUS	F/O	161	DEN
839	Buell	Steven	426076	01/04/16	11/24/71	AIRBUS	F/O	162	CHI
840	Woodland	Craig	426077	01/04/16	12/30/71	AIRBUS	F/O	163	LAS
841	Ehret	Sean	426078	01/04/16	07/18/73	AIRBUS	F/O	164	CHI
842	Leaming	Scott	426079	01/04/16	09/04/78	AIRBUS	F/O	165	DEN
843	Goldsmith	Devon	426081	01/04/16	03/15/82	AIRBUS	F/O	166	MCO
844	Thompson	Robert	426082	01/04/16	06/09/82	AIRBUS	F/O	167	DEN
845	Kipp	Joseph	426084	01/04/16	09/15/82	AIRBUS	F/O	168	CHI
846	Gault	Jonathan	426085	01/04/16	01/31/83	AIRBUS	F/O	169	CHI
847	Glendenning	Kevin	426086	01/04/16	06/02/83	AIRBUS	F/O	170.0	CHI
848	Cox	Kevin	426087	01/04/16	06/29/83	AIRBUS	F/O	171	MCO
849	Henry	Dustin	426089	01/04/16	04/03/87	AIRBUS	F/O	172	DEN
850	Atelika	Audra	426090	01/04/16	04/29/87	AIRBUS	F/O	173	CHI
851	Moormeier	Craig	426180	02/08/16	11/30/86	AIRBUS	F/O	174	DEN
852	Steele	Allen	426161	02/08/16	02/13/81	AIRBUS	F/O	175	MCO
853	Guadagni	Salvatore	426162	02/08/16	11/01/86	AIRBUS	F/O	176	CHI
854	Frieb	Albert	426163	02/08/16	11/25/87	AIRBUS	F/O	177	CHI
855	Montalcione II	Joseph	426164	02/08/16	03/14/89	AIRBUS	F/O	178	CHI
856	Toba	Taka	426185	02/08/16	06/10/71	AIRBUS	F/O	179	CHI
857	Seybold	Eric	426166	02/08/16	11/16/71	AIRBUS	F/O	180	PHL
858	Davis	Jeffrey	426167	02/08/16	01/09/72	AIRBUS	F/O	181	CHI
859	Player	Dennis	426168	02/08/16	07/25/72	AIRBUS	F/O	182	PHL
860	Young	Brian	426169	02/08/16	05/22/74	AIRBUS	F/O	183	DEN
861	Robinson	Walter	426170	02/08/16	09/16/74	AIRBUS	F/O	184	DEN
862	Walkerhorst	David	426171	02/08/16	10/18/77	AIRBUS	F/O	185	CHI
863	Oberly	Michael	426172	02/08/16	07/10/80	AIRBUS	F/O	186	DEN
864	Moser	Mark	426173	02/08/16	03/02/82	AIRBUS	F/O	187	DEN
865	Miller	Jacob	426174	02/08/16	09/05/83	AIRBUS	F/O	188	DEN
866	Schultz	Gregory	426175	02/08/16	09/13/86	AIRBUS	F/O	189	DEN
867	Ringen	Matthew	426177	02/08/16	06/04/89	AIRBUS	F/O	190	DEN
868	Renz	Matthew	426178	02/08/16	01/20/90	AIRBUS	F/O	191	PHL
869	Kelley	Jesse	426290	03/07/16	10/20/84	AIRBUS	F/O	192	DEN
870	Dukes	Albert	426292	03/07/16	06/08/73	AIRBUS	F/O	193	CHI
871	Milton	Joshua	426293	03/07/16	09/18/74	AIRBUS	F/O	194	DEN
872	Busch	Steffen	426294	03/07/16	08/27/76	AIRBUS	F/O	195	MCO
873	Wharton	Charles	426295	03/07/16	04/22/79	AIRBUS	F/O	196	DEN
874	Gaier	Andrew	426296	03/07/16	02/26/80	AIRBUS	F/O	197	DEN
875	Beckman	Andrew	426297	03/07/16	05/21/82	AIRBUS	F/O	198	DEN
876	Riner	Derek	426298	03/07/16	07/16/82	AIRBUS	F/O	199	LAS

Appendix 1.16

APPENDIX 1

877	Barton	Jason	426299	03/07/16	01/19/83	AIRBUS	F/O	200	MCO
878	Neff	Justin	426300	03/07/16	06/28/83	AIRBUS	F/O	201	MCO
879	Thomas	Clawatoboru	426301	03/07/16	11/12/83	AIRBUS	F/O	202	CHI
880	Ovard	Jace	426302	03/07/16	11/24/83	AIRBUS	F/O	203	LAS
881	Moser	Matthew	426303	03/07/16	02/11/85	AIRBUS	F/O	204	CHI
882	Washburn	Eric	426304	03/07/16	06/14/85	AIRBUS	F/O	205	MCO
883	Heyburn	David	426361	04/04/16	08/14/81	AIRBUS	F/O	208	MCO
884	Shaw	Thomas	426362	04/04/16	10/31/81	AIRBUS	F/O	207	DEN
885	Cadwell	Bradley	426363	04/04/16	08/30/86	AIRBUS	F/O	208	MCO
886	Steel	Eduardo	426365	04/04/16	08/30/70	AIRBUS	F/O	209	PHL
887	Stevens	Don	426367	04/04/16	08/14/78	AIRBUS	F/O	210	LAS
888	McNabb	Thomas	426368	04/04/16	10/21/80	AIRBUS	F/O	211	PHL
889	Fennell	James	426369	04/04/16	10/03/81	AIRBUS	F/O	212	LAS
890	Uggerli	Bryan	426370	04/04/16	11/22/82	AIRBUS	F/O	213	LAS
891	Frost	Tyson	426371	04/04/16	03/24/84	AIRBUS	F/O	214	MCO
892	Payne	Gerald	426372	04/04/16	01/04/86	AIRBUS	F/O	215	DEN
893	Riemersma	Joel	426373	04/04/16	04/13/87	AIRBUS	F/O	216	CHI
894	Light	Eric	426374	04/04/16	04/19/87	AIRBUS	F/O	217	DEN
895	Mitakon	Jason	426375	04/04/16	02/04/91	AIRBUS	F/O	218	DEN
896	Zabreu	Charles	426449	05/09/16	02/19/83	AIRBUS	F/O	219	DEN
897	Peters	Michael	426450	05/09/16	10/31/89	AIRBUS	F/O	220.0	MCO
898	Marschall	Brian	426452	05/09/16	07/29/73	AIRBUS	F/O	221	DEN
899	McCall	Barry	426453	05/09/16	10/24/80	AIRBUS	F/O	222	LAS
900	Cogdell	Bryan	426455	05/09/16	03/11/82	AIRBUS	F/O	223	CHI
901	Brewer	Angela	426626	06/06/16	12/21/72	AIRBUS	F/O	224	MCO
902	Elmore	Harold	426627	06/06/16	05/01/74	AIRBUS	F/O	225	DEN
903	Howell	Ryan	426628	06/06/16	04/21/77	AIRBUS	F/O	LOA	DEN
904	Gerber	Thomas	426630	06/06/16	07/17/80	AIRBUS	F/O	LOA	MCO
905	Sheldon	Neal	426631	06/06/16	11/24/81	AIRBUS	F/O	226	DEN
906	Park	Eugene	426633	06/06/16	01/06/84	AIRBUS	F/O	227	CHI
907	Hougham	Maxwell	426636	06/06/16	09/08/85	AIRBUS	F/O	228	CHI
908	Kouzes	Joseph	426637	06/06/16	06/09/85	AIRBUS	F/O	229	LAS
909	Smith	Drew	426638	06/06/16	07/16/86	AIRBUS	F/O	230	CHI
910	Cook	Kyle	426639	06/06/16	12/04/88	AIRBUS	F/O	231	MCO
911	Reitzig	Daniel	426640	06/06/16	03/18/90	AIRBUS	F/O	232	LAS
912	Schaefer	James	426793	08/08/16	02/12/83	AIRBUS	F/O	233	DEN
913	Ryan	William	426794	08/08/16	03/17/84	AIRBUS	F/O	234	DEN
914	Hofmann	Adam	426795	08/08/16	12/18/86	AIRBUS	F/O	235	MCO
915	Mallal	Brent	426796	08/08/16	03/26/88	AIRBUS	F/O	236	LAS
916	Kaiser	Kurt	426797	08/08/16	08/21/76	AIRBUS	F/O	237	DEN
917	Cook	Phillip	426798	08/08/16	06/23/78	AIRBUS	F/O	238	MCO
918	Keith	Jefferson	426799	08/08/16	03/01/79	AIRBUS	F/O	239	DEN
919	Walker	Eric	426800	08/08/16	01/01/80	AIRBUS	F/O	240	MCO
920	Hingson	Jarrod	426801	08/08/16	02/11/82	AIRBUS	F/O	241	MCO
921	Corbett	Austin	426802	08/08/16	07/09/82	AIRBUS	F/O	242	DEN
922	Head	Jesse	426804	08/08/16	10/18/85	AIRBUS	F/O	243	DEN
923	Parr	Thomas	426805	08/08/16	12/30/85	AIRBUS	F/O	244	MCO
924	McElwee	Joseph	426806	08/08/16	12/11/87	AIRBUS	F/O	245	CHI
925	Kelly Jr	Donald	426807	08/08/16	06/21/89	AIRBUS	F/O	246	DEN
926	Harrington	Daniel	426808	08/08/16	02/01/90	AIRBUS	F/O	247	CHI
927	Doroshkevich Jr	Michael	426886	09/06/16	09/17/59	AIRBUS	F/O	248	CHI
928	Bond	Frederick	426887	09/06/16	08/10/62	AIRBUS	F/O	249	MCO
929	Bremer	Bill	426888	09/06/16	11/22/62	AIRBUS	F/O	250	CHI
930	Dorian	Mark	426889	09/06/16	09/13/65	AIRBUS	F/O	251	DEN
931	Bhattena	Mike	426890	09/06/16	03/24/68	AIRBUS	F/O	252	MCO

Appendix 1.17

APPENDIX 1

932	Vroman	John	426891	09/06/16	06/30/88	AIRBUS	F/O	LGA	DEN
933	Brammer	Jason	426892	09/06/16	04/07/74	AIRBUS	F/O	253	MCO
934	Medina Sola	Edwin	426894	09/06/16	10/28/75	AIRBUS	F/O	254	MCO
935	Wesler	Aaron	426895	09/06/16	07/10/76	AIRBUS	F/O	255	DEN
936	Foxin	Dmitry	426896	09/06/16	08/08/76	AIRBUS	F/O	256	MCO
937	Lycett	Bryan	426898	09/06/16	11/04/76	AIRBUS	F/O	257	MCO
938	Chase	Brian	426899	09/06/16	04/03/79	AIRBUS	F/O	LGA	CHI
939	Foster	Jeffrey	426900	09/06/16	08/17/79	AIRBUS	F/O	258	CHI
940	Pottage	John	426901	09/06/16	04/29/81	AIRBUS	F/O	LGA	CHI
941	Lamar	Kyle	426902	09/06/16	04/25/85	AIRBUS	F/O	259	DEN
942	Kanski	Tadeusz	426903	09/06/16	01/16/87	AIRBUS	F/O	260	LAS
943	Gettink	Jonathan	426904	09/06/16	06/02/87	AIRBUS	F/O	261	DEN
944	Umuly	Mark	426905	09/06/16	11/17/88	AIRBUS	F/O	262	DEN
945	Solomon	Kenneth	426971	10/03/16	08/10/56	AIRBUS	F/O	263	DEN
946	Masse	Robert	426974	10/03/16	05/15/69	AIRBUS	F/O	264	MCO
947	Lamar III	Robert	426975	10/03/16	05/28/69	AIRBUS	F/O	265	LAS
948	Dissekamp	Nicholas	426976	10/03/16	04/23/70	AIRBUS	F/O	266	DEN
949	Decker	Jeffrey	426977	10/03/16	01/31/71	AIRBUS	F/O	267	CHI
950	Moulton	Nickolas	426981	10/03/16	06/09/81	AIRBUS	F/O	268	CHI
951	Bunde	Joshua	426982	10/03/16	10/07/84	AIRBUS	F/O	269	DEN
952	Pratt	Benjamin	426983	10/03/16	06/22/85	AIRBUS	F/O	270	DEN
953	Cohn	Francois Xavier	426984	10/03/16	07/25/85	AIRBUS	F/O	271	DEN
954	Boyle	Dale	426985	10/03/16	01/11/86	AIRBUS	F/O	272.0	LAS
956	Ellsworth	Ben	426987	10/03/16	03/19/88	AIRBUS	F/O	273	LAS
956	Johnson	Daniel	426989	10/03/16	08/03/87	AIRBUS	F/O	LGA	MCO
957	Gopalkrishnan	Lalith	426990	10/03/16	02/12/89	AIRBUS	F/O	274	CHI
958	Dixon	Andrew	427099	11/07/16	02/13/60	AIRBUS	F/O	275	MCO
959	Giem	Bryan	427100	11/07/16	03/20/85	AIRBUS	F/O	276	MCO
960	Hester Jr.	John	427103	11/07/16	03/04/89	AIRBUS	F/O	277	DEN
961	Georgakilas	George	427104	11/07/16	01/08/70	AIRBUS	F/O	278	MCO
962	Kierme	Shawn	427107	11/07/16	03/16/72	AIRBUS	F/O	279.0	CHI
963	Mariscalco	Joseph	427110	11/07/16	07/12/72	AIRBUS	F/O	280	MCO
964	Penson	Keith	427111	11/07/16	11/06/72	AIRBUS	F/O	281	LAS
965	Ambert	Benjamin	427112	11/07/16	05/22/75	AIRBUS	F/O	282	CHI
966	Becker	William	427115	11/07/16	11/02/77	AIRBUS	F/O	283	LAS
967	Salmon	Raymond	427116	11/07/16	12/28/77	AIRBUS	F/O	284	MCO
968	Coco	John	427117	11/07/16	02/08/78	AIRBUS	F/O	285	MCO
969	Murill	Daniel	427119	11/07/16	01/26/86	AIRBUS	F/O	286	MCO
970	Lutgen	Timothy	427120	11/07/16	08/19/87	AIRBUS	F/O	287	CHI
971	Peterson	Tyler	427121	11/07/16	10/16/87	AIRBUS	F/O	288	LAS
972	Puppo	Anthony	427122	11/07/16	04/25/88	AIRBUS	F/O	289	MCO
973	Beaudry	Edmond	427124	11/07/16	07/16/90	AIRBUS	F/O	290	DEN
974	Battle	Timothy	427218	12/05/16	08/17/59	AIRBUS	F/O	291	LAS
975	Elkhöge	Brent	427220	12/05/16	09/28/63	AIRBUS	F/O	292	LAS
976	Kilian	Patrick	427221	12/05/16	03/20/69	AIRBUS	F/O	293	MCO
977	Castellon	Ricardo	427222	12/05/16	07/02/69	AIRBUS	F/O	294	MCO
978	Wildman	Jacob	427223	12/05/16	09/15/73	AIRBUS	F/O	295	CHI
979	Dimriadis	Joseph	427224	12/05/16	07/03/74	AIRBUS	F/O	296	LAS
980	McCullough	William	427227	12/05/16	06/23/76	AIRBUS	F/O	297	DEN
981	Forsyth	Brian	427228	12/05/16	03/26/79	AIRBUS	F/O	298	CHI
982	Kastanis	Nick	427229	12/05/16	12/19/79	AIRBUS	F/O	299	LAS
983	Pendleton	Kyle	427232	12/05/16	07/07/82	AIRBUS	F/O	300	LAS
984	Nimney	Jonathan	427233	12/05/16	10/01/82	AIRBUS	F/O	301	CHI
985	Giocomo	Zachary	427234	12/05/16	12/14/82	AIRBUS	F/O	302	DEN
986	Milne	Kyle	427235	12/05/16	12/29/83	AIRBUS	F/O	303	MCO

Appendix 1.18

APPENDIX 1

987	Zraggen	Nikolaus	427236	12/05/16	08/25/84	AIRBUS	F/O	304	DEN
988	De la Torre	Alexandro	427237	12/05/16	11/07/84	AIRBUS	F/O	305	DEN
989	Thakkar	Nalin	427238	12/05/16	12/25/84	AIRBUS	F/O	LOA	MCO
990	Kochkin	Dimitry	427241	12/05/16	04/16/86	AIRBUS	F/O	306	LAS
991	Rodgers	Brian	427242	12/05/16	05/16/87	AIRBUS	F/O	307	PHL
992	Falduto	Paul	427244	12/05/16	11/11/87	AIRBUS	F/O	308	MCO
993	Devies	Scott	427245	12/05/16	03/03/88	AIRBUS	F/O	309	DEN
994	Hughes	Craig	427246	12/05/16	06/01/88	AIRBUS	F/O	310	DEN
995	Ardashnikov	Pavel	427247	12/05/16	06/05/89	AIRBUS	F/O	311	DEN
996	Vogeler CMT	Mark	427251	01/03/17	01/21/82	AIRBUS	F/O	312	MCO
997	Peck	Simon	427252	01/03/17	09/27/84	AIRBUS	F/O	313	LAS
998	Jamson	Maikice	427254	01/03/17	12/15/86	AIRBUS	F/O	314	MCO
999	Karaglanes	Peter	427255	01/03/17	06/15/89	AIRBUS	F/O	LOA	CHI
1000	Gray	Robert	427256	01/03/17	08/15/70	AIRBUS	F/O	315	MCO
1001	Gilbert	Robert	427258	01/03/17	01/13/72	AIRBUS	F/O	316	MCO
1002	Burnell	Justin	427260	01/03/17	11/06/74	AIRBUS	F/O	317	LAS
1003	White	Jake	427263	01/03/17	04/27/81	AIRBUS	F/O	318	MCO
1004	Gore	Christopher	427264	01/03/17	10/21/81	AIRBUS	F/O	319	DEN
1005	Bailey	Michael	427265	01/03/17	02/01/82	AIRBUS	F/O	320	MCO
1006	Lingyard	Raewy	427266	01/03/17	08/19/82	AIRBUS	F/O	321	PHL
1007	Masada	Keith	427267	01/03/17	01/30/83	AIRBUS	F/O	322	LAS
1008	Clark	Landon	427268	01/03/17	05/28/83	AIRBUS	F/O	323	LAS
1009	Crowd	Brandon	427269	01/03/17	08/07/85	AIRBUS	F/O	324	MCO
1010	Bellock	Nathan	427270	01/03/17	01/13/88	AIRBUS	F/O	325	LAS
1011	Dowd	Ashley	427271	01/03/17	09/09/88	AIRBUS	F/O	326	DEN
1012	Pollock	Travis	427272	01/03/17	01/20/87	AIRBUS	F/O	327	DEN
1013	Boone	Temple	427274	01/03/17	04/13/89	AIRBUS	F/O	328	MCO
1014	Castle	Cody	427275	01/03/17	10/08/90	AIRBUS	F/O	329	DEN
1015	Claypole	Jonathan	427276	01/03/17	02/07/91	AIRBUS	F/O	330	MCO
1016	Greene	Jonathan	427277	01/03/17	06/25/91	AIRBUS	F/O	331	DEN
1017	Boone	Taylor	427278	01/03/17	08/01/91	AIRBUS	F/O	332	DEN
1018	Howard	Spencer	427279	01/03/17	11/17/92	AIRBUS	F/O	333	DEN
1019	Sullivan	Timothy	427356	02/01/17	08/25/86	AIRBUS	F/O	334	DEN
1020	Concilio	Joseph	427358	02/01/17	08/08/71	AIRBUS	F/O	335	MCO
1021	Gosar	Jennifer	427359	02/01/17	11/13/73	AIRBUS	F/O	336	DEN
1022	Colwell	Matthew	427360	02/01/17	01/20/76	AIRBUS	F/O	337	MCO
1023	Fox	Aaron	427362	02/01/17	09/28/76	AIRBUS	F/O	338	DEN
1024	Duque-Meja	Carlos	427364	02/01/17	07/16/78	AIRBUS	F/O	339	DEN
1025	Perera	Karimanga	427365	02/01/17	09/16/80	AIRBUS	F/O	340	LAS
1026	Carlson	Leif	427366	02/01/17	01/16/81	AIRBUS	F/O	341	CHI
1027	Johnson	Craig	427367	02/01/17	07/18/81	AIRBUS	F/O	342	CHI
1028	Porter	Brian	427368	02/01/17	11/15/82	AIRBUS	F/O	343	CHI
1029	Faher	Gregory	427369	02/01/17	08/12/85	AIRBUS	F/O	344	LAS
1030	Osmann	Mohamed	427370	02/01/17	10/05/85	AIRBUS	F/O	345	DEN
1031	Kalina	Jonathan	427371	02/01/17	12/17/85	AIRBUS	F/O	346	MCO
1032	Bergman	Daniel	427372	02/01/17	12/30/85	AIRBUS	F/O	347	DEN
1033	Stewart	Colin	427373	02/01/17	06/08/86	AIRBUS	F/O	348	PHL
1034	Mook	Brian	427376	02/01/17	11/25/86	AIRBUS	F/O	349	MCO
1035	Radiff	Barrett	427377	02/01/17	11/19/87	AIRBUS	F/O	350	PHL
1036	Conway	David	427380	02/01/17	10/23/80	AIRBUS	F/O	351	LAS
1037	Pinkett	Sy	427382	02/01/17	11/26/91	AIRBUS	F/O	352	DEN
1038	Gutierrez	Carlos	427471	03/06/17	09/18/88	AIRBUS	F/O	353	MCO
1039	Moore	Richard	427472	03/06/17	04/25/71	AIRBUS	F/O	354	MCO
1040	Ellsworth IV	Arnold	427473	03/06/17	05/04/73	AIRBUS	F/O	355	DEN
1041	Gallo	Davide	427474	03/06/17	03/30/75	AIRBUS	F/O	356	DEN

Appendix 1.19

APPENDIX 1

1042	Piche	Brett	427475	03/06/17	04/23/76	AIRBUS	F/O	357	DEN
1043	Manu	Harold	427476	03/06/17	03/01/78	AIRBUS	F/O	358	MCO
1044	Fehman	Ronald	427478	03/06/17	03/20/80	AIRBUS	F/O	359	LAS
1045	Ostenburger	Nicholas	427480	03/06/17	06/29/81	AIRBUS	F/O	360	DEN
1046	Kornberg	David	427483	03/06/17	07/24/83	AIRBUS	F/O	361	MCO
1047	Van Aschoe	Ian	427485	03/06/17	05/05/86	AIRBUS	F/O	362	DEN
1048	Waring, Jr.	Daniel	427486	03/06/17	02/02/88	AIRBUS	F/O	363	DEN
1049	Gralak	Tradd	427487	03/06/17	02/03/88	AIRBUS	F/O	364	DEN
1050	Cogan	Kevin	427488	03/06/17	11/03/88	AIRBUS	F/O	365	PHL
1051	Ali	Austin	427489	03/06/17	07/30/89	AIRBUS	F/O	366	DEN
1052	Saitan	Maximilian	427490	03/06/17	05/09/90	AIRBUS	F/O	367	PHL
1053	Veuger	Peter	427587	04/03/17	04/25/84	AIRBUS	F/O	368	LAS
1054	Baldyga	Michael	427588	04/03/17	11/11/85	AIRBUS	F/O	LOA	PHL
1055	Bobrovsky	Michael	427589	04/03/17	11/07/87	AIRBUS	F/O	369	LAS
1056	Knott	Michael	427590	04/03/17	01/06/88	AIRBUS	F/O	370	LAS
1057	Yancey	Adam	427591	04/03/17	01/18/70	AIRBUS	F/O	371	MCO
1058	Meurer	Carl	427592	04/03/17	06/29/70	AIRBUS	F/O	372	LAS
1059	Holley	Thomas	427593	04/03/17	09/18/72	AIRBUS	F/O	373	DEN
1060	Szekeres	Peter	427594	04/03/17	06/07/73	AIRBUS	F/O	374	LAS
1061	Ranspot	Michael	427595	04/03/17	03/04/75	AIRBUS	F/O	375	LAS
1062	Hardman	Dylan	427596	04/03/17	07/12/77	AIRBUS	F/O	376	LAS
1063	McCrary	Stuart	427597	04/03/17	03/01/78	AIRBUS	F/O	377	CHI
1064	Kozial	Thomas	427599	04/03/17	07/03/79	AIRBUS	F/O	378	DEN
1065	Haggard	Adam	427600	04/03/17	05/20/80	AIRBUS	F/O	379	CHI
1066	Marcus	Steve	427601	04/03/17	02/06/81	AIRBUS	F/O	380	LAS
1067	Wgutow	Joshua	427602	04/03/17	01/24/82	AIRBUS	F/O	381	PHL
1068	Hover	Tyler	427604	04/03/17	03/02/85	AIRBUS	F/O	382	LAS
1069	Basley	Andrew	427605	04/03/17	07/01/87	AIRBUS	F/O	383	DEN
1070	Ayre	Stephen	427606	04/03/17	10/26/87	AIRBUS	F/O	384	DEN
1071	Urbanczuk	Jordan	427607	04/03/17	02/02/88	AIRBUS	F/O	385	DEN
1072	Smith	Nickolas	427608	04/03/17	10/26/88	AIRBUS	F/O	386	MCO
1073	Michaels	Aaron	427609	04/03/17	02/06/89	AIRBUS	F/O	387	LAS
1074	Shea	Connor	427610	04/03/17	02/17/90	AIRBUS	F/O	388	MCO
1075	Kelly	Christopher	427611	04/03/17	04/06/91	AIRBUS	F/O	389	MCO
1076	Godwin	Aaron	427721	06/01/17	12/25/75	AIRBUS	F/O	390	MCO
1077	Carl	Sherman	427722	06/01/17	12/29/88	AIRBUS	F/O	391	CHI
1078	Boemema	Stephen	427723	06/01/17	06/03/92	AIRBUS	F/O	392	LAS
1079	Allen	John	427884	08/07/17	11/13/57	AIRBUS	F/O	LOA	DEN
1080	Renard	Michael	427885	08/07/17	04/25/64	AIRBUS	F/O	393	DEN
1081	Lambrecht	Richard	427887	08/07/17	09/28/85	AIRBUS	F/O	394	DEN
1082	Gulbory	Darrin	427888	08/07/17	02/06/88	AIRBUS	F/O	395	DEN
1083	Duhn	Patrick	427889	08/07/17	06/25/89	AIRBUS	F/O	396	DEN
1084	Jansson	Bengt	427890	08/07/17	12/28/69	AIRBUS	F/O	397	CHI
1085	Shain	Jamie	427891	08/07/17	04/16/75	AIRBUS	F/O	398	LAS
1086	Mooftz	Jurgen	427892	08/07/17	06/21/75	AIRBUS	F/O	399	MCO
1087	Greenfield	Aniel	427893	08/07/17	06/11/79	AIRBUS	F/O	400	DEN
1088	Holstad	Tyler	427894	08/07/17	02/29/90	AIRBUS	F/O	401	DEN
1089	Kool	Cornelia	427895	08/07/17	06/20/83	AIRBUS	F/O	402	DEN
1090	Hull	Gerald	427896	08/07/17	12/11/83	AIRBUS	F/O	403	DEN
1091	Hoffman	Joshua	427897	08/07/17	02/08/84	AIRBUS	F/O	404	CHI
1092	Short	Patrick	427898	08/07/17	02/24/86	AIRBUS	F/O	405	LAS
1093	Marquart	Stephen	427950	09/05/17	06/04/58	AIRBUS	F/O	406	DEN
1094	Otero	Edwards	427982	09/05/17	09/21/59	AIRBUS	F/O	407	MCO
1095	Schaddel	William	427983	09/05/17	10/03/61	AIRBUS	F/O	408	CHI
1096	Walsh	John	427984	09/05/17	02/08/63	AIRBUS	F/O	409	DEN

Appendix 1.20

APPENDIX 1

1097	Sandstrom	Stephen	427986	09/05/17	03/18/84	AIRBUS	F/O	410	LAS
1098	McCartney	Dean	427988	09/05/17	10/13/89	AIRBUS	F/O	411	MCO
1099	Holzinger	Gary	427990	09/05/17	09/15/70	AIRBUS	F/O	412	MCO
1100	Porter	John	427991	09/05/17	04/22/77	AIRBUS	F/O	413	LAS
1101	Samuelson	Christopher	427992	09/05/17	05/15/77	AIRBUS	F/O	414	DEN
1102	Koter	David	427993	09/05/17	12/21/77	AIRBUS	F/O	415	DEN
1103	Schumacher	Joshua	427994	09/05/17	01/28/79	AIRBUS	F/O	416	LAS
1104	Kenny	David	427995	09/05/17	07/24/79	AIRBUS	F/O	417	LAS
1105	Meislin	Andrew	427996	09/05/17	02/03/80	AIRBUS	F/O	LOA	LAS
1106	Moran	John	427998	09/05/17	03/05/83	AIRBUS	F/O	418	MCO
1107	Grindol	Jonathan	427999	09/05/17	12/15/83	AIRBUS	F/O	419	MCO
1108	Armstrong III	Charles	428000	09/05/17	03/09/84	AIRBUS	F/O	420	LAS
1109	Weibel	William	428001	09/05/17	03/08/85	AIRBUS	F/O	421	CHI
1110	Bauman	Gregory	428002	09/05/17	04/02/86	AIRBUS	F/O	422	CHI
1111	Weber	Michael	428003	09/05/17	04/25/86	AIRBUS	F/O	423	DEN
1112	Dean	Ryan	428004	09/05/17	11/18/86	AIRBUS	F/O	424	LAS
1113	Martinez	David	428005	09/05/17	12/16/86	AIRBUS	F/O	425	MCO
1114	Catheman	Austin	428010	09/05/17	12/18/91	AIRBUS	F/O	426	LAS
1115	Healey	Timothy	428117	10/02/17	02/14/89	AIRBUS	F/O	427	LAS
1116	Brewer	Nelson	428118	10/02/17	08/18/73	AIRBUS	F/O	428	MCO
1117	Linnick	Joseph	428120	10/02/17	04/10/80	AIRBUS	F/O	429	DEN
1118	Palte	Gregory	428122	10/02/17	10/27/87	AIRBUS	F/O	430	DEN
1119	Alzate Bustamante	Diego	428189	11/06/17	03/02/70	AIRBUS	F/O	431	LAS
1120	Clark	Lisa	428201	11/06/17	06/16/72	AIRBUS	F/O	432	LAS
1121	Saines Presitera	Eduardo	428202	11/06/17	08/22/73	AIRBUS	F/O	433	MCO
1122	Duncan	John	428203	11/06/17	02/04/75	AIRBUS	F/O	434	PHL
1123	Sherwood	Russell	428204	11/06/17	01/27/77	AIRBUS	F/O	435	MCO
1124	Oregio	Ulf	428205	11/06/17	11/13/78	AIRBUS	F/O	436	DEN
1125	Allen	Jesse	428206	11/06/17	11/28/83	AIRBUS	F/O	437	LAS
1126	Blackaby III	William	428331	12/03/17	07/23/60	AIRBUS	F/O	438	MCO
1127	Estada	Victor	428332	12/03/17	12/07/67	AIRBUS	F/O	LOA	DEN
1128	Bernola	Joe	428333	12/03/17	07/09/70	AIRBUS	F/O	439	CHI
1129	Hedekov	Jeremy	428334	12/03/17	02/06/75	AIRBUS	F/O	440	DEN
1130	Senaviratthne	Sudath	428335	12/03/17	02/02/76	AIRBUS	F/O	441	LAS
1131	Mnark	Joshua	428336	12/03/17	04/03/80	AIRBUS	F/O	442	LAS
1132	Frebe	Eric	428337	12/03/17	03/10/81	AIRBUS	F/O	443	MCO
1133	George	Loyal	428357	01/04/18	01/15/69	AIRBUS	F/O	444	DEN
1134	Hazen	Andrew	428358	01/04/18	12/03/77	AIRBUS	F/O	445	LAS
1135	Liotta	Michael	428359	01/04/18	04/08/78	AIRBUS	F/O	446	DEN
1136	James	Joshua	428360	01/04/18	10/07/78	AIRBUS	F/O	447	MCO
1137	Sewell	Cory	428361	01/04/18	10/05/80	AIRBUS	F/O	448	LAS
1138	Phillips	Bradley	428362	01/04/18	12/15/82	AIRBUS	F/O	449	LAS
1139	Freeman	Jeffery	428476	02/05/18	04/05/65	AIRBUS	F/O	LOA	LAS
1140	Jung	Erik	428478	02/05/18	05/14/79	AIRBUS	F/O	450	DEN
1141	Kintz	Chad	428479	02/05/18	09/21/79	AIRBUS	F/O	451	LAS
1142	Leniz	Evan	428480	02/05/18	03/31/83	AIRBUS	F/O	452	LAS
1143	Dietz	John	428481	02/05/18	08/13/87	AIRBUS	F/O	453	LAS
1144	Jordan	David	428482	02/05/18	07/10/91	AIRBUS	F/O	LOA	LAS
1145	Fefus	Jesalath	428483	02/05/18	07/11/91	AIRBUS	F/O	454	DEN
1146	Seiler	Christopher	428590	03/05/18	01/13/64	AIRBUS	F/O	455	LAS
1147	Riecker	Cameron	428592	03/05/18	01/20/71	AIRBUS	F/O	456	LAS
1148	Greene	Kelly	428593	03/05/18	01/24/71	AIRBUS	F/O	457	LAS
1149	Altum	William	428594	03/05/18	02/16/71	AIRBUS	F/O	458	DEN
1150	Edscom	Alaric	428595	03/05/18	07/31/71	AIRBUS	F/O	459	LAS
1151	Williams	Dean	428596	03/05/18	08/05/71	AIRBUS	F/O	460	MCO

Appendix 1.21

APPENDIX 1

1152	Greco	Edward	428597	03/05/18	06/14/77	AIRBUS	F/O	461	MCO
1153	Farnam	Douglas	428598	03/05/18	09/17/82	AIRBUS	F/O	462	DEN
1154	Baird	Jason F	428599	03/05/18	09/27/83	AIRBUS	F/O	463	MCO
1155	Montgomery	Brett	428600	03/05/18	12/29/83	AIRBUS	F/O	464	LAS
1156	Albers	Kyle	428601	03/05/18	05/23/85	AIRBUS	F/O	465	DEN
1157	Irving	Taylor	428602	03/05/18	06/08/85	AIRBUS	F/O	466	LAS
1158	Bauer	Michael J	428603	03/05/18	02/20/87	AIRBUS	F/O	467	DEN
1159	Racine	Timothy	428604	03/05/18	03/20/93	AIRBUS	F/O	468	CHI
1160	Tate	Calvin	428706	04/02/18	04/04/82	AIRBUS	F/O	469	LAS
1161	Cooler	Rick	428707	04/02/18	09/16/85	AIRBUS	F/O	470	MCO
1162	Kazy	Spencer	428710	04/02/18	04/21/89	AIRBUS	F/O	470	MCO
1163	Bailey	Robert	428711	04/02/18	01/27/70	AIRBUS	F/O	471	MCO
1164	Canton	John	428712	04/02/18	09/16/70	AIRBUS	F/O	471	MCO
1165	Armistead	Gregory	428713	04/02/18	05/16/71	AIRBUS	F/O	472	DEN
1166	Jachera	William	428714	04/02/18	01/03/72	AIRBUS	F/O	473	CHI
1167	Vaglikos	Grigoris	428716	04/02/18	07/31/72	AIRBUS	F/O	474	MCO
1168	Williams	Anthony	428717	04/02/18	10/24/72	AIRBUS	F/O	475	LAS
1169	Collier	Richard	428718	04/02/18	02/03/74	AIRBUS	F/O	476	DEN
1170	Selgat	Kevin	428720	04/02/18	03/26/75	AIRBUS	F/O	477	LAS
1171	Welch	Shannon	428721	04/02/18	10/09/76	AIRBUS	F/O	478	CHI
1172	Robbins	Wayne	428723	04/02/18	12/22/81	AIRBUS	F/O	479	LAS
1173	Holmes	Adam	428724	04/02/18	12/15/83	AIRBUS	F/O	480	LAS
1174	Elenburg	Taylor	428725	04/02/18	07/27/84	AIRBUS	F/O	481	MCO
1175	Horne	Nathan	428726	04/02/18	04/17/86	AIRBUS	F/O	482	LAS
1176	Smith	Nathanail	428727	04/02/18	06/30/86	AIRBUS	F/O	483	LAS
1177	Pegg	Zachary	428728	04/02/18	10/22/86	AIRBUS	F/O	484	DEN
1178	Stems	Chaz	428729	04/02/18	12/28/87	AIRBUS	F/O	485	DEN
1179	Loder	Andrew	428730	04/02/18	09/18/91	AIRBUS	F/O	486	CHI
1180	Lamb	Michael	428749	05/07/18	09/27/81	AIRBUS	F/O	487	MCO
1181	Hamilton	Jeffrey	428750	05/07/18	04/11/82	AIRBUS	F/O	488	DEN
1182	Faulkner	Wendy	428751	05/07/18	11/03/87	AIRBUS	F/O	489	LAS
1183	Miller	Rex	428752	05/07/18	03/27/88	AIRBUS	F/O	490	LAS
1184	Lai	Cam	428753	05/07/18	07/22/88	AIRBUS	F/O	491	MCO
1185	Noel-Mugford	Karine	428754	05/07/18	06/08/71	AIRBUS	F/O	492	LAS
1186	West	Jason	428756	05/07/18	05/06/73	AIRBUS	F/O	493	DEN
1187	Nance	Joshua	428757	05/07/18	08/24/73	AIRBUS	F/O	494	DEN
1188	Poggendorf	Shannon	428758	05/07/18	11/04/73	AIRBUS	F/O	494	DEN
1189	Terpenning	Clifford	428759	05/07/18	08/23/75	AIRBUS	F/O	495	DEN
1190	Tiley	London	428761	05/07/18	12/31/76	AIRBUS	F/O	496	MCO
1191	Whitmore	Joshua	428762	05/07/18	11/20/77	AIRBUS	F/O	497	DEN
1192	Abdul-Mumin	Sulaiman	428763	05/07/18	06/13/81	AIRBUS	F/O	498	PHL
1193	Ammon	Travis	428764	05/07/18	01/13/82	AIRBUS	F/O	499	CHI
1194	Grassens	Walter	428765	05/07/18	06/02/83	AIRBUS	F/O	500	DEN
1195	Elder	Christopher	428766	05/07/18	11/01/83	AIRBUS	F/O	501	DEN
1196	Distel	Thomas	428767	05/07/18	03/12/84	AIRBUS	F/O	502	DEN
1197	Johns	Jordan	428768	05/07/18	06/15/84	AIRBUS	F/O	503	LAS
1198	Bradford	Matthew	428769	05/07/18	10/16/84	AIRBUS	F/O	504	LAS
1199	McDonald	Blake	428772	05/07/18	02/14/89	AIRBUS	F/O	505	LAS
1200	Sisson	Kaleb	428773	05/07/18	10/19/89	AIRBUS	F/O	506	CHI
1201	Andrews	Matthew	428774	05/07/18	09/22/91	AIRBUS	F/O	507	MCO
1202	Miller	James	428913	06/04/18	04/09/86	AIRBUS	F/O	508	LAS
1203	Gilko	Scott	428914	06/04/18	11/08/89	AIRBUS	F/O	509	DEN
1204	Walden	Jason	428915	06/04/18	06/05/70	AIRBUS	F/O	510	LAS
1205	Tovar	Hairy	428917	06/04/18	09/25/72	AIRBUS	F/O	511	DEN
1206	Margellos	James	428918	06/04/18	08/06/75	AIRBUS	F/O	512	LAS

Appendix 1.22

APPENDIX 1

1207	Tuth	Roger	428919	06/04/18	05/24/76	AIRBUS	F/O	513	PHL
1208	Nolan	John	428921	06/04/18	04/11/77	AIRBUS	F/O	514	DEN
1209	Shanahan	Patrick	428922	06/04/18	12/07/81	AIRBUS	F/O	515.0	DEN
1210	Gorham	Clayton	428923	06/04/18	06/12/82	AIRBUS	F/O	516	LAS
1211	Gibbs	Andrew	428924	06/04/18	01/02/86	AIRBUS	F/O	517	DEN
1212	Hidalgo	Moses	428925	06/04/18	07/18/87	AIRBUS	F/O	518	MCO
1213	Hood	Chelsey	421362	06/04/18	11/10/89	AIRBUS	F/O	519	DEN
1214	Grant	Justin	428927	06/04/18	10/12/92	AIRBUS	F/O	520	PHL
1215	Anderson	James	429016	07/02/18	07/10/60	AIRBUS	F/O	521.0	MCO
1216	Hazan	Mei	429017	07/02/18	08/06/60	AIRBUS	F/O	522	MCO
1217	Ray	Brett	429019	07/02/18	08/27/62	AIRBUS	F/O	523	CHI
1218	Weber	Richard	429020	07/02/18	08/24/63	AIRBUS	F/O	524	MCO
1219	Church	Benjamin	429022	07/02/18	07/11/65	AIRBUS	F/O	525	DEN
1220	Carpner	Christopher	429023	07/02/18	04/25/67	AIRBUS	F/O	526	DEN
1221	Heibel	Timothy	429024	07/02/18	02/29/68	AIRBUS	F/O	527	LAS
1222	Martin	Jeffrey	429025	07/02/18	07/11/71	AIRBUS	F/O	528	DEN
1223	Burch	Michael	429026	07/02/18	01/14/72	AIRBUS	F/O	529	MCO
1224	Ryan	Mark	429027	07/02/18	08/11/72	AIRBUS	F/O	530	MCO
1225	Garcini	Carlos	429028	07/02/18	08/15/72	AIRBUS	F/O	531	DEN
1226	Stebbins	Brad	429029	07/02/18	02/24/74	AIRBUS	F/O	532	LAS
1227	Janchike	Blake	429030	07/02/18	03/31/74	AIRBUS	F/O	533	CHI
1228	Pankl	Joseph	429031	07/02/18	10/19/74	AIRBUS	F/O	534	CHI
1229	Nievs	Arian	429032	07/02/18	12/17/74	AIRBUS	F/O	535	LAS
1230	Rowland Jr	Gregory	429034	07/02/18	08/07/76	AIRBUS	F/O	536	MCO
1231	Kullander	Jonathan	429035	07/02/18	04/20/78	AIRBUS	F/O	537	DEN
1232	Wade	Timothy	429036	07/02/18	06/27/79	AIRBUS	F/O	538	DEN
1233	Enckson	Cody	429037	07/02/18	12/26/80	AIRBUS	F/O	539	DEN
1234	Orion	Jason	429038	07/02/18	10/31/81	AIRBUS	F/O	540	LAS
1235	Wholey II	David	429039	07/02/18	06/24/83	AIRBUS	F/O	541	MCO
1236	Hodel	James	429040	07/02/18	06/06/83	AIRBUS	F/O	542	CHI
1237	Greener	Cody	429041	07/02/18	05/03/86	AIRBUS	F/O	543	LAS
1238	Howard	Christopher	429042	07/02/18	01/10/88	AIRBUS	F/O	544	DEN
1239	Nyman	Ethan C.	429043	07/02/18	05/17/89	AIRBUS	F/O	545	CHI
1240	Jorgenson	Russ	429224	08/06/18	07/14/82	AIRBUS	F/O	546	LAS
1241	Bothman	Mark	429225	08/06/18	03/25/84	AIRBUS	F/O	547	CHI
1242	Codrell	John	429227	08/06/18	01/21/85	AIRBUS	F/O	548	LAS
1243	UN	Blake	429228	08/06/18	12/08/85	AIRBUS	F/O	549	DEN
1244	Hardigan	Greg	429230	08/06/18	02/26/71	AIRBUS	F/O	550	DEN
1245	Gellinger	Jason	429231	08/06/18	07/03/71	AIRBUS	F/O	551	MCO
1246	Escobar	Edward	429232	08/06/18	04/28/72	AIRBUS	F/O	552	LAS
1247	Wisher	Mark	429234	08/06/18	08/10/73	AIRBUS	F/O	553	DEN
1248	Estrada	Carlos	429236	08/06/18	07/30/77	AIRBUS	F/O	554	MCO
1249	Rawluk	Mike	429237	08/06/18	11/15/77	AIRBUS	F/O	555	DEN
1250	Kotts	Matthew	429238	08/06/18	03/26/78	AIRBUS	F/O	556	DEN
1251	Lorenzen	Adam	429239	08/06/18	07/27/79	AIRBUS	F/O	557	LAS
1252	Vandegriff	Barrett	429240	08/06/18	11/29/81	AIRBUS	F/O	558	DEN
1253	Clayson	Bradford	429241	08/06/18	06/19/82	AIRBUS	F/O	559	DEN
1254	Mullen	Shawn	429242	08/06/18	07/08/84	AIRBUS	F/O	560	DEN
1255	Witig	Devon	429243	08/06/18	09/24/84	AIRBUS	F/O	561	MCO
1256	Rosel	Garrett	429244	08/06/18	07/07/85	AIRBUS	F/O	562	DEN
1257	Sleeper	Aaron	429245	08/06/18	11/26/87	AIRBUS	F/O	563	PHL
1258	Friester	Jennness	429246	08/06/18	07/28/88	AIRBUS	F/O	564	DEN
1259	Hammer	Bradley	429358	09/04/18	08/06/64	AIRBUS	F/O	565	DEN
1260	Fishburn	John	429359	09/04/18	08/15/66	AIRBUS	F/O	566	DEN
1261	Wano	Mark	429360	09/04/18	02/24/68	AIRBUS	F/O	567	DEN

Appendix 1.23

APPENDIX 1

1262	Murray	Charles	429361	09/04/18	03/20/71	AIRBUS	F/O	568	DEN
1263	Ward	Jason	429362	09/04/18	09/21/72	AIRBUS	F/O	569	DEN
1264	LeCouteur	Rodre	429363	09/04/18	11/19/72	AIRBUS	F/O	570	DEN
1265	Seymour	Thomas	429365	09/04/18	06/02/73	AIRBUS	F/O	571	DEN
1266	Bender	Jason	429366	09/04/18	08/02/73	AIRBUS	F/O	572	DEN
1267	Cameron	Amy	429367	09/04/18	08/15/74	AIRBUS	F/O	573	MCO
1268	Balls	Eric	429370	09/04/18	10/29/77	AIRBUS	F/O	574	DEN
1269	Poulin	Allan	429371	09/04/18	12/19/78	AIRBUS	F/O	575	MCO
1270	Foster	Jarrod	429374	09/04/18	01/03/81	AIRBUS	F/O	576	DEN
1271	Birkholz	Jordan	429375	09/04/18	02/07/83	AIRBUS	F/O	577	DEN
1272	Carroll	Jeffrey	429376	09/04/18	06/04/84	AIRBUS	F/O	578	DEN
1273	Speckman	Eric	429377	09/04/18	04/04/85	AIRBUS	F/O	579	PHL
1274	Eapinal	Alexis	429378	09/04/18	11/11/87	AIRBUS	F/O	580	MCO
1275	McGrath	Matthew	429379	09/04/18	09/09/89	AIRBUS	F/O	581	DEN
1276	Shaw	Jonathani	429380	09/04/18	10/08/89	AIRBUS	F/O	582	DEN
1277	Adkins	Blake	429381	09/04/18	07/11/92	AIRBUS	F/O	583	MCO
1278	Gemts-Von Edel	Gabrielle	429491	10/01/18	06/18/82	AIRBUS	F/O	584	DEN
1279	Andersen	Randall	429493	10/01/18	10/26/87	AIRBUS	F/O	585	DEN
1280	Brown	David	429494	10/01/18	08/26/88	AIRBUS	F/O	586	DEN
1281	Graham	Gerfekt	429495	10/01/18	07/05/90	AIRBUS	F/O	587	MCO
1282	Mohaghegh	Ray	429496	10/01/18	09/29/72	AIRBUS	F/O	588	DEN
1283	Alkayed	Fadi	429497	10/01/18	10/31/76	AIRBUS	F/O	589	MCO
1284	Baber	Jeffery	429498	10/01/18	01/17/79	AIRBUS	F/O	590	DEN
1285	Meyers	Elisa	429499	10/01/18	06/30/80	AIRBUS	F/O	591	DEN
1286	Sanborn	Blake	429501	10/01/18	12/01/82	AIRBUS	F/O	592	DEN
1287	Roffe	Dele	429502	10/01/18	06/27/83	AIRBUS	F/O	593	DEN
1288	Simon	Aron	429503	10/01/18	09/16/84	AIRBUS	F/O	594	MCO
1289	Loisaw	Roger	429504	10/01/18	06/28/88	AIRBUS	F/O	595	DEN
1290	Belancourt	Leonardo	429505	10/01/18	01/10/90	AIRBUS	F/O	596	DEN
1291	Loflin	Tommy	429601	11/05/18	11/21/82	AIRBUS	F/O	597	MCO
1292	Cacho	Vincent	429602	11/05/18	04/23/85	AIRBUS	F/O	598	MCO
1293	Notkin	Andrew	429603	11/05/18	06/26/85	AIRBUS	F/O	599	PHL
1294	Christianson	Ronald	429604	11/05/18	02/13/87	AIRBUS	F/O	600	MCO
1295	Zemer	Zachary	429606	11/05/18	09/06/89	AIRBUS	F/O	601	DEN
1296	Powell	Clinton	429607	11/05/18	04/07/90	AIRBUS	F/O	602	LAS
1297	Medeiros	Augustina	429608	11/05/18	07/01/71	AIRBUS	F/O	603	LAS
1298	Jones	Kelli	429609	11/05/18	02/19/72	AIRBUS	F/O	604	MCO
1299	Russell	Philip	429610	11/05/18	10/25/72	AIRBUS	F/O	605	MCO
1300	Merckx	Adam	429612	11/05/18	12/04/74	AIRBUS	F/O	606	PHL
1301	Patane	Ryan	429613	11/05/18	03/28/77	AIRBUS	F/O	607	DEN
1302	Price	Matthew	429614	11/05/18	04/14/78	AIRBUS	F/O	608	MCO
1303	Morrow	Justin	429615	11/05/18	07/22/81	AIRBUS	F/O	609	DEN
1304	Czerwinski	Robert	429616	11/05/18	07/24/81	AIRBUS	F/O	610	PHL
1305	Eyres	Christopher	429618	11/05/18	08/09/82	AIRBUS	F/O	611	DEN
1306	Kaufman	John	429619	11/05/18	11/24/82	AIRBUS	F/O	612	DEN
1307	Alexanderson	Bryan	429620	11/05/18	04/26/83	AIRBUS	F/O	613	DEN
1308	Rowe	Christopher	429621	11/05/18	07/06/83	AIRBUS	F/O	614	PHL
1309	Howell	Britton	429622	11/05/18	06/05/85	AIRBUS	F/O	615	PHL
1310	Henderson	Candysen	429623	11/05/18	11/12/86	AIRBUS	F/O	616	PHL
1311	Wall	Zachary	429624	11/05/18	03/25/87	AIRBUS	F/O	617	PHL
1312	Lowe III	Malcom	429625	11/05/18	05/30/89	AIRBUS	F/O	618	PHL
1313	Hall	Joshua	429626	11/05/18	07/24/89	AIRBUS	F/O	619	PHL
1314	Dipatsuale	Vance	429629	11/05/18	07/31/92	AIRBUS	F/O	620	PHL
1315	Parks	Zachary	429630	11/05/18	07/16/95	AIRBUS	F/O	621	PHL
1316	Jensen	Timothy	429747	12/03/18	10/06/83	AIRBUS	F/O	622	MCO

Appendix 1.24

APPENDIX 1

1317	Sullivan	Shawn	429748	12/03/18	03/12/87	AIRBUS	F/O	623	MCO
1318	Sedrick	Chad	429749	12/03/18	05/06/87	AIRBUS	F/O	624	PHL
1319	Walton	Steven	429750	12/03/18	11/26/75	AIRBUS	F/O	625	PHL
1320	Polashchuk	Konstantin	429751	12/03/18	11/20/77	AIRBUS	F/O	626	PHL
1321	Barloszek	Christine	429752	12/03/18	10/16/78	AIRBUS	F/O	627	PHL
1322	Khokhar	Majd	429753	12/03/18	12/20/78	AIRBUS	F/O	628	PHL
1323	Nomis	Aaron	429754	12/03/18	11/07/80	AIRBUS	F/O	629	PHL
1324	Baghdadi	Michael	429755	12/03/18	12/20/80	AIRBUS	F/O	630	PHL
1325	Al-Naqi	Sayed	429756	12/03/18	11/04/82	AIRBUS	F/O	631	PHL
1326	Moore	Zachary	429757	12/03/18	11/24/83	AIRBUS	F/O	632	PHL
1327	Laloe	Britni	429758	12/03/18	05/09/85	AIRBUS	F/O	633	PHL
1328	Diller	Glenn	429759	12/03/18	05/22/86	AIRBUS	F/O	634	PHL
1329	Ford	Cameron	429760	12/03/18	05/04/92	AIRBUS	F/O	635	PHL
1330	Romero	Nathan	429761	12/03/18	09/10/93	AIRBUS	F/O	636	PHL
1331	Lewis	William	429791	01/07/19	08/28/82	AIRBUS	F/O	637	CHI
1332	Funkay	Charles	429792	01/07/19	10/31/84	AIRBUS	F/O	638	PHL
1333	Ogunbiyi	Olatunbosun	429793	01/07/19	10/02/87	AIRBUS	F/O	639	PHL
1334	Gardella	Nicholas	429794	01/07/19	10/22/87	AIRBUS	F/O	640	PHL
1335	Marks	James	429795	01/07/19	07/19/88	AIRBUS	F/O	641	PHL
1336	Gemari	George	429796	01/07/19	04/02/70	AIRBUS	F/O	642	CHI
1337	Mote	Michael	429797	01/07/19	07/21/70	AIRBUS	F/O	643	CHI
1338	Spaan	Aaron	429798	01/07/19	01/18/73	AIRBUS	F/O	644	PHL
1339	Phillips	John	429799	01/07/19	01/24/73	AIRBUS	F/O	645	CHI
1340	Bleav	Art	429800	01/07/19	11/14/73	AIRBUS	F/O	646	CHI
1341	Wulle	Andrew James	429801	01/07/19	12/18/73	AIRBUS	F/O	647	PHL
1342	Gonzalez	Arturo Javier	429802	01/07/19	12/27/73	AIRBUS	F/O	648	PHL
1343	Schroeder	Frederick	429803	01/07/19	01/27/74	AIRBUS	F/O	649	PHL
1344	Tundios	Freddy	429804	01/07/19	12/25/75	AIRBUS	F/O	650	CHI
1345	Swerdson	Andrew	429805	01/07/19	02/12/76	AIRBUS	F/O	651	PHL
1346	Rogers	Jerrod	429806	01/07/19	08/12/76	AIRBUS	F/O	652	PHL
1347	Stephens	Paul	429807	01/07/19	09/04/76	AIRBUS	F/O	653	PHL
1348	Daradzi	Robert	429808	01/07/19	06/07/77	AIRBUS	F/O	654	PHL
1349	Brown	David	429809	01/07/19	03/22/78	AIRBUS	F/O	655	PHL
1350	Aldrich	Joseph	429810	01/07/19	05/08/79	AIRBUS	F/O	656	PHL
1351	Jackson	Christopher	429812	01/07/19	12/21/82	AIRBUS	F/O	657	PHL
1352	Webb	Travis	429813	01/07/19	08/28/85	AIRBUS	F/O	658	PHL
1353	Salazar	Camilo	429814	01/07/19	03/18/86	AIRBUS	F/O	659	PHL
1354	Allen	Tanner	429815	01/07/19	06/25/86	AIRBUS	F/O	660	PHL
1355	Tipton	Donald	429816	01/07/19	08/04/87	AIRBUS	F/O	661	PHL
1356	Wiedbusch	Chismond	429817	01/07/19	08/14/87	AIRBUS	F/O	662	PHL
1357	Parham	Daniel	429819	01/07/19	03/17/88	AIRBUS	F/O	663	PHL
1358	Gursky	Christina	429820	01/07/19	10/28/95	AIRBUS	F/O	664	PHL

Appendix 1.25

APPENDIX 2**Holding Company Letter Agreement**

Joseph G. DePete, President
Air Line Pilots Association, Intl.
1625 Massachusetts Avenue, N.W.
Washington, D. C. 20036

Re: Frontier Airlines, Inc.

Dear Captain DePete:

This Letter Agreement confirms the following agreements between the Air Line Pilots Association ("ALPA"), Frontier Airlines Holdings, Inc. ("FAHI") and Frontier Group Holdings, Inc. ("FGHI") in connection with the negotiations leading to the 2019 collective bargaining agreement (the "Agreement") between ALPA and Frontier Airlines, Inc. ("Frontier"). Defined terms in this Letter Agreement have the same meaning as in Section 1 of the Agreement.

1. Each of FAHI and FGHI will comply with the provisions in Section 1 of the Agreement that expressly impose obligations on it and will also require Frontier to comply with its obligations under Section 1.
2. In the event of a transaction which creates a successor to FAHI or FGHI, the obligations of FAHI and/or FGHI, as applicable, under Paragraph 1 of this Letter Agreement shall remain in effect. For purposes of this Paragraph 2, a "successor" shall mean an Entity which either acquires Control of FAHI or FGHI or acquires all or substantially all of the assets of FAHI or FGHI.
3. The ALPA-Frontier Pilots' System Board of Adjustment will determine any disputes between ALPA and Frontier, FAHI, or FGHI arising out of the interpretation or application of this Letter Agreement. Neither FAHI nor FGHI is subject to the Railway Labor Act, but a decision of such Board of Adjustment may be enforced by or against it in the same manner and to the same extent as by or against Frontier.

This Letter Agreement becomes effective on the effective date of the Agreement and will remain in effect subject to the duration clause of the Agreement.

Appendix 2.1

Sincerely,



Howard M. Diamond
General Counsel and Corporate Secretary
Frontier Airlines Holdings, Inc.



Barry L. Biffle
President and Chief Executive Officer
Frontier Group Holdings, Inc.

Accepted and agreed to this 22 day of January, 2019.



Captain Joe DePete
President
Air Line Pilots Association

Appendix 2.2

APPENDIX 3

System Board of Adjustment Panel

1. Gil Vernon
2. Richard Bloch
3. Gerald Wallin
4. Mark Burdette
5. Steve Crable
6. Herb Fishgold
7. John LaRocco

Appendix 3.1

APPENDIX 4 Waiver Table

The following contractual items may be waived at a Pilot's discretion:

Contract Reference	Rule	Rule Description	Minimum Waiver Requirements
25.I.3.	Transition Adjustment - Block Time Removal	Resolution of Transition Conflicts must be accomplished by removing the minimum amount of time possible from the beginning or end of a scheduled Sequence	- The time removed must be the minimal amount required to resolve the Transition Conflict - The Pilot must notify Crew Scheduling prior to 1700 LDT on the 10th of the prior month or until the adjustment is made, whichever is later, if he wishes to have time removed that does not fall at the beginning or end of a Sequence
12.E.2. & 25.I.3.	"1 in 7" Requirement - Transition Adjustment	A Pilot must be scheduled with a Calendar Day free from duty in Domicile during any seven (7) day period	- A Pilot may waive this rule down to thirty-one (31) hours free from duty in one hundred sixty-eight (168) hours (Section 25.L.10.a.) - The Pilot may waive the requirement for this break to occur in Domicile - For a Transition Conflict involving the "1 in 7" rule, the Pilot must notify Crew Scheduling prior to 1700 LDT on the 10th of the prior month or until the adjustment is made, whichever is later, if he wishes to waive the Calendar Day requirement
12.E.2.	"1 in 7" Requirement	A Pilot must be scheduled with a Calendar Day free from duty in domicile during any seven (7) day period	- A Pilot may waive this rule down to thirty-one (31) hours free from duty in one hundred sixty-eight (168) hours (Section 25.L.10.a.) - The Pilot may waive the requirement for this break to occur in Domicile - A Pilot opting to waive this requirement must advise Crew Scheduling - An Open Time bid, Trade, or Reserve Swap request that results in a conflict with this rule is considered notification to the Company that the Pilot wishes to waive the rule

Appendix 4.1

Contract Reference	Rule	Rule Description	Minimum Waiver Requirements
11.B.1.a.ii.	"1 in 7" Requirement - Training	A Pilot must be scheduled with a Calendar Day free from duty during any seven (7) day period	- A Pilot may waive this rule down to FAR minimums (i.e., a Pilot may be in training on the 7th day but for purposes of flight duty on the 7th day the Pilot must have a thirty (30) hour break within the seven (7) day period) - A Pilot opting to waive this requirement must advise the Company - An Open Time bid, Trade, or Reserve Swap request that results in a conflict with this rule is considered notification to the Company that the Pilot wishes to waive the rule
11.B.1.f.	Training Scheduling – Oral Examinations	Oral examinations for the purpose of a PIC type rating shall not be scheduled on the same Calendar Day with other training or duties	- Pilot may waive this restriction - Waiver must be coordinated with Training Scheduling
12.D.4.	Sixteen (16) Hour Actual Duty Limit	A Pilot will be released to rest if he is projected to exceed sixteen (16) hours of actual Duty (excluding time spent in an RDP)	- A Pilot may waive this restriction in order to Deadhead on last leg of Duty Period
12.D.5.	Schedule Modification Duty Period Limits	FAR 117 Table B actual Duty limits will apply to all segments when a Pilot is assigned to Deadhead in lieu of operate a flight segment	- A Pilot may waive this restriction in order to Deadhead on the last leg of a Duty Period

Appendix 4.2

The following items may be waived through mutual agreement of the Pilot and Company:

Contract Reference	Rule	Rule Description	Minimum Waiver Requirements
25.S. & 25.U.3.	Reserve Assignment - "Want to Fly"	Short Call Reserves are assigned Sequences that fall within specific timeframes	- Reserve Pilots may contact Crew Scheduling to identify themselves as "Want to Fly" - Through mutual agreement with Crew Scheduling a Pilot identified as a "Want to Fly" may be assigned a Sequence outside of his Window
25.U.8.b.	Aggressive Reserve Award - Windows	The Report Time of Sequence awarded through the Aggressive Reserve process must fall within the Pilot's scheduled Reserve Window	- Through mutual agreement with Crew Scheduling a Reserve Pilot may be awarded a Sequence through Aggressive Reserve which does not report within the Scheduled Window - A Pilot opting to waive this requirement must advise Crew Scheduling - An Aggressive Reserve bid for a Sequence that does not fall within a Reserve Pilot's Window is considered notification to the Company that the Pilot wishes to waive the rule

Appendix 4.3

Absence code chart

<u>Crew Trac Code</u>	<u>Navblue Code</u>	<u>Description</u>
ATD	AT	ALPA Travel Day
AVA	AV	Avail to Assign
CBS	CB	Reserve Call Back Status....Not Company Business
CL1	CL	COLA
COM	CO	Company Business
CRT	CT	COURT SUMMONS
D/P	TD	TRG Displaced Pilot
D/Q	DQ	Dequal
DOD	DD	Day Off Moving Bases - Displacement (paid)
DOM	DO	Day Off Moving Bases - Voluntary (unpaid)
DV8	DV	Deadhead Deviation
EMR	EL	Emergency Leave
EMV	EV	Emergency via Vac
FAP	FD	ALPA DROP FPL
FAT	FA	Fatigue
FCO	FC	Company Paid ALPA FPL
FLA	FL	Family Leave - Unpaid
FLS	FS	Family Leave Sick
FLV	FV	Family Leave Vac
FNN	FN	Funeral Leave Unpaid
FNR	FR	Funeral Leave - Paid
FUR	FH	Furlough
GLD	GD	Golden Day - Training
HSK	HS	Half Day Sick
HSP	OP	Out of Service- Paid
HSU	OU	Out of Serv- Unpaid
JUR	JD	Jury Duty
M/P	MD	Mgt. Displaced Pilot
M/T	MT	Missed Trip
MAT	MY	Maternity Leave
MED	ME	Medical Leave
MGT	MG	MANAGEMENT PILOT
MIL	ML	Military Leave
MLS	MS	Medical Leave Sick
MLV	MV	Medical Leave VAC
MNA	MA	Medical UNA
N/L	NL	Not Legal
NSO	NO	NO SHOW
OJI	OI	On the Job Injury
PAY	PY	PAY

PDO	PD	Pay on Day Off During Training
PER	PR	Personal Drop
PP1	P1	SPECIAL PROJ PILOT
PP2	P2	CHECK AIRMAN
PP3	P3	FO Duty Officer Pay
RES	RS	Resigned
RG1	RO	Grnd Schl on day off
RGS	RT	Recurrent Ground Sch
RIA	IA	RSA Inbound
RIB	IB	RSB Inbound
RIC	IC	RSC Inbound
RID	ID	RSD Inbound
RIE	IE	RSE Inbound
RNF	RF	Reserve No Fly
RPP	RP	Remove Pending Paper
RSA	R1	RSA Blockholder
RSB	RB	RSB Blockholder
RSC	R2	RSC Blockholder
RSD	R3	RSD Blockholder
RSE	RE	RSE Blockholder
RSL	RL	Reserve Long Call
RVA	AR	RVA Open Time
RVB	BR	RVB Open Time
RVC	CR	RVC Open Time
RVD	DR	RVD Open Time
RVE	ER	RVE Open Time
SCV	SV	VAC pay for Sick day
SIC	SC	Sick Pilot
SIM	SM	Simulator Event
SM1	S1	Simulator on day off
SM1	SR	Simulator on day off rsv
TRG	TG	Instructor Code -Training Dpt
TRB	TB	Day Block for Training
TRM	TM	TERMINATION
TRP	TP	Training Pay
TRP	TR	Training Pay- RSV
TTT	TV	Travel to Training
UPG	UG	Upgrade Training
USK	UK	Unpaid Sick
UTC	UC	Unable to Contact
UTF	UF	UNABLE TO FLY - Line Holder
UTF	UR	UNABLE TO FLY - RSV

V00	00	VAC CR 00 HRS
V01	01	VAC CR 01 HRS
V02	02	VAC CR 02 HRS
V03	03	VAC CR 03 HRS
V04	04	VAC CR 04 HRS
V05	05	VAC CR 05 HRS
V06	06	VAC CR 06 HRS
V07	07	VAC CR 07 HRS
V08	08	VAC CR 08 HRS
V09	09	VAC CR 09 HRS
V10	10	VAC CR 10 HRS
V11	11	VAC CR 11 HRS
V12	12	VAC CR 12 HRS
V13	13	VAC CR 13 HRS
V14	14	VAC CR 14 HRS
V15	15	VAC CR 15 HRS
V16	16	VAC CR 16 HRS
V17	17	VAC CR 17 HRS
V18	18	VAC CR 18 HRS
V19	19	VAC CR 19 HRS
V20	20	VAC CR 20 HRS
V21	21	VAC CR 21 HRS
V22	22	VAC CR 22 HRS
V23	23	VAC CR 23 HRS
V24	24	VAC CR 24 HRS
V25	25	VAC CR 25 HRS
V26	26	VAC CR 26 HRS
V27	27	VAC CR 27 HRS
V28	28	VAC CR 28 HRS
V29	29	VAC CR 29 HRS
V30	30	VAC CR 30 HRS
V31	31	VAC CR 31 HRS
V32	32	VAC CR 32 HRS
V33	33	VAC CR 33 HRS
V34	34	VAC CR 34 HRS
V35	35	VAC CR 35 HRS
V36	36	VAC CR 36 HRS
V37	37	VAC CR 37 HRS
V38	38	VAC CR 38 HRS
V39	39	VAC CR 39 HRS
V40	40	VAC CR 40 HRS
VSP	VS	Vacation Stretch Day Paid
VSU	VU	Vacation Stretch Day Unpaid
WIL	WL	Willing to Fly Reserve
WTF	WF	Want to Fly Reserve

LETTER OF AGREEMENT No. 1: Contract Implementation

LETTER OF AGREEMENT No. 1
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIR LINES, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the Company and the Association have reached a new Collective Bargaining Agreement (hereinafter referred to as the "CBA" or "Agreement"), and

WHEREAS, the parties wish to provide for the orderly implementation of the CBA.

THEREFORE, IT IS HEREBY AGREED THAT:

- A. Pending complete implementation of all of the provisions of the CBA as set forth in the schedule below, the status quo condition provided for in Section 6 of the Railway Labor Act, as amended, shall remain in effect with respect to the remaining comparable provisions of the prior Agreement.
- B. All provisions of the CBA, together with all supplemental agreements, Letters of Agreement, and the like shall become effective as of January 16, 2019, except as specifically provided by the terms of the CBA or as provided below:

Section	Provision Description	Effective Date / Bid Period
3.E.2.	Deadhead Pay	March 2019 Monthly Bid Period
3.E.3.	Trip Rig	March 2019 Monthly Bid Period
3.E.4.	Average Min Duty Period Example 4	March 2019 Monthly Bid Period February 2020 Monthly Bid Period
3.E.6.c.	Application of Soft Credit	March 2019 Monthly Bid Period
3.O.2.-3.	Training Pay	March 2019 Monthly Bid Period

LETTER OF AGREEMENT No. 1: Contract Implementation

3.P.3.-4.	Reserve Adds	March 2019 Monthly Bid Period
3.P.4.a.i.-ii.	Soft Credit on Hybrid Adds	March 2019 Monthly Bid Period with Manual Process; No later than February 2020 Monthly Bid Period for automated process.
3.P.4.b.ii.-iii.	Soft Credit on Aggressive Reserve Adds	March 2019 Monthly Bid Period with Manual Process; No later than February 2020 Monthly Bid Period for automated process.
3.P.6.	Premium Reserve Days	March 2019 Monthly Bid Period
5.B.8.	Long Stay Hotels	Frontier to provide long stay hotels as follows: • Cities in which ALPA and the Company have agreed to use short and long stay hotels (e.g., PHL and RSW) will retain those hotels even if the layover is not eighteen (18) hours or more. • ALPA may continue to waive application of the provision requiring a separate long stay hotel for currently served or new cities where "downtown" hotels are near the airport (e.g., SAN) or where airport area hotels are sufficient (e.g., MSP). • After DOS, cities that are newly served by the Company, or existing cities subject to a hotel change or RFP process, will be subject to the requirement to provide long layover hotels for stays that are eighteen (18) hours or more. • In addition to the above, the obligation to provide "long stay" hotels will be implemented fully not later than July 1, 2021 with a minimum of twenty (20) cities subject to the long stay hotel provision by December 31, 2019 and forty (40) cities subject to the long stay hotel provision by December 31, 2020.

LETTER OF AGREEMENT No. 1: Contract Implementation

5.C.	Per Diem	For the January 2019 Monthly Bid Period, \$1.95 per hour, and commencing with the February 2019 Monthly Bid Period, \$2.00 per hour.
8.E.2.	Deviations	March 2019 Monthly Bid Period
11.B.3.a.i.	Simulator Training Times	March 2019 Monthly Bid Period
12.D.1.a.-b.	Duty Period Limits	March 2019 Monthly Bid Period
14.B.4.e.-g.	Sick Make-up	Applies to all sick calls made starting with February 2019 Bid Period (sick calls made prior may be made up in accordance with predecessor contract provisions)
24	All	Effective with first Notice posted after February 1, 2019; no retroactive application of freezes
25.A.4.b.	PTC/E-notice	Effective when a Pilot is able to self-notify via App
25.D.2.-3.	Info to Crews	No later than August 31, 2019
25.E.2.c.	Return to Work	March 2019 Monthly Bid Period
25.F.	OE Lines	May 2019 Monthly Bid Period but no AVA for Pilots displaced for OE effective for Sequences starting on or after January 16, 2019
25.G.5.	RGS Bid	March 2019 Monthly Bid Period
25.H.	Timetable	May 2019 Monthly Bid Period
25.K. 25.L.4.a. 25.P.3.b.-c.	Timeline for DDL/DAG	May 2019 Monthly Bid Period
25.L.3.	Month-End Minimums	Notice by March 1, 2019 with obligation to post four (4) months at sixty (60) hours for 2019
25.L.5.	Jetway Trades	February 2019 Monthly Bid Period
25.L.7.c.	Reserve Adds	March 2019 Monthly Bid Period but only DOT and PAF, PTB
25.N.	Mini DOT	May 2019 Monthly Bid Period
25.O.3. (all)	Reserve Lines	May 2019 Monthly Bid Period
25.P.4.	Add CS Staff	May 24-25, 2019
25.S.6. (all)	Reserve Adds	March 2019 Monthly Bid Period
25.U.3. (all)	RDP Times	March 2019 Monthly Bid Period
25.U.6.	Identify Reserve types in secondary bid	May 2019 Monthly Bid Period
25.U.8.a.-d.	Aggressive Reserve	March 2019 Monthly Bid Period

LOA 1.3

LETTER OF AGREEMENT No. 1: Contract Implementation

25.V (all)	FDO Lines	May 2019 Monthly Bid Period
25.W (all)	3x6 lines	May 2019 Monthly Bid Period
25.X.3.d.iii.	Increase in DEN Overnightable Reserves	March 2019 Monthly Bid Period
25.X.3.d.v.(a)	Critical Reserve	March 2019 Monthly Bid with four (4) for remainder of year; notice by February 7, 2019
25.X.3.d.v.(b)	Premium R Days	March 2019 Monthly Bid Period
25.X.3.e.	Minimum 3-Day R Block	March 2019 Monthly Bid Period
25.Z.	Premium Add Folder Replaces VJA/JRA	March 2019 Monthly Bid Period
25.Z.4.	Reserve Adds from PAF	March 2019 Monthly Bid Period
26.A.1.	Parking	February 1, 2019
27.B.1.e.i.	Child Surcharge	February 1, 2019
28.E.	Match True-Up	See Appendix A to this Letter of Agreement

- C. The Company and the Association will create a Contract Implementation Committee with two (2) Company and two (2) Association members. For the first nine (9) months after DOS, this committee will review CBA interpretation issues that arise and will make every reasonable effort to resolve those issues without the need to invoke the formal dispute resolution process of Sections 20-21. Any mutually agreed resolutions of CBA interpretation issues will be codified in an MOU or LOA as appropriate.

This Letter of Agreement shall become effective on January 16, 2019 and will remain in full force and effect concurrent with the Collective Bargaining Agreement.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 16th day of January, 2019.

For FRONTIER AIRLINES, INC.

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Bradley J. Lambert
Vice President – Flight Operations

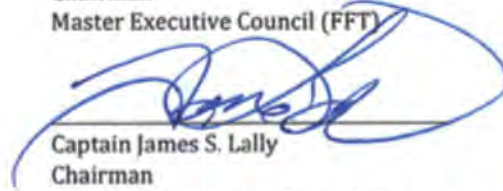

Joseph G. DePete, President

LOA 1.4

LETTER OF AGREEMENT No. 1: Contract Implementation



Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)



Captain James S. Lally
Chairman
FFT MEC Negotiating Committee

Appendix A to Letter of Agreement No. 1 – Contract Implementation

**APPENDIX A TO LETTER OF AGREEMENT NO. 1
Section 28 - Retirement****A. Plan Year 2018**

The Company shall provide a true-up matching contribution for the 2018 Plan year for Pilots whose actual aggregate matching contributions made by the Company for all pay periods during the Plan year, before Company matching contributions are discontinued on the effective date of this Agreement, (the "Actual Matching Contributions") is less than the matching contributions that would have been made based on the annual five percent (5%) of compensation limitation on matching contributions (the "Annual Matching Contribution Limit"). The amount of the true-up matching contribution shall be the difference between the Actual Matching Contributions and the Annual Matching Contribution Limit. A true-up matching contribution may be made for any reason that causes the Actual Matching Contributions to be less than the Annual Matching Contribution Limit. Any such true-up shall be made as soon as practical, but not later than thirty (30) days following the end of the Plan year.

B. 2019

Between January 1 and 15, 2019, the Company will continue to make retirement contributions on behalf of Pilots in a manner consistent with the predecessor collective bargaining agreement and past practice thereunder including, for example, in connection with the January 5, 2019 payroll.

- a. From January 16, 2019 onward, the Company will make retirement contributions in accordance with Section 28.B. of the 2019 collective bargaining agreement.
- b. No later than February 15, 2019, the Company will make a retroactive retirement contribution for the period January 1-15, 2019. The amount of this contribution will be the difference between twelve percent (12%) of the eligible earnings received by a Pilot from January 1-15, 2019 and the actual retirement contributions made by the Company during that same period.

LETTER OF AGREEMENT No. 2: Ratification Payments

LETTER OF AGREEMENT No. 2
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIR LINES, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

This Letter of Agreement (LOA) is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between Frontier Airlines, Inc. ("Frontier" or "Company") and the Air Line Pilots Association, International ("Association" or "ALPA").

WHEREAS, the parties have agreed that pilots will receive \$75,000,000.00 in Ratification Payments (the "\$75M Amount").

NOW THEREFORE, the parties hereby agree as follows:

The Association will allocate the \$75M Amount among pilots and the Company will pay the \$75M Amount to pilots in accordance with the following:

- A. The methodology for allocation of the \$75M Amount shall be determined by the ALPA Frontier MEC and will be the sole responsibility of the Association.
- B. The Association will designate five percent (5%) of the \$75M Amount (\$3,750,000) as a holdback fund to correct any errors or omissions in allocation calculation and distribution to eligible pilots and to cover litigation risks ("Errors or Omissions Amount"). The Errors or Omissions Amount will be retained by the Company for the sole benefit of Frontier pilots and distributed only after the Company receives joint written authorization of the President of the Association and the Frontier MEC Chairman, in accordance with Paragraph E of this Letter of Agreement and Association Policy. Holdback funds that remain shall be allocated and distributed at the direction of the Association (upon the joint written authorization of the Association as identified above) in the same manner and under the same allocation terms as the initial distributions.

LOA 2.1

LETTER OF AGREEMENT No. 2: Ratification Payments

- C. A "Payment Date" is the date when the Company will pay any part of the \$75M Amount to or on behalf of the Frontier pilots in accordance with Paragraphs D. and E. of this Letter of Agreement.
- D. For each payment of the \$75M Amount, a Payment Date will occur no later than thirty (30) days after the later of the following: 1) the effective date of this Letter of Agreement, and 2) the date ALPA provides joint written authorization of the Association President and Frontier MEC Chairman to the Company, which will include a list of the pilots and the gross dollar amounts (of the \$75M Amount) to be paid to or on behalf of pilots on the list.
- E. For the Errors or Omissions Amount, a Payment Date will occur no later than thirty (30) days after the date ALPA provides its joint written authorization (as identified in Paragraph B., above) to the Company, which will include a list of the pilots and the gross dollar amounts (of the Errors or Omissions Amount) to be paid to or on behalf of pilots on the list.
1. Should ALPA advise that it wants the Company to retain the Errors and Omissions Amount after December 31, 2019, and the Company is unwilling to hold remaining funds past that date, ALPA will name an independent custodian or escrow agent to hold remaining funds in a non-interest bearing account until disposition of remaining funds has been resolved.
 2. After error corrections and/or litigation matters have been resolved, and consistent with the provisions of this letter, ALPA will provide the Company a list of the Eligible Pilots and gross dollar amounts of the remaining funds to be paid to or on behalf of each Eligible Pilot and, if a custodian or escrow agent has been utilized, they will be directed to forward the remaining funds to the Company for distribution to the Eligible Pilots.
- F. The Company's payment of any of the \$75M Amount on a Payment Date will be made separately from pilots' normal paychecks and will be subject to withholding of i) applicable taxes and other deductions as required by law, and ii) Association dues, fees, and assessments.
- G. Ratification Payments to an eligible pilot under this Letter of Agreement will not be considered as "compensation" under the Pilots' 401(k) Plan and any other qualified and non-qualified retirement benefit plans sponsored by Frontier in which the eligible pilot participates or is eligible to participate in accordance with the terms of that plan and applicable law. There will not be a special election for the amount of employee contributions to the Pilots' 401(k) Plan to be taken from the Ratification Payments.
- H. Frontier will provide all pilot data and information reasonably requested by the

LOA 2.2

LETTER OF AGREEMENT No. 2: Ratification Payments

Association in connection with developing the Association's allocations or verifying necessary data relating to the allocations referenced in this Letter of Agreement, or with regard to developing any list of pilots referenced in Paragraphs B., D., and E., above, when such information is not already reasonably available, or has not previously been provided, to the Association.

This Letter of Agreement shall become effective on the effective date of the Collective Bargaining Agreement between the Company and the Association and will remain in full force and effect concurrent with the Collective Bargaining Agreement.

IN WITNESS HEREOF, the parties have executed this Letter of Agreement this 16th day of January, 2019.

This Letter of Agreement shall become effective on the effective date of the Collective Bargaining Agreement between the Company and the Association and will remain in full force and effect concurrent with the Collective Bargaining Agreement.

For FRONTIER AIRLINES, INC.


Bradley J. Lambert
Vice President - Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Joseph G. DePete, President

Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)


Captain James S. Lally
Chairman
FFT MEC Negotiating Committee

LOA 2.3

LETTER OF AGREEMENT No. 3: PBS

LETTER OF AGREEMENT No. 3
between
FRONTIER AIRLINES, INC.
and the Air Line Pilots in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIR LINES, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

1. The Company and the Association ("parties") agree to work collaboratively to jointly design, test, train, implement, and administer a Preferential Bidding System ("PBS").
2. "Preferential Bidding System" or "PBS" means the bidding system utilized by the Company that enables a Pilot to bid for and be awarded an initial line, based upon Pilot bid preferences, seniority, known absences, programmed award logic, FARs, the CBA, this PBS LOA and the resulting PBS Memorandum of Understanding ("MOU").
3. The parties agree that the intent of PBS is to preserve flexibility for Pilots with respect to their schedules (e.g., select from a range of line credit values) while respecting Pilot seniority, reduce administrative burdens, eliminate scheduling conflicts (e.g., transition, vacation and training conflicts), regulate open time and schedule training events, as well as to work toward improving efficiency and Pilot quality of life.
4. The parties agree that PBS is not intended to alter the terms and conditions of the parties' Collective Bargaining Agreement, including but not limited to vacation slide, no fly list, as well as types of reserve lines as TA'd by the parties. However, the parties agree that terms of the current CBA related to the Monthly Bidding Process, including but not limited to the monthly schedule bidding timeline and bid eligibility will be amended to accommodate PBS.
5. No involuntary Position reductions shall result from PBS implementation.
6. Unless otherwise mutually agreed to by the JPWG, Open Time for any Bid Position shall be four percent (4%) of the total bid period pairing credit at the time of Final

LOA 3.1

LETTER OF AGREEMENT No. 3: PBS

Schedule. The JPWG will ensure that open duty periods are distributed appropriately with due consideration to operational integrity.

7. The parties agree to establish a Joint PBS Working Group ("JPWG"). The JPWG will be comprised of three (3) Company members and three (3) Association members. The Company will select representatives from its employee group at its discretion. The FFT MEC Chairman will select three (3) FFT Association members to represent the Association on the JPWG.
8. Vacation
 - a. For each full vacation period of seven (7) days, the PBS will block up to two (2) additional calendar days as "Inviolate Days Off" at the Pilot's option. Inviolate Days Off must be designated by the Pilot in the PBS bidding process and must be contiguous with his awarded vacation. The Pilot will use his vacation accruals if he chooses to be paid for Inviolate Days Off. Each designated Inviolate Day Off must be debited from a Reserve Pilot's vacation bank.
 - b. A Pilot may elect to be paid between fifteen (15) and forty (40) hours per seven (7) day vacation period.
 - c. Pilots must provide Scheduling with Inviolate Day(s) Off and Pay Credit elections associated with their vacation in the subsequent Monthly Bid Period in sufficient time to be loaded into PBS. The deadline for these elections will be determined by the JPWG.
 - d. The following chart shall be used for purposes of programming PBS to ensure Minimum Scheduled Days Off and/or minimum scheduled RDPs as applicable. Known absences (e.g., vacation, leaves of absence, training, Inviolate Days Off) do not count toward minimum Days Off. No Pilot will be scheduled for a greater number of Duty Periods than the Pilot would have received under the current book.

Regular and Reserve (except 3X6 31-day month)		3x6 Reserve (31-day month)	
Known Absence (Days)	Minimum Days Off	Known Absence (Days)	Minimum Days Off
0-1	12	0-1	13

LOA 3.2

LETTER OF AGREEMENT No. 3: PBS

2-3	11	2-3	12
4-6	10	4-5	11
7-8	9	6-8	10
9-11	8	9-10	9
12-13	7	11-12	8
14-16	6	13-15	7
17-18	5	16-17	6
19-21	4	18-19	5
22-23	3	20-21	4
24-26	2	22-24	3
27-28	1	25-26	2
29-30	0	27-28	1
		29-31	0

9. The JPWG will work collaboratively and act in good faith to reach mutual agreement on all aspects of PBS, including but not limited to design, testing, training, implementation, and administration.
10. Pairings will be constructed in accordance with the parties' TA'd 2019 CBA. ALPA will continue to be responsible for line construction utilizing the PBS line solver software in accordance with Section 25.B.2.a.
11. The Company and/or vendor shall make available, solely for use by the Association members of the JPWG, the fully functional, unconstrained current version of the PBS with sufficient licenses to allow all Association members of the JPWG to have access remotely and use the system. Such access shall be at Company expense and include all necessary databases and components to allow comparison runs using actual Pilot data and preferences. The Company will load all data reasonably required for testing, implementation, and administration of the PBS.

LOA 3.3

LETTER OF AGREEMENT No. 3: PBS

12. The Company and/or vendor shall make available remote access to the line generation software, solely for use by the Association members of the JPWG. Such access shall be at Company expense.
13. The Company will utilize NavBlue, and the software will include the PBS, Reserve, and Training modules.
14. The Company and/or vendor will train the Association members of the JPWG in the use of all PBS and Pairing generation software at no expense to the Association. The JPWG will determine the necessary training of the Pilot group on the use of PBS software. Such training will be executed at no expense to the Association.
15. The parties intend to implement the PBS within twelve (12) months January 15, 2019. The parties agree to work diligently toward implementation of PBS and if possible, earlier implementation will occur. If the parties fail to implement PBS within twelve (12) months, the parties shall submit all open issues to the dispute resolution process set forth in Paragraph 20 below, unless the parties mutually agree otherwise.
16. The Company shall bear all expenses related to the initial software design, testing, training, administration and operation of PBS, as well as necessary hardware acquisition to operate the system.
17. PBS access will be available, at no cost to the Pilot and the Association, via the internet using conventional HTML browsers on personal computers (PC, Mac), mobile and tablet devices, if available. PBS shall be available to Pilots via an Internet connection worldwide without any requirement for a VPN connection or special access software.
18. Until six (6) months post-implementation of PBS, the Association members of the JPWG shall be placed on Company paid Association leave (90 hours of Pay Credit per Monthly Bid Period), receive Positive Space Must Ride travel on Frontier Airlines to and from all meetings, Company paid hotel and per diem. After six (6) months following implementation of PBS, seventy (70) hours of Pay Credit per month shall be divided between the Association Scheduling Committee and the Association members of the JPWG.
19. Prior to PBS implementation, the parties will execute a mutually agreeable LOA memorializing the agreements reached by the JPWG and any Orders/Awards of the arbitrator under Paragraph 20., below, of this PBS LOA on all aspects of PBS including testing, training, implementation, implementation schedule, and administration of PBS.

LOA 3.4

LETTER OF AGREEMENT No. 3: PBS

20. Disputes arising over the meaning or application of the PBS LOA shall be submitted on an expedited basis directly to Arbitrator Stephen Crable for final and binding resolution if he is available within sixty (60) days of submission. If Arbitrator Crable is unavailable within that period, the parties will submit the dispute to the first available mutually agreed to arbitrator within that sixty (60) day time period. The Party initiating arbitration shall give the other 10 days' notice prior to contacting the arbitrator to schedule a hearing. The parties shall accept Arbitrator Crable's or the alternate arbitrator's first available date within the sixty (60) day time period. The hearing and the parties' presentations, witnesses, evidence and briefs shall be handled in accordance with Section 21. The decision of the arbitrator shall be issued within five (5) business days following the hearing and delivered orally. The arbitrator's decision shall be reduced into an Order/Award by the parties within two (2) business days and presented to the arbitrator for his signature. For any JPWG disputes involving PBS parameters, such as credit windows, stacking/unstacking limits, average and target line values that are not currently addressed in the parties' CBA and/or this PBS LOA, the arbitrator shall consider design, testing, training, implementation, administration and operation of PBS for Pilot groups at mainline U.S. carriers, with special consideration given to carriers that operate the same PBS software. In addition, the arbitrator shall consider Frontier's operational requirements and the guiding principles of this LOA in rendering any decision.
21. The MOT process will be eliminated upon implementation of PBS.
22. Displacement for OE will occur in a manner consistent with the parties' agreement as codified by the TA'd 2019 Agreement. The parties further agree that upon implementation of PBS, the LCPs will participate in the Monthly Schedule Bid. Sequences awarded to the LCPs that are determined to be productive training Sequences will not be available for bid by First Officers. Sequences withheld will be consistent with the parameters set out in Section 25.F.1.d.
23. Upon implementation of PBS, a vacation day will be paid and credited at five (5) hours per day. Vacation will accrue in accordance with Section 7.B., converted to five (5) hours per day.

This Letter of Agreement shall become effective on January 16, 2019 and will remain in full force and effect concurrent with the Collective Bargaining Agreement.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 16th day of January, 2019.

LOA 3.5

LETTER OF AGREEMENT No. 3: PBS

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete, President



Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)



Captain James S. Lally
Chairman
FFT MEC Negotiating Committee

LOA 3.6

LETTER OF AGREEMENT No. 4: First Year Rate

LETTER OF AGREEMENT No. 4

between

FRONTIER AIRLINES, INC.

and

THE AIR LINE PILOTS

in the service of

FRONTIER AIRLINES, INC.

as represented by the

AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

The parties hereby agree that:

- A. First-year First Officer Hourly Rates are minimums; the Company may increase first-year First Officer Hourly Rates to a maximum of ninety-eight and one-half percent (98.5%) of the second-year First Officer rate. If the Company raises the first-year First Officer pay rate for some Pilots, it will pay the same rate for all first-year First Officers. Any increase in the first-year First Officer pay rate will remain in effect throughout the term of this Agreement.

This Letter of Agreement shall become effective on January 16, 2019 and will remain in full force and effect concurrent with the Collective Bargaining Agreement.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 16th day of January, 2019.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete, President

LOA 4.1

LETTER OF AGREEMENT No. 4: First Year Rate



Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)



Captain James S. Lally
Chairman
FFT MEC Negotiating Committee

LOA 4.2

MEMORANDUM OF UNDERSTANDING No. 1
Hotel Selection Process

January 16, 2019

Bradley J. Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239

Re: Memorandum of Understanding – Hotel Selection Process

Dear Brad,

This Memorandum of Understanding, together with the associated flow chart (Appendix A), represents the Parties' agreed upon procedure for the selection of hotels.

A. DEFINITIONS

1. Primary Hotel

The agreed upon hotels contracted for by the Company with the goal of satisfying hotel needs.

2. Temporary Hotel

A hotel used by the Company in a particular location which lacks a Primary Hotel; or a hotel used in place of a Primary Hotel(s) in a particular location where the lack of availability of the Primary Hotel was known to the Company at least three (3) calendar days in advance. Use of a Temporary Hotel shall not exceed two (2) full bid periods, however, the Association may agree to extend beyond two (2) full bid periods on a case-by-case basis.

3. Ad Hoc Hotel

A hotel used by the Company when the Primary and all other Pre-Approved Hotels in a particular location do not have availability and the lack of availability is due to unforeseen or unpreventable circumstances.

MOU 1.1

4. Pre-Approved Hotel List

A list of hotels which have been approved for use by the Association. This list may be expanded by the Association and the Association may remove hotels from this list for cause upon notification to the Company and an opportunity (as contemplated by Section 5.B.6 of the CBA) for the Company/hotel to resolve the Association's concerns. The Association will manage the list and provide it to the Company for publication in accordance with Section 5.B.1. The Association may modify the list no greater than once per month, except to remove hotels. In order to validate the vendor's hotel database against the Pre-Approved Hotel List, the Company will provide the Association with the current priority list of hotels the vendor uses to source Ad Hoc hotels upon reasonable request.

5. Ad Hoc Hotel List(s)

A list of hotel brands which are either prohibited or preferred.

6. Monthly Hotel Usage Report

A report provided monthly by the Company to the Association identifying Hotels in which Pilots stayed that were not on the Primary or Pre-Approved Hotel List.

B. TEMPORARY AND AD HOC HOTEL SOURCING

1. The Association will provide a list of Primary and Pre-Approved Hotels in every Frontier destination city (with the Company being obligated to notify the Association in writing of new destination cities). In the event the Primary Hotel(s) and the Pre-Approved Hotels do not have availability, the Company will use the following guidelines to source a hotel.
2. If the lack of availability is known to the Company at least three (3) calendar days in advance, or if API or a Primary or Pre-Approved Hotel provided more than three (3) calendar days' notice of the situation, then the Company shall adhere to the Temporary Hotel (left side) of the flow chart in Exhibit A.
3. If the lack of availability is due to unforeseen or unpreventable circumstances, or to circumstances where API or a Primary Hotel(s) or Pre-Approved Hotel (with Pre-Approved Hotel being sourced in priority order) advises of the situation within three (3) calendar days of scheduled arrival, then the Company may select an Ad Hoc Hotel in accordance with the following:

MOU 1.2

- a. The Company shall attempt to source from the Pre-Approved Hotel List in priority order.
- b. If no Pre-Approved Hotel is available, then the Company will attempt to source an Ad Hoc Hotel, ensuring that hotel brands which are prohibited for use are not utilized.
- c. The Association may modify the Pre-Approved Hotel Lists or the Ad Hoc Hotel Lists based upon the Monthly Hotel Usage Reports provided by the Company in accordance with Paragraph A.4., above.
- d. In the event the Company utilizes an Ad Hoc Hotel:
 - i. The provisions of Section 5.B.3. shall not apply.
 - ii. Distressed passengers will not be placed in the same ground transportation as Pilots; crewmembers may use taxis, Uber or Lyft and be reimbursed by the Company to avoid such a situation.
 - iii. Wi-Fi will be provided free-of-charge or will be reimbursed by the Company with receipt.
 - iv. Local or any Toll-Free Calls for company business will be provided free of charge or will be reimbursed by Company with receipt.

C. AD HOC HOTELS LIST (list is non-exhaustive)

PROHIBITED FOR USE	PREFERRED FOR USE
America's Best Value Inn	Crowne Plaza
Baymont Inn and Suites	Courtyard
Best Western	Doubletree
Candlewood	Embassy Suites
Clarion	Four Points
Comfort Inn and Suites	Hilton
Days Inn	Hyatt
EconoLodge	Hyatt Place
Howard Johnson	Marriott
Knights Inn	Renaissance
La Quinta	Sheraton
Microtel Inn and Suites	Springhill Suites
Motel 6	Westin
Pear Tree Inn	

MOU 1.3

Quality Inn Ramada Red Roof Inn Red Carpet Inn Rodeway Inn Scottish Inn and Suites Sleep Inn Suburban Extended Stay Super 8 Travelodge	
---	--

If I have accurately stated our agreement, please sign in the space provided below and return an executed copy to me.

Sincerely,

Captain Tracy D. Smith, Chairman
Master Executive Council (FFT)
Air Line Pilots Association, International

Accepted and agreed to this 16th day of January, 2019.



Bradley J. Lambert
Vice President - Flight Operations
Frontier Airlines, Inc.

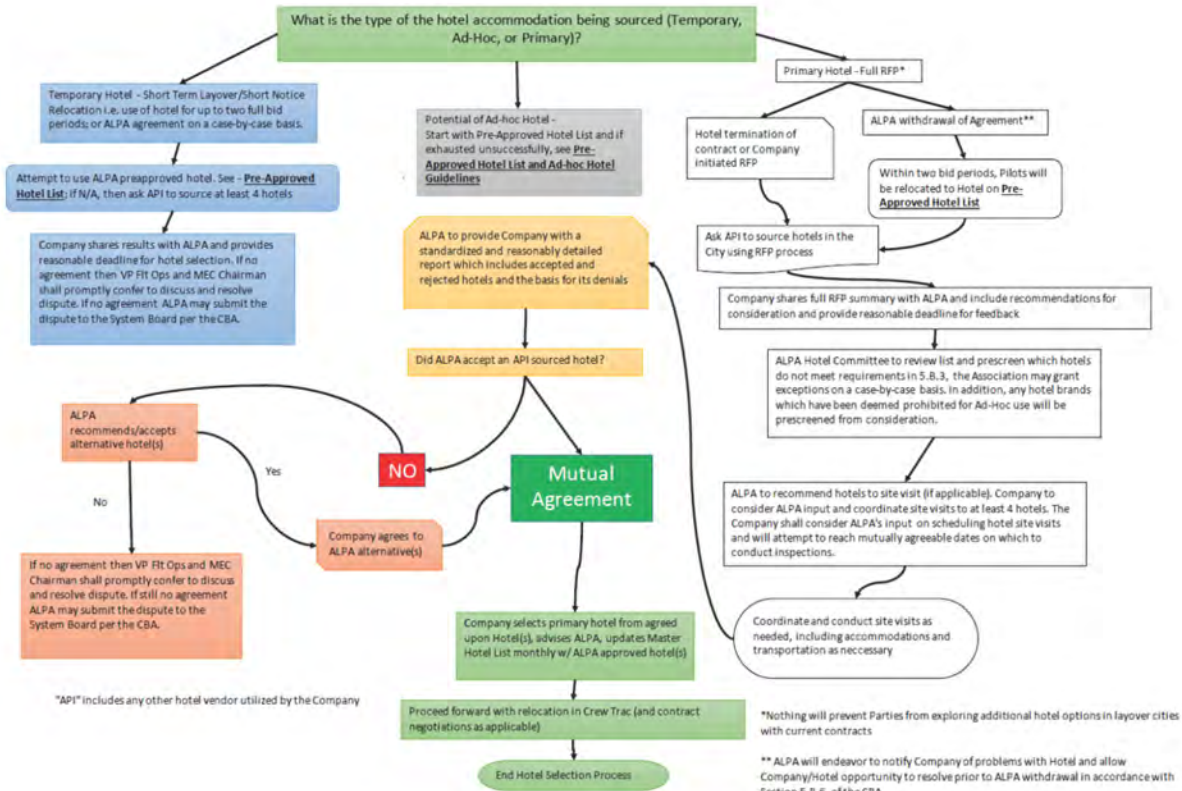
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APPENDIX A TO HOTEL SELECTION PROCESS MEMORANDUM OF UNDERSTANDING

*Except for scenarios covered in Ad-Hoc process below, as soon as either party becomes aware of the need for a new hotel it will inform the other.

*Should the Company become aware of the need to relocate an affected pilot within 3 calendar days of scheduled stay then the Ad-hoc flow below will apply.

*Company shall provide Association with Monthly Hotel Usage Report by last day of subsequent month.



**LETTER OF AGREEMENT No. 5: Section 25.Q. Reassignment Provisions
and Other Clarifications**

LETTER OF AGREEMENT No. 5
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties wish to further clarify and illustrate certain provisions of the recently implemented Pilots' Agreement, and

WHEREAS, the parties also wish to correct typographical and internal reference errors,

THEREFORE, it is hereby agreed as follows:

A. 1. *Section 25.Q.1.a. through 25.Q.1.c. shall be amended and modified to read as follows:*

Q. Reassignment

1. For the purpose of Reassignment pursuant to this Paragraph Q., a Reserve Pilot flying a Sequence outside of his Reserve obligation or a Reserve Pilot on an Aggressive Reserve Award will be considered a Lineholder for the entirety of the awarded Sequence, subject to Paragraph U.8., below.
2. Flying is Removed or Cancelled

If a Lineholder is removed from a Sequence (or portion thereof) regardless of whether the flight(s) cancels or operates, he may be

LOA 5 : REASSIGNMENT PROVISIONS AND OTHER CLARIFICATIONS

Date:

2021-12-14

Rev:

LOA 28 (formatting)

LETTER OF AGREEMENT No. 5: Section 25.Q. Reassignment Provisions and Other Clarifications

Reassigned. A Pilot will be considered to be Reassigned if he is directed to operate or Deadhead on a leg or legs that were not part of his original Sequence. A Pilot will not be considered to be Reassigned if he operates a flight on which he was originally scheduled to Deadhead or is directed to Deadhead on a flight which he was originally scheduled to operate.

- a. If the Reassignment following a cancellation or removal occurs in the Pilot's Domicile, the Reassignment must be scheduled within the Footprint of the originally scheduled Sequence.
- b. If the Reassignment following a cancellation or removal occurs outside of the Pilot's Domicile, the Reassignment must be scheduled within the Footprint of the originally scheduled Sequence; however, if the Reassignment occurs during the last Duty Period of a Pilot's Sequence or at a point in time when, for reasons beyond the control of the Company, the Company cannot reasonably arrange for a Pilot to replace the Reassigned Pilot and/or return the Reassigned Pilot to Domicile, he will be returned to Domicile as soon as practical, at which point the Pilot will be released subject to the limitations of Paragraph R.2., below, if applicable.
- c. In a situation where a Pilot is Reassigned following a cancellation or removal and the Pilot does not return to Domicile within three (3) hours of the originally scheduled Sequence Release Time pursuant to Q.2.b., above, the Pilot will be paid at one hundred fifty percent (150%) over the Pilot's Monthly Pay Guarantee for the legs (Deadhead or flown) that are scheduled to or actually arrive three (3) hours after the original Sequence Release Time up to 0200 on a Pilot's Day Off, in addition to any other Pay Credit due for the Sequence. If the Sequence Release time is after 0200 on a Pilot's Day Off, then one hundred fifty percent (150%) would not be paid on the legs extending three (3) hours beyond the end of the originally scheduled Sequence Release Time, and the Pilot would instead be compensated in accordance with Paragraph R., below.

Example 1: A Pilot has a 2-Day Sequence with a scheduled Sequence Release Time of 1600. On Day 2, the Pilot is scheduled to fly from AUS to SFO to LAX to DEN. When the Pilot arrives in SFO, he is advised that another Pilot who

LOA 5 : REASSIGNMENT PROVISIONS AND OTHER CLARIFICATIONS

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LETTER OF AGREEMENT No. 5: Section 25.Q. Reassignment Provisions and Other Clarifications

overnight in SFO has called in sick, and the departure time for the sick Pilot is earlier than the departure time for the Pilot on Day 2. The Company is Deadheading a Reserve to SFO to complete the LAX and DEN legs, and the Pilot who had been scheduled to fly to LAX and DEN will instead fly to PDX and then DEN, delaying his Sequence Release Time by 4 hours. The Pilot will be compensated at 150% for the legs that touch or occur after 1900 (3 hours beyond the Pilot's original Sequence Release Time).

Example 2: A Pilot is scheduled to fly a 2-Day Sequence. On Day 2, the Pilot is Reassigned at an outstation for reasons beyond the control of the Company. He is Reassigned to return to his Domicile 4 hours later than originally scheduled, but actually returns to Domicile at 0600 on the following Day, which is a Day Off. The Pilot will receive credit for any legs flown or Deadheaded prior to 0200 on the Day Off and will also receive credit for all legs flown or Deadheaded after 0200, and an additional 5 hours above all other Pay Credit due for the Sequence, and above the Pilot's Monthly Pay Guarantee.

Example 3: A Pilot is scheduled to fly a 2-Day Sequence, and on Day 2, the Pilot was scheduled for 3 hours of Pay Credit and to have a Sequence Release Time of 1600. The Pilot is Reassigned to fly a leg worth 4 hours with a Sequence Release Time of 2000. The Pilot would receive 6 hours of Pay Credit for that leg (4 hours at 150%). If the Pilot actually returns at 0300 on a Day Off, then the Pilot would no longer receive 150% credit for the 4-hour leg but would receive 4 hours of Pay Credit for that leg plus an additional 5 hours of Pay Credit in addition to all other pay due for the Sequence and above the Pilot's Monthly Pay Guarantee in accordance with Paragraph R., below.

Example 4: Except as replaced by the 5-hour credit for the Delay Into a Day Off Override of Section 3.F., a Short Call Reserve Pilot is eligible for the 150% premium if on the last day of a block of RDPs, the Sequence Release time occurs more than 3 hours later than the latest Sequence Release Time allowed pursuant to Paragraphs U.3.a.-e., below.

LETTER OF AGREEMENT No. 5: Section 25.Q. Reassignment Provisions and Other Clarifications

Example 5: A Pilot is scheduled to fly a 2-Day Sequence terminating at 1600 in his Domicile. On Day 2, the Pilot has a mechanical and he does not actually return to Domicile until 2000 on the same Day. Since no Reassignment occurred, the 150% Reassignment premium does not apply.

Example 6: On the last Day of his Sequence, an MCO-based Pilot is scheduled to fly TTN-RDU-ATL-MCO, with a Sequence Release Time of 1400. Upon arrival in RDU, Crew Scheduling notifies the Pilot that RDU to ATL has been cancelled and he will fly directly from RDU to MCO. Due to the Reassignment of another Pilot, there are open legs from MCO to BHM and BHM to MCO that, if assigned to the Pilot, would extend his scheduled Sequence Release time to 1500. This Pilot cannot be Reassigned to fly MCO to BHM and BHM to MCO. Even though flying was removed, and it was for reasons beyond the control of the Company, the Company cannot assign the Pilot any additional flying after the Pilot arrives in Domicile that would cause the Pilot to return to Domicile after the Pilot's originally scheduled Sequence Release Time.

3. Flying is Not Removed or Cancelled

If a Lineholder has not been removed from a Sequence (or portion thereof) in conjunction with a Reassignment pursuant to Paragraph Q.2., above, but additional flying (i.e., legs that are not part of the Pilot's originally scheduled Sequence) "can be added" within the Footprint of the Pilot's originally scheduled Sequence, the Pilot may be Reassigned to perform such flying. The phrase "can be added" shall mean that the additional flying is scheduled to be completed prior to the Pilot's original Sequence Release Time and is scheduled so that it does not cause a delay in the Pilot's original Sequence Release Time. Flying added pursuant to this Paragraph Q.3. must comply with all of the following limitations:

- a. the flying will not be added outside of the Footprint of a Pilot's original Sequence for any reason; and
- b. the flying will not originate in any Pilot Domicile; and

LETTER OF AGREEMENT No. 5: Section 25.Q. Reassignment Provisions and Other Clarifications

- c. the flying became available after 0930 LT on the Calendar Day prior to the Calendar Day in which the added flying commences, notwithstanding Paragraph K, above.
- d. A Pilot will be paid for one hundred fifty percent (150%) of the value of any added flying in addition to all other Pay Credit accrued for the Sequence and above the Pilot's Monthly Pay Guarantee.

Example 1: A Pilot is scheduled to fly MCO-ATL-TTN with a 22-hour layover in TTN. Upon arrival in TTN, Crew Scheduling (due to a cancellation that just occurred) has left a voicemail and electronic notification adding an RDU turn (TTN-RDU-TTN) to the Pilot's schedule. This would be a legal Reassignment because the assignment is within the Footprint of the Sequence, did not originate in any Pilot Domicile, and the added flying became available after 0930 on the Calendar Day prior to the start of the added flying.

If the Pilot is on a Sequence that will be paid based upon the Trip Rig, and the Sequence is worth 18 hours, and if the TTN-RDU turn has a Pay Credit of 3 hours, the Pilot will receive Pay Credit for the Sequence in accordance with Section 3, and the Pilot will also be paid 4.5 hours for the added turn (i.e., 3 hours at 150%) for a total of 22.5 hours of Pay Credit for the Sequence and, in addition, if the Pilot's Monthly Pay Guarantee is 87 hours, the Pilot will be paid for 91.5 hours.

Example 2: A Pilot has a 2-Day Sequence. The Pilot is advised by Crew Scheduling that upon return to Domicile at the conclusion of his Sequence, he is being scheduled for additional flying. This assignment would not be contractually compliant because no Reassignment may occur following the Pilot's arrival in Domicile at the conclusion of his originally scheduled Sequence.

Example 3: A Pilot is scheduled for a 4-Day Sequence. On Day 3, the Pilot is scheduled for a 20-hour layover in DEN (which is a Pilot Domicile). There is an unassigned DEN to LAS to DEN turn that the Pilot could fly within the other limitations of this Agreement. However, since Denver is a Pilot Domicile, Crew Scheduling is not allowed to Reassign the turn to this

LETTER OF AGREEMENT No. 5: Section 25.Q. Reassignment Provisions and Other Clarifications

Pilot without removing flying in conjunction with a Reassignment, pursuant to this Paragraph Q.3. However, the Pilot may voluntarily add the LAS turn from the Premium Add Folder and would be paid for the turn in accordance with Paragraph Q.3.d., above.

4. Notification of Reassignments

Within the constraints of Paragraph A., above, Crew Scheduling will attempt prompt notification of a Pilot when his schedule is changed due to a cancellation and/or removal.

a. In any Domicile

If the cancellation or removal occurs in any Domicile, the Company must attempt notification within one (1) hour of the latest of:

- i. scheduled Report Time; or
- ii. Block In of the last leg; or
- iii. the cancellation or removal of the flight;

as applicable, or the Pilot will resume his originally scheduled flying in that Duty Period or be released for a legal Rest Period before any Reassignment occurs (or resume his originally scheduled flying following the Rest Period). If the Company has attempted notification within one (1) hour of Paragraphs Q.4.a.i.-iii., above, the Pilot must be Reassigned to a flight that is scheduled to depart within three (3) hours of the latest of Paragraphs Q.4.a.i.-iii., above, or the Pilot will be released for a legal Rest Period. If a Pilot begins a Rest Period, then the Pilot will, upon completion of the Rest Period, either contact Crew Scheduling or check for electronic notification of a Reassignment. When the Pilot makes contact with Crew Scheduling following the legal Rest Period, his Duty Period will commence, unless Crew Scheduling puts the Pilot back into rest. Nothing herein prevents the Company and Pilot from mutually agreeing to reset the Rest Period so long as the Pilot receives required rest prior to commencing a Flight Duty Period.

**LETTER OF AGREEMENT No. 5: Section 25.Q. Reassignment Provisions
and Other Clarifications**

5. *Paragraph Q.1.g. is renumbered as Paragraph Q.8.*
 6. *Paragraph Q.1.h. is renumbered as Paragraph Q.9.*
 7. *Paragraph Q.1.i. is renumbered as Paragraph Q.10.*
 8. *Paragraph Q.1.j. is renumbered as Paragraph Q.11.*
- B. *Section 3.E., Example 7, shall be amended and modified to read as follows:*
- A Pilot is scheduled for a one (1) Day Sequence (Sequence 1) worth six (6) hours of Pay Credit followed by a two (2) Day Sequence (Sequence 2), with each Day worth six (6) hours of Pay Credit. The Pilot is delayed on Sequence 1 and is given a Rest Period in an outstation and does not return to Domicile until Day 2 after crediting three (3) hours and will not have another legal Rest Period prior to the Sequence Report time of Sequence 2. After receiving a legal Rest Period in Domicile, the Pilot is Reassigned to Deadhead to rejoin Sequence 2. The Pilot will receive, for Sequence 1, the greater of six (6) hours plus what he credited on the second day of Sequence 1 prior to the Rest Period, or ten (10) hours (2 x 5 AMDP). After the legal Rest Period in Domicile, the Pilot is Deadheaded (worth two (2) hours of Pay Credit) to rejoin Sequence 2 but operates no portion of Sequence 2 on that Day. After a legal Rest Period, the Pilot operates the second Duty Period of Sequence 2 as originally scheduled. For Sequence 2, the Pilot's pay will be based on the greater of the scheduled value of the Pay Credit removed (six (6) hours) or the value of the Reassignment prior to rejoining his original Sequence (two (2) hours), plus the greater of the originally scheduled value or actual value (on a leg-by-leg basis) of the remainder of Sequence 2 (a minimum of six (6) hours unless the Pilot actually overblocks on one or more of the legs). Assuming the Pilot did not overblock on Day 2 of Sequence 2, the Pilot's Pay Credit for these two (2) Sequences is twenty-two (22) hours.
- C. *Section 3.F., Example 7, shall be modified and amended to read as follows:*
- If a Pilot were an RSC Reserve whose RDP commenced at noon in Example 6, above, and his Sequence Release Time was delayed beyond 0200 on the 7th, the Pilot would be entitled to five (5) hours of Pay Credit over his Monthly Pay Guarantee, and if his Sequence Release Time was delayed beyond 1600 on the 7th, he would also be entitled to a vacation Day. If the Company modifies the C RDP start time to 1300 on the 7th, then the Pilot would receive the delay into a Day Off override if he were delayed beyond 0300. The vacation day would still be applied at 1600 on the

**LETTER OF AGREEMENT No. 5: Section 25.Q. Reassignment Provisions
and Other Clarifications**

7th, and if the Pilot were delayed into the 8th, then an additional override would be triggered at 0200 and the second vacation day would be triggered at midnight.

- D. *Section 14.B.4.c. shall be amended and modified to add the following sentence:*

If a Pilot is adding more than one (1) Sequence to make up the credit associated with a sick day, the Pilot must Add the Sequences in the same Monthly Bid Period.

- E. *The last sentence of Section 25.A.4.b.ii. and the Example below that subsection shall be amended and modified to read as follows:*

A Lineholder will not be required to respond to notification attempts following the last operating leg of their Sequence.

Example: A Pilot Blocks In and has a 2-hour sit. The Pilot is required to respond to notifications pending at the time he checks following Block In (which may occur, at the Pilot's option, immediately following Block In or upon completion of the Pilot's post-flight duties). If there are not any notifications at the time the Pilot checks, the Pilot is not required to respond to notifications again until 30 minutes prior to the next scheduled departure.

- F. *Section 25.L.2.g. shall be modified to reference Paragraph 25.Q.11.c. (previously j.iii.).*

- G. *Section 25.X.3.v. shall be retitled "Critical Reserve Days" and Section 25.X.3.v.(a) shall be amended and modified to read as follows:*

- (a) For each Domicile, on no more than five (5) Days in a calendar year, the Company may increase the required minimum net Overnightable Reserves by one (1) per Window in each Position for Domiciles with fifty (50) or fewer average daily Duty Periods and by two (2) per Window in each Position for Domiciles with more than fifty (50) average daily Duty Periods. These Critical Reserve Days will be published concurrently with the annual vacation bid.

- H. *The third sentence of Section 25.Z.1. shall be modified and amended to read as follows:*

The Company may place open Sequences or Reserve Days (including blocks of Reserve Days) into the Premium Add Folder (PAF) in FLICA at any time. If a Sequence(s) remains unassigned following reserve assignments for that day and/or

**LETTER OF AGREEMENT No. 5: Section 25.Q. Reassignment Provisions
and Other Clarifications**

the following day, it must be placed in the PAF. Once a Sequence is placed in the PAF, it cannot be removed until it (or a portion thereof) is voluntarily awarded to a Pilot from the PAF, or until it is assigned to a Reserve Pilot (from any Domicile). If a portion of a Sequence is removed from the PAF, the remainder will be returned to the PAF and if any Incentive Pay has been applied to the Sequence, the remainder of the Sequence that is returned to the PAF would be no less than the average daily Pay Credit associated with the Sequence when it was first placed into the PAF. This required average daily Pay Credit applies to any Sequence(s) placed back into the PAF that contains flight segments that were part of the incentivized Sequence when it was first placed into the PAF.

Example: A 3-day Sequence has a value of 6 hours per day including the Incentive Pay (but without including the Premium Pay). If the Company splits the Sequence on the second day, and assigns the first portion of the Sequence to a Reserve, then the value of the 2-day Sequence that is returned to the PAF, with Incentive Pay, will not be less than 12 hours.

I. *Section 25.P.3.a. shall be modified to substitute 25th for the 24th, and 26th for 25th.*

J. *Section 25.AA.3.a.iii. shall be modified to read as follows:*

Paragraph Q.11.b (formerly j.ii.) (AVA Pilot will not be permitted to decline Reassignment) and Paragraph U.8. (Aggressive Reserve).

K. *Section 25.R. shall be modified to add subsection 3. as follows:*

3. A Pilot who is entitled to one or more vacation days pursuant to this provision will have the option of using such vacation day(s) in the current year or the following year, or to be paid out for the day(s). If the Pilot elects to use the vacation day, it must be added to an existing vacation period. If a Pilot wishes to be paid out, he must contact Payroll, and the payout will occur on January 5 of the following year.

L. The parties agree that it was not intended that Reserve Pilots would have access to MOT until Section 25.H. (Timetable) is implemented.

M. *The parties agree that the following typographical/reference errors will be corrected as follows:*

1. Modify the reference within Section 3.F. Example 5 from Section 25.Q.1.c to Section 25.Q.2.

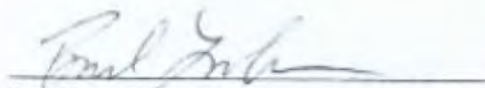
**LETTER OF AGREEMENT No. 5: Section 25.Q. Reassignment Provisions
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2. Modify Section 11.A.4. to specify the 9th.
3. Modify Section 24.A.9. to remove capitalization from "realignment."
4. Modify Section 24.D.3.b. to remove capitalization from "voluntary."
5. Modify Section 24.D.3.c. to remove capitalization from "involuntary."
6. Modify Section 24.F.1. to remove capitalization from "initial, transition, and upgrade."
7. Modify Section 24.N.3. to read (Days Off and RDPs or Reserve Days) in the first sentence.
8. Modify reference within Section 25.S.6.d. from Paragraph Q.1 to Paragraph Q.
9. Modify Section 25.X.3.a. to specify the 27th.

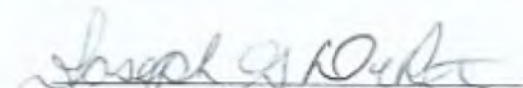
This Letter of Agreement shall become effective on March 14, 2019 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 14th day of March, 2019.

For FRONTIER AIRLINES, INC.


Bradley J. Lambert
Vice President - Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Joseph G. DePete, President
Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 7 - NSL Pilot Flying Limitations

LETTER OF AGREEMENT No. 7
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties wish to further modify Section 1.F.5.b.;

THEREFORE, it is hereby agreed as follows:

Section 1.F.5.b. shall be modified to read as follows:

- b. In addition to the delivery and surrender of Company aircraft specified in **Paragraph F.5.a.**, above, the Company may use non-Seniority List pilots to perform non-revenue flights that:
- (i) require the performance of diagnostic tests for which the Company's Pilots are not qualified;
 - (ii) are maintenance test flights which take off and land at the same airport, or
 - (iii) are flights that transport Company aircraft to and from maintenance facilities, provided that:
 - (a) Pilots and non-Seniority List pilots shall not be paired together;
 - (b) "maintenance facilities" as used in this paragraph shall mean Denver and Tampa, and other locations that are mutually agreed to, in writing, by the parties;
 - (c) non-Seniority List Pilots will only transport Company aircraft to a maintenance facility if such flight can only be operated with a ferry permit or if the aircraft is being moved to the maintenance facility for a C check or greater;

LETTER OF AGREEMENT No. 7

- (d) non-Seniority List pilots may reposition flights from a maintenance facility only if the maintenance facility is not a Pilot Domicile.

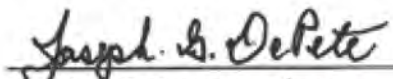
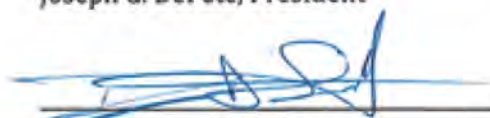
This Letter of Agreement shall become effective on April 17 2019 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 17 day of April 2019.

For FRONTIER AIRLINES, INC.


Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Joseph G. DePete, President

Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)

MEMORANDUM OF UNDERSTANDING No. 2
Middle Seat Deadhead

May 22, 2019

Bradley J. Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239

Re: Memorandum of Understanding-Middle Seat Deadhead

Dear Brad,

This Memorandum of Understanding represents the Parties' agreed upon settlement when a pilot is assigned a middle seat on a Frontier Airlines flight contrary to Section 8.C. of the CBA.

1. When a pilot, through no fault of their own, is required to deadhead in a middle seat on a Frontier Airlines flight, the pilot shall be compensated at 150% of the credit value of the leg(s) in which the middle seat was occupied.
2. This payment shall be in addition to the value of the sequence and above the pilot's monthly pay guarantee.
3. For example, a pilot forced to sit in a middle seat for a one-hour pay credit leg, will be compensated for the value of the sequence, plus an additional half-hour pay credit for the forced middle seat deadhead, that is paid in addition to the value of the sequence, and above the pilot's monthly pay guarantee.
4. The Company will provide guidance to station personnel in accordance with Section 8.C. of the CBA.
5. A pilot shall not reseat himself in a middle seat to obtain the override.
6. A pilot shall provide supporting documentation including the reservation number, the gate of occurrence, the seat occupied, and a description of the event.

If I have accurately stated our agreement, please sign in the space provided below and return an executed copy to me.

Sincerely,



Captain Tracy D. Smith, Chairman
Master Executive Council (FFT)
Air Line Pilots Association, International

Accepted and agreed to this 22nd day of May, 2019



Bradley J. Lambert
Vice President-Flight Operations
Frontier Airlines, Inc.

LETTER OF AGREEMENT No. 6

**LETTER OF AGREEMENT No. 6
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties wish to further clarify and illustrate certain provisions of the recently implemented Pilots' Agreement, and

WHEREAS, the parties also wish to correct certain typographical errors,

THEREFORE, it is hereby agreed as follows:

- A. *The subparagraphs of Section 3.J. shall be renumbered from 3.J.a., 3.J.b. and 3.J.c. to 3.J.1., 3.J.2. and 3.J.3., respectively. Additionally, Section 3.J.3. shall be modified to add the following sentence:*

A Pilot who calls in sick for some or all of a Sequence that includes Incentive Credit will lose the Incentive Credit associated with the portion of the Sequence for which he calls in sick.

Example: A Pilot is scheduled to fly a 2-Day, 2 Duty Period Sequence worth 20 hours of Pay Credit, including 10 hours of Incentive Credit, and 5 hours of Pay Credit on each Day. The Pilot calls in sick after completing all of the flying associated with Day 1 under Block. The Pilot will be debited one sick day, and will be paid 10 hours for the flying and 5 hours of Incentive Credit.

- B. *Section 25.L.5.e. shall be modified to read as follows:*

LETTER OF AGREEMENT No. 6

Once a Jetway Trade is approved, the Pilot accepting the operating leg(s) may not Drop or Swap the operating leg(s) but may Trade them with another Pilot. The Pilot who Trades away part of the Sequence through a Jetway Trade will not be permitted to Drop or Swap the remainder of the Sequence, but may Trade any or all of the remainder of the Sequence, and, in addition, either Pilot may modify a different portion of the Sequence in the DOT Split folder, the Trade folder or through a phone call to Crew Scheduling if the Electronic Bid System does not allow the Pilot to enter the request.

The example will be modified as follows:

Example: A Pilot has a 4-Day Sequence and Trades the first leg via a Jetway Trade. On the last day of the Sequence, the Sequence returns to the Pilot's Domicile and the last 2 legs are a turn. The Pilot is eligible to Trade any remaining portion of the Sequence and is also eligible to Drop the last turn, subject to the Drop limits contained Section 25.L.4. or Section 25.P.3.c., as applicable.

C. Section 25.J.5. shall be modified to read as follows:

Captain bid awards will be published and visible to First Officers in the Electronic Bid System no later than 1700 LDT on the 8th of the month.

D. Section 3.P.4. shall be modified to include c. as follows:

A Reserve Pilot who is delayed beyond his latest possible release time (as set out in Section 25.U.3.a.-e.) on the last RDP in a block of RDPs, or in the case of a Long Call Reserve Pilot, on a Day Off, will be paid in accordance with 3.F. above and in accordance with the following:

- i. Block and Deadhead credit that occurs after the latest possible release time (as set out in Section 25.U.3.a.-e.) on the last RDP in a block of RDPs, or in the case of a Long Call Reserve Pilot, on a Day Off, will be paid above the Pilot's Monthly Pay Guarantee. If any leg spans the latest possible release time, then the entire leg shall be credited above the Pilot's Monthly Pay Guarantee, and
- ii. If the Sequence is paid based on the Trip Rig, then the difference between the Trip Rig value from Paragraph E.3. above and the sum of the Block and Deadhead credit from Paragraphs E.1. and E.2. above, will be paid above a Pilot's Monthly Pay Guarantee.

LETTER OF AGREEMENT No. 6

- iii. If the Sequence is paid based upon the Average Minimum Duty Period, then the difference between the Average Minimum Duty Period value from Paragraph E.4. above, and the sum of the Block and Deadhead credit from Paragraphs E.1. and E.2., above, will be paid above a Pilot's Monthly Pay Guarantee.
- iv. All other Pay Credit accrued will be credited toward the Reserve Pilot's Monthly Pay Guarantee.

Example: A Long Call Reserve Pilot has a 4-Day Sequence worth 4 hours of flying on each Day, with an additional 2 hours of trip rig, all within his Reserve obligation. The Pilot is delayed into his Day Off. Any flying that spans and/or follows midnight on his last day of Long Call, plus any trip rig, would be paid over the Pilot's Monthly Pay Guarantee (in addition to any pay owed pursuant to 3.F. above).

- E. *Section 25.Q.3. shall be modified to include Example 4 and 5 as follows:*

Example 4: A Reserve Pilot has added flying on a Day(s) prior to a series of RDPs in which the Pilot is scheduled for RSC. The Pilot is Reassigned and delayed into his first RDP. The Pilot would be paid at 150%, above the Pilot's Monthly Pay Guarantee, for all legs (Deadheaded or flown), that are scheduled to or actually arrive three (3) hours after the original Sequence Release Time. Following return to his Domicile, the Pilot will be available for, and paid for, reserve assignments consistent with the applicable provisions of this Agreement.

Example 5: A Pilot is Reassigned and then delayed into a Day in which he is scheduled to fly another Sequence, but the Pilot will have a legal Rest Period prior to reporting for that Sequence. In this case, the Pilot will be paid at 150% over the Pilot's Monthly Pay Guarantee for the leg(s) (Deadheaded or flown) that are scheduled to or actually arrive three (3) hours after the original Sequence Release Time.

- F. *Section 8.E.3.b. shall be modified to read as follows:*

A Pilot will not be permitted to deviate from the Deadhead if the Pilot has been Reassigned prior to notifying Crew Scheduling of his intent to deviate if the Reassignment either removes the Deadhead leg or the Pilot is notified that he will operate the Deadhead leg.

- G. *Section 8.E.4. shall be modified to read as follows:*

LETTER OF AGREEMENT No. 6

If a Pilot intends to deviate from the last leg(s) of a Sequence, the Pilot shall call Crew Scheduling in advance. The Pilot shall not be Reassigned during this notification to Crew Scheduling, but Crew Scheduling may deny the request to deviate, and require the Pilot to operate the leg(s). A Pilot will not be required to operate the last leg(s) of a Sequence after he has notified Crew Scheduling of his intent to deviate.

H. *Section 25.R.2. shall be modified to read as follows:*

A Pilot who is delayed into a Day Off may be scheduled for a maximum of two (2) legs on his Day(s) Off (flown or Deadhead) prior to his arrival in Domicile. This two (2) leg limitation does not apply to originally scheduled legs that are delayed into a Day Off.

I. *Section 25.AA.3.a. shall be modified to read as follows:*

During a DIO, the Association shall allow reasonable relief to the Company from the following Paragraphs as necessary to reestablish normal scheduled operations:

- i. Section 12.D.1. (Duty Period Limits) to the extent that the Duty Period overlaps with the start time of the DIO and/or starts within the DIO;
- ii. Sections 8.D.1.-3. and 8.E.3.-6. (Deadhead deviations and booking timelines); to the extent that the scheduled departure time of the leg(s) starts within the DIO;
- iii. Section 25.Q.11.b. (AVA Pilot will not be permitted to decline Reassignment) and Section 25.U.8. (Aggressive Reserve) to the extent that the scheduled Report Time starts within the DIO.

J. *Section 25.AA.3.c. will be modified to read as follows:*

Following the start of a DIO, notwithstanding any provision in this Agreement to the contrary, all Sequences in Open Time with a scheduled Report Time on that Day must be placed in the Premium Add Folder. All Open Time available on any subsequent Day of the DIO must be placed into the PAF no later than 1030 LDT on the Day before the scheduled Report Time of the Sequence in accordance with Paragraph Z., above and such flying will be unavailable for bid by any Pilot via the DOT process commencing at 0930 LDT on the Day before the scheduled Report Time of the Sequence. Between 0930 and 1030, No Bid and Management Pilots will not be eligible to Add flying, except as allowed by Section 25.BB. This

LETTER OF AGREEMENT No. 6

provision will be extended concurrently with any extension to the DIO.
Following the declaration of a DIO, the Company may:

[Resume current book language 25.AA.3.c.i.-iv.]

Example: A DIO is declared at 0800 on 7th. All Open Time with a Sequence Report Time on the 7th will be moved to the Premium Add Folder no later than the start of the DIO. At 0930 LDT on the 7th, Crew Scheduling will begin moving Open Time with a Sequence Report Time on the 8th to the Premium Add Folder, and the process will be completed and such flying will be available to Add no later than 1030 LDT. During this time between 0930 and 1030, No Bid and Management Pilots will not be eligible to Add flying, except as allowed by Section 25.BB.

K. Section 7.A. shall be modified to add paragraph 4., as follows:

A Pilot may elect to drop some or all of his awarded vacation and have such vacation be paid during a Leave of Absence provided the Pilot notifies Crew Planning via email (CrewPlanning@flyfrontier.com) no less than 48 hours prior to the close of the monthly bid for the Monthly Bid Period in which the vacation is scheduled to be taken. A Pilot who has been awarded vacation that overlaps with a Leave of Absence granted in accordance with Section 13 may elect to rebid the vacation in that calendar year or be paid out at the end of that calendar year.

L. Section 3.P.4.b. shall be modified to read as follows:

A Reserve Pilot who receives an Aggressive Reserve award that is not removed in accordance with Section 25.U.8.d., and that is scheduled to end after the latest possible release time (as set out in Section 25.U.3.a.-e.) on the last RDP in a block of RDPs, or in the case of a Long Call Reserve Pilot, on a Day Off, will be paid in accordance with the following:

- i. Block and Deadhead credit that occurs after the latest possible release time (as set out in Section 25.U.3.a.-e.) on the last RDP in a block of RDPs, or in the case of a Long Call Reserve Pilot, on a Day Off, will be paid above the Pilot's Monthly Pay Guarantee. If any leg spans the latest possible release time, then the entire leg shall be credited above the Pilot's Monthly Pay Guarantee, and
- ii. If the Sequence is paid based on the Trip Rig, then the difference between the Trip Rig value from Paragraph E.3., above, and the sum of the Block and

LETTER OF AGREEMENT No. 6

Deadhead credit from Paragraphs E.1. and E.2., above, will be paid above a Pilot's Monthly Pay Guarantee.

- iii. If the Sequence is paid based upon the Average Minimum Duty Period, then the difference between the Average Minimum Duty Period value from Paragraph E.4., above, and the sum of the Block and Deadhead credit from Paragraphs E.1. and E.2., above, will be paid above a Pilot's Monthly Pay Guarantee.
- iv. All other Pay Credit accrued will be credited toward the Reserve Pilot's Monthly Pay Guarantee.

Retain example.

- M. *NTR and PAF — Section 3.1.4. shall be renumbered as Section 3.1.5. and the following shall be inserted as Section 3.1.4.:*

If a Sequence is placed in the Premium Add Folder, it will carry the "NTR" designation if Incentive Credit has been added and any Pay Credit that would have accrued based on either the Trip Rig or Average Minimum Duty Period will be added to the value of the Sequence as Incentive Credit. If the actual Sequence Release Time occurs after the originally scheduled Sequence Release Time, then the Pilot will be paid in accordance with Section 3.E.3.c.viii., and must advise Pilot Payroll so that they are aware that this provision should be applied.

Example: A 3-Day Sequence is scheduled for 5 hours of Block Time per Duty Period and is worth 19 hours of Pay Credit based on the Trip Rig. When this Sequence is placed in the PAF, the Sequence will include at least 19 hours of Pay Credit and will carry the NTR designation. If the Pilot's actual Sequence Release Time is later than his originally scheduled Sequence Release Time, and if the later Sequence Release Time triggers trip rig Pay Credit, the Pilot will advise Pilot Payroll.

- N. *Section 8.E.2. shall be modified to include subparagraph c. to read as follows:*

A Pilot who deviates from a Deadhead pursuant to these provisions and who incurs international taxes as a consequence of the deviation will be reimbursed for such taxes provided the Pilot contacts Corporate Travel (F9corporatetravel@flyfrontier.com) and includes the flight number and date of travel.

- O. *Section 7.F.1 shall be modified to include the following sentence as the last sentence as follows:*

LETTER OF AGREEMENT No. 6

However, if a Pilot is awarded a vacation period which spans two Monthly Bid Periods, or if a vacation day or days are added to a Pilot's awarded vacation period, and the addition of such vacation day or days causes the Pilot's vacation period to span two Monthly Bid Periods, then the Pilot will be permitted to slide the vacation period backward (in the first month) or forward (in the second month) by three (3) days.

P. *Section 25.P.3.e. shall be modified to read as follows:*

Trades with other Pilots shall be allowed until three (3) hours prior to the scheduled departure time of the earliest leg being Traded.

Q. *Section 25.L.5.b. shall be modified to read as follows:*

The transaction should be coordinated with Crew Scheduling at least three (3) hours prior to the departure time (including a delayed departure time) of the leg being Traded or that Trade may be denied.

[Resume current book for remainder of provision.]

R. *Section 3.E.3.c.i.(c) shall be modified to read as follows:*

Vacation Overlap Split (except in a case when the overlap causes a Sequence to be dropped in its entirety in which case the value associated with the trip rig would be paid, if applicable).

S. *Section 25.S.2.c. shall be modified to read as follows:*

For each Reserve call-out category (Long Call and Short Call), Reserves will be placed in availability "buckets" based on the number of available Reserve Days or RDPs as applicable. FDO Reserves will be given assignments at the Company's discretion, except that the last six (6) Days of the FDO's work Days will be assigned in accordance with the bucket system. A Pilot who reports for an assignment but is not used shall be considered to have completed an assignment for the purpose of FIFO.

T. *Section 25.U.8.c. shall be modified to read as follows:*

A Reserve Pilot is entitled to pick up a Sequence through the Aggressive Reserve process that starts on a Reserve work day(s) and extends beyond the Reserve Pilot's Reserve obligation, subject to buffers set by the Company, but the buffers will not exceed three (3) hours of Flight Time and six (6) hours of duty per RDP or Reserve Day.

LETTER OF AGREEMENT No. 6

[Resume current book language.]

U. Section 25.H. Timeline will be modified as follows until the implementation of PBS:

- | | |
|------------|--|
| 8th | A Reserve Captain awarded a Hard Line for the following Monthly Bid Period is eligible to Add and/or Trade for Sequences that span the current Bid Period and the following Monthly Bid Period |
| 9th | A Reserve First Officer awarded a Hard Line for the following Monthly Bid Period is eligible to Add and/or Trade for Sequences that span the current Bid Period and the following Monthly Bid Period |
| 13th | Ground School bid award, all training assignments completed, OT Drops and Swaps for the following Monthly Bid Period allowed (See note below) |
| 23rd 2100* | Secondary Bid awarded, Reserve Pilot awarded a Reserve or Relief Line for the following Monthly Bid Period is eligible to Add and/or Trade for Sequences that span the current Bid Period and the following Monthly Bid Period, Vacation Slide must be submitted by 0800 on the 24th |

Add to current book version of Note: A Hard and Relief Lineholder will be eligible to Add and/or Trade for Sequences that span the current Bid Period and the following Monthly Bid Period at any time, consistent with the provisions of this Agreement.

V. Section 3.E.1.f. will be added and will read as follows:

Turnback Pay

A Pilot who has a block Turnback or air Turnback will be credited for the greater of scheduled or actual pay for all legs completed prior to the block or air Turnback, including the Turnback, and will also be credited for the greater of the originally scheduled flying or the Reassignment following the Turnback. For the purpose of this provision, "Turnback" shall mean that a flight Blocks out and Blocks in at the same airport without arriving at the scheduled destination.

LETTER OF AGREEMENT No. 6

Example: A Pilot's last turn is to fly from DEN to DCA and back. The Pilot departs DEN, encounters a mechanical, and returns to DEN. If the turn is removed from the Pilot, the Pilot will receive Pay Credit for the Block Time associated with the air Turnback, in addition to the scheduled value of the Pay Credit associated with the turn. If, after returning to DEN, the Pilot operates the turn, the Pilot will receive Pay Credit for the Block Time associated with the air return, and the greater of the scheduled or actual value of each leg of the turn. If the Pilot is Reassigned following the air Turnback, the Pilot will receive Pay Credit for the Block Time associated with air Turnback, and the greater of the scheduled value of the originally scheduled turn or the value of the Reassigned flying.

W. *Section 3.E.1.g. will be added and will read as follows:*

Diversion Pay

Notwithstanding Section 3.E.1.b.-c., in the event a Pilot diverts and then subsequently flies another leg to complete the flight to the originally scheduled destination, he will be credited for the greater of the scheduled value of the leg from which he diverted or the actual value of the diversion leg plus the subsequent leg to the originally scheduled destination, provided the Pilot then rejoins his schedule and no flying is removed. If a Pilot is Reassigned to anything other than to complete the originally scheduled flight and resume his scheduled Sequence, he will be paid for the greater of the scheduled or actual value of all of the legs prior to the diversion, plus the greater of the scheduled value of the leg from which the Pilot diverted or the actual value of the diversion leg, plus the greater of the value of the originally scheduled legs that were removed or cancelled or the value of the Reassigned flying.

Example 1 (Diversion and Reassignment to complete the Originally Scheduled Leg): A Pilot is scheduled to fly a two-day sequence: DEN-SLC-DCA on Day 1 followed by DCA-DEN on Day 2. He completes DEN-SLC as scheduled. On the SLC-DCA leg, he diverts to BWI, refuels, continues to DCA and resumes his Sequence. The Pilot would receive credit for the greater of the scheduled or actual value of the leg from DEN to SLC, plus the greater of the scheduled value of the SLC to DCA leg or the actual value of SLC-BWI-DCA legs, plus the greater of the scheduled or actual value of the leg from DCA-DEN.

Example 2 (Diversion followed by any other Reassignment): A Pilot is scheduled to fly a two-day sequence: DEN-SLC-DCA on Day 1 followed by DCA-DEN on Day 2. He completes DEN-SLC as scheduled. On the SLC-DCA

LETTER OF AGREEMENT No. 6

leg, he diverts to BWI, and is directed to limo to DCA following a Rest Period to resume his Sequence. In this case, the Pilot is treated under the pay provisions of Section 3.E.1.b.-c. and BWI is considered the point of removal and/or cancellation. The Pilot would receive credit for the greater of the scheduled or actual value of the leg from DEN to SLC, plus the greater of the scheduled value of the SLC to DCA leg or the actual value of SLC-BWI leg, plus the greater of the scheduled value of SLC-DCA-DEN or the value of the Reassignment.

X. Section 25.Z. will be modified to include the following at the end of Paragraph Z.1.

However, a Sequence may be removed if the flying or a portion of the flying is not operated. If part of a Sequence in the PAF is not operated and is removed pursuant to this provision, any remaining portion of the Sequence must be returned to the PAF, and any Incentive Pay that had been applied will be recalculated and applied in accordance with this paragraph. If an additional Duty Period is added to the Sequence when it is rebuilt and placed in the PAF, then the total Pay Credit, including any Incentive Credit added, of the new Sequence will be no less than the average daily Pay Credit of the Sequence that was originally placed into the PAF.

Y. Section 3.E.1.c. Example 6 shall be modified to include the following:

Change Header to "Conflict with Subsequent Sequence or RDP/Reserve Day"

Retain current book language and add:

A Short Call or Long Call Reserve Pilot adds a one-day Sequence consisting of four (4) legs consisting of one and one-half (1.5) hours each on a day in which he has no Reserve obligation. The Pilot completes the first two legs under Block, and is Reassigned following the completion of the second leg to other flying that will extend into his RDP/Reserve Day on the following day. The Pilot will receive a Pay Credit of three (3) hours for the first two (2) legs, and one hundred fifty percent (150%) pay over the Monthly Pay Guarantee for the legs (Deadheaded or flown) that are scheduled to or actually arrive three (3) hours after the original Sequence Release Time. If the Pilot returns to Domicile prior to his RDP start time, he will be given a legal Rest Period before resuming his reserve obligations. If the Pilot returns to Domicile after his RDP start time or after midnight on an LCR Day, the Pilot will resume his reserve availability consistent with the other provisions of this Agreement.

LETTER OF AGREEMENT No. 6**Z. Section 25.X.3. shall be modified to read as follows:**

Except as otherwise prohibited by provisions of this Agreement, Reserve Pilots may Trade or Swap Reserve Days/RDPs under the following provisions:

AA. Section 25.X.3.e. shall be modified to read as follows:

No Trades/Swaps will be approved that create a block less than three (3) RDPs/Reserve Days. A Pilot's inbound Reserve obligation will be considered an RDP/Reserve Day.

BB. Section 25.X.3.f shall be modified to read as follows:

No Trades/Swaps will be approved that create a block less than three (3) RDPs/Reserve Days. A Pilot's inbound Reserve obligation will be considered an RDP/Reserve Day.

CC. Section 25.G.4. shall be modified to read as follows:

Pilots shall be allowed to designate up to three (3) consecutive days (golden Days) in which no training can be scheduled. This only applies to a Pilot's Base Month or the month prior.

DD. Section 25.G. shall be modified to add a subparagraph 6 as follows:

A Pilot will use the Electronic Bid System to notify Training Scheduling of his RGS bid and/or Golden Days in accordance with Section 25.G.2.a., 25.G.4. and 25.H.

EE. Section 25.A.4.b. i. shall be modified to change "the 20th of the current month at 0900" to "the 13th of the current month at 1700."**FF. Section 11.A.4. shall be modified to change the "12th" to the "13th."****GG. Section 12.E.1.a. shall be modified to add the following:**

A Pilot who has been assigned to recurrent training on his Days Off will not receive fewer than the minimum number of Days Off as specified by this Subparagraph.

HH. The references to "Monthly Bid Package" in Section 25.O.3.c.iv. will be changed to "secondary bid package."**II. Section 26.B. shall be modified to include a Subparagraph B.4. as follows:**

LETTER OF AGREEMENT No. 6

The Company retiree pass benefit policy shall be modified for Pilots such that the minimum five (5) years of service requirement is waived, and the age plus years of service requirement is modified to 65.

JJ. *The term "maintenance facility" as used in Section 1.F.5. is understood to mean a facility that regularly conducts C checks or greater for the Company, and the parties further agree that MCO will be considered a maintenance facility when it is certified to and actually begins to perform C checks or greater for the Company.*

KK. *Section 2.JJJJ. "Window" will be changed to 2.KKKK.*

LL. *Section 25.X.1.will be modified to read as follows:*

A Reserve Pilot may Drop any RDP or Reserve Day with Crew Scheduling concurrence by submitting the request to Crewscheduling supervisors@flyfrontier.com.

[Resume current book]

MM. *Section 25.X.3.a. will be modified to substitute the 27th for the 26th.*

NN. *Section 19.D.2.d. will be changed to Section 19.D.2.c.*

OO. *Section 3.D.1.will be modified to add the following sentence:*

A Pilot who takes an unpaid leave during the first fifteen (15) days of a Monthly Bid Period will be paid for any actual Pay Credit earned, and not one-half of the Monthly Pay Guarantee.

PP. *Section 11.B.1.b.ii will be modified to read as follows:*

In lieu of Company scheduled transportation, a Pilot may book himself must ride travel to and from training events from any city Frontier serves in accordance with Sections 8.E.1 and 8.E.2. The Pilot will receive Pay Credit for the originally scheduled Deadhead. One (1) additional must ride round trip booking shall be provided to a Pilot for a training course that is planned to exceed six (6) Days. This provision does not apply to a Pilot in initial training or line flying during Ground or simulator training. Deadhead pay will not be applied to travel that occurs pursuant to this Subparagraph B.1.b.ii.

QQ. *Section 11.B.1.b.iii. will be deleted.*

RR. *Section 25.P.4. will be modified to substitute the "25th and 26th" for the "24th and 25th" of the Month.*

LETTER OF AGREEMENT No. 6

This Letter of Agreement shall become effective on June 5, 2019 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

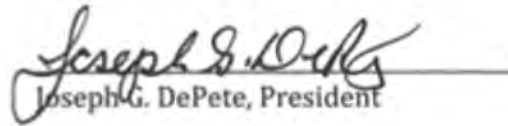
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 5th day of June, 2019.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Joseph G. DePete, President

Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 8: Professional Standards

LETTER OF AGREEMENT No. 8
between
FRONTIER AIRLINES
and
THE AIRLINE PILOTS
in the service of
FRONTIER AIRLINES
as Represented by
THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

This LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by Frontier Airlines (hereinafter referred to as "the Company or "Frontier") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to "the Association" or "ALPA").

In the interest of providing the highest standards of safety and professionalism among the pilots of Frontier Airlines and to ensure that all Pilots are treated fairly, consistently, and effectively, the Company and the Association have agreed to the procedures set forth in this Letter of Agreement.

Management Referral

1. Should a professional standards problem come to the attention of the Company, it may in its discretion, refer such dispute to the Professional Standards Committee (the "Committee"). Whenever the Company refers a dispute to the Committee, the Committee shall be given a mutually agreeable length of time, or in the absence of a stated time, then twenty-eight (28) days, during which to attempt prevention, mitigation, or resolution of the problem. During this period the Company agrees to hold in abeyance any action (disciplinary or non-disciplinary) it may have commenced or contemplated taking against the Pilot based on the issue which led to the referral unless further information becomes known which alters the facts or circumstances as understood by the Company at the time it made its referral.
2. At or before the end of the twenty-eight (28) day (or other) period, the Committee shall make an oral report to appropriate Company management. If the Committee reports that "the problem has been resolved" the Company will consider the matter closed, acknowledge the closure to the Committee within five (5) days, and all documentation maintained by the Company regarding such matter shall be purged from its files.

LETTER OF AGREEMENT No. 8: Professional Standards

3. Alternatively, if the Committee reports that successful resolution of a problem has not been attained within the twenty-eight (28) days (or other) period, the Company may take action in accordance with Section 19 of the CBA. In cases where the Company would elect to commence or continue disciplinary proceedings, the delay caused by the twenty-eight (28) day (or other) period will not be raised by the Association as a defense nor will the Company assert any failure of the Committee to arrive at a successful resolution as supporting its position.
4. The existence of this LOA and procedures delineated herein will in no way alter or diminish the Company's authority to insure proficiency and air safety, nor will the LOA or the procedures herein abridge or infringe upon a Pilot's rights under this Agreement.

Confidentiality

1. Both the Association and the Company acknowledge and agree that in order to be effective, the Committee proceedings, conversations with Pilots regarding a professional standards issue, and attendant discussions with management shall remain confidential. The above proceedings, conversations, and attendant discussions shall not be used by either party in any disciplinary proceeding or System Board of Adjustment. Neither the Company nor the Association shall call as a witness in a disciplinary proceeding either a member of management or a Committee member for the purpose of having that individual testify about the discussions or effort made with respect to a Pilot's involvement with the Committee. Neither the Company nor the Association shall refer to the Committee proceedings, resolutions, or this LOA in any System Board of Adjustment proceeding that is unrelated to an alleged breach of this LOA.
2. The Company and the Association agree not to request a subpoena to obtain testimony or any documents, records or papers, including all electronic communications, created by or in the possession of the Committee or its members where the documents, records, papers, or electronic communications are related to the matter referred to the Committee in any future System Board of Adjustment proceedings.
3. All communications between all parties related to a Committee case shall be considered privileged.
4. No Committee member may serve concurrently on the System Board of Adjustment or as ALPA Representative in a disciplinary hearing.

Procedures

LETTER OF AGREEMENT No. 8: Professional Standards

1. The Frontier Airlines Professional Standards Committee Policies and Procedures are contained in the Frontier Airlines Professional Standards Policy Manual.
2. An electrotonic copy of the Frontier Airlines Professional Standards Policy Manual and any revisions shall be provided to the Frontier Chief Pilot's Office.
3. The Company will provide all Committee members access, as necessary, to the schedules and phone numbers of all pilots on the Frontier Airlines Seniority List via Crew Scheduling or other mutually agreed upon means.

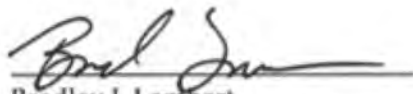
This Agreement may be revoked by either party by providing thirty (30) days written notice. In the event the agreement is revoked by the Company, written notice will be provided to the MEC Chairman. In the event the agreement is revoked by the Association, written notice will be provided to the Vice President, Flight Operations. In the event that this agreement is amended or revoked both the Company and ALPA agree that any cases that are open at that time shall remain under the guidance of the LOA under which it was opened.

This Letter of Agreement shall become effective on July 08, 2019 and will remain in full force and effect concurrent with the Collective Bargaining Agreement.

IN WHITNESS WHEREOF, the parties have signed this Letter of Agreement this 08th day of July, 2019.

For FRONTIER AIRLINES, INC.

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Bradley J. Lambert
Vice President-Flight Operations



Joseph G. DePete, President



Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 9: Domicile Trades

LETTER OF AGREEMENT No. 9
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INT'L

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INT'L (hereinafter referred to as the "Association").

WHEREAS, the Company and the Association are parties to a collective bargaining agreement setting forth the rates of pay, rules, and working conditions for the Company's Pilots ("Collective Bargaining Agreement" or "CBA") effective January 16, 2019, and

WHEREAS, the parties wish to amend Section 24.K. to allow for voluntary Domicile trades on a quarterly basis.

NOW, THEREFORE, it is mutually agreed:

A. Section 24.K.1. will be deleted in its entirety and amended to read as follows:

A Domicile trade will be held during each calendar quarter to allow Pilots to bid in/out of Domiciles. Domicile trades will be conducted in January, April, July and October. The notice of a Domicile trade will be published to all Pilots via Comply 365 or a successor system.

- a. In order to be awarded a trade, there must be a Pilot in the same Category willing to trade out of the Domicile. Pilots will not be bumped or displaced out of a Domicile.
- b. Until such time as the Trade requests can be completed in the Automated Bid System, Trade requests will be submitted to Crew Planning via email to crewplanning@flyfrontier.com. Trade requests may be submitted during a seven (7) day period published by the Company on the Domicile trade notice.
- c. Bids will be awarded in seniority order no later than the day following the close of the Domicile trade period. Submitted bids and awards will be posted

LETTER OF AGREEMENT No. 9: Domicile Trades

electronically on the Company website and provided to the ALPA MEC Chairman via email on the same day the award is published.

- d. Any protest of an incorrect award (e.g., award out of seniority order) must be submitted to Crew Planning no later than 1700 MST three (3) days following the publication of the award.
- B. Section 24.K.2. will be deleted in its entirety and amended to read as follows:
- The Domicile trade will be effective no more than 90 days after the Domicile trade award. The effective date will always occur on the first day of a Monthly Bid Period and will be identified in the Domicile trade notice as well as the Domicile trade award.
- C. Section 24.K.3. will remain as written in the current book.
- D. Section 24.K.4. will be deleted in its entirety and amended to read as follows:
The Company will not publish a Domicile trade notice while a Vacancy, realignment, or Displacement bid is open.

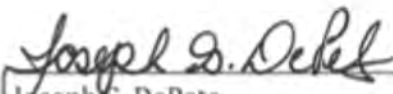
This Letter of Agreement will become effective on August 21, 2019 and shall in full force and effect concurrent with the CBA.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 21st day of August, 2019.

For FRONTIER AIRLINES, INC.


Bradley J. Lambert
Vice President - Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Joseph G. DePete
President
Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 10: Reduction in Flight Hour Buffer

**LETTER OF AGREEMENT No. 10
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INT'L**

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INT'L (hereinafter referred to as the "Association").

WHEREAS, the Company and the Association are parties to a collective bargaining agreement setting forth the rates of pay, rules, and working conditions for the Company's Pilots ("Collective Bargaining Agreement" or "CBA") effective January 16, 2019, and

WHEREAS, the parties wish to temporarily amend Section 25.L.10.a. to assess the impact of a reduction in the Flight Hour buffer, and

NOW, THEREFORE, it is mutually agreed:

- A. Section 25.L.10.a. will be amended to change the buffer applicable to "Flight Hours in any Consecutive 672-Hour Period" from 96 hours to 98 hours.
- B. The parties will discuss and share the data necessary to evaluate the impact of the temporary buffer reduction and its impact on Pilot schedules and the operation.
- C. If neither party serves notice on the other party in writing within seven (7) days of the end of the second Monthly Bid Period in which the reduced buffer has been applied, this Letter of Agreement will remain in full force and effect concurrent with the CBA. However, if either party objects to the continuation of the terms of this LOA following the application of the reduction for two (2) full Monthly Bid Periods and serves written notice on the other party so stating, this Letter will cease to be effective and shall not run concurrently with the CBA. Nothing herein shall preclude the parties from extending the temporary trial period through mutual written agreement of the Vice President of Flight Operations and the ALPA MEC Chairman, so long as the parties reach this agreement within seven (7) days of the end of the second Monthly Bid Period in which the reduced buffer has been applied.
- E. Effective Date and Duration

LETTER OF AGREEMENT No. 10: Reduction in Flight Hour Buffer

This Letter of Agreement will become effective on August 21, 2019 and shall remain effective in accordance with the terms of Paragraph C., above.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 21st day of August 2019.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete
President



Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 11: Electronic Flight Bags (EFBs)

LETTER OF AGREEMENT No. 11
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INT'L

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INT'L (hereinafter referred to as the "Association").

WHEREAS, the Company and the Association are parties to a collective bargaining agreement setting forth the rates of pay, rules, and working conditions for the Company's Pilots ("Collective Bargaining Agreement" or "CBA") effective January 16, 2019, and

WHEREAS, the parties wish to amend Section 26.D., and

WHEREAS, the parties also desire to implement additional provisions to ensure the privacy and confidentiality of any Pilot's personal information on the EFB while also allowing such Pilot and the Company access to flight operations manuals, bulletins, and other work-related information.

NOW, THEREFORE, it is mutually agreed:

- A. Section 12.B.5. shall be inserted to read as follows:

In no case will a Pilot be required to check in prior to the start of any work assignment.

- B. Section 26.D.4. will be deleted in its entirety and amended to read as follows:

1. An EFB will:

LETTER OF AGREEMENT No. 11: Electronic Flight Bags (EFBs)

- a. be an electronic tablet device funded at no cost to all line Pilots in active service, excluding Pilots on a Leave of Absence (other than ALPA Leave) that is anticipated to extend for longer than sixty (60) Days;
- b. contain software that enables a Pilot to create a personal profile for the Pilot's personal use, subject to the memory limitations of the device after Company-installed EFB applications are installed;
- c. include Company-funded chart subscription service(s) and real time enroute weather data service(s);
- d. include an industry standard protective case;
- e. include a charger and accessory cord; and
- f. include any other accessories required by the FAA or the Company.

C. Section 26.D.5. will be deleted in its entirety and amended to read as follows:

1. For the purpose of the calculations set forth in this Paragraph, the cost of the Company-funded EFBs will be three hundred ninety-five dollars (\$395.00). The service life of all Company-funded EFBs shall be no longer than forty-two (42) months from November 1, 2019, with the understanding that Pilots who are due a stipend in October 2019 will instead receive a Company-issued EFB in October 2019. Pilots who are hired after November 1, 2019 will be issued EFBs pursuant to this LOA, and the service life will commence on date of issuance. At the end of the service life, the EFB will become the property of the Pilot, and the Company will provide a new EFB to all Pilots when the service life of the Pilot's EFB ends, at no cost to the Pilot.

D. Section 26.D. shall be amended to add the following provisions:

1. Damage
 - a. In order to minimize the risk of damage to the iPad, the Pilot will utilize the Company-provided protective case. If the iPad or its accessories are damaged, the Pilot will return the iPad or its

LETTER OF AGREEMENT No. 11: Electronic Flight Bags (EFBs)

accessories to the Company in order to obtain a replacement iPad or accessory.

b. Pilot Off Duty

A Pilot who is off Duty will not be liable for any expense directly associated with a damage claim for up to one (1) occurrence per item (iPad or accessory) within forty-two (42) months based on the issuance date of the original EFB.

c. Pilot On Duty

A Pilot who is on Duty will not be liable for any expense directly associated with a damaged iPad or accessory.

Example: A Pilot is issued his first EFB in January 2020. He will be eligible for a new iPad July 2023. In January 2021, his iPad is damaged while off duty and he is issued a replacement at no charge in accordance with this Paragraph. This replacement will reset the end of the EFB's service life to July 2024, however, for the calculation of one (1) damage claim occurrence within forty-two (42) months, the start date will remain January 2020.

d. The failure of any portion of the EFB to function in accordance with its specifications shall not be considered a damage claim and will be fixed or replaced at no cost to the Pilot.

e. A Pilot will be liable for the cost of replacing the EFB in a case in which the Company can prove that the damage is the result of intentional misconduct by the Pilot.

2. Theft of EFB

In case of a theft involving an EFB, the following shall apply:

a. A Pilot will promptly report to the Company that his EFB has been stolen, file a police report, and provide a copy of the police report to the Company; and

LETTER OF AGREEMENT No. 11: Electronic Flight Bags (EFBs)

- b. The Company shall issue one (1) replacement at no charge for the stolen EFB to the Pilot on the first occasion of such theft within forty-two (42) months, based on the original EFB issuance date. Thereafter, the Pilot will be charged a pro-rated amount equal to the total cost of the iPad to the Company based on paragraph D.5., above, divided by forty-two (42) and multiplied by the remaining number of months left on the on the service life of the iPad in paragraph D.5., above.

Example: A Pilot is issued his first EFB in January 2020. He will be eligible for a new iPad July 2023. In January 2021, his iPad is stolen and he is issued a replacement at no charge in accordance with this Paragraph. This replacement will reset the end of the EFB's service life to July 2024, however, for the calculation of one (1) theft claim occurrence within forty-two (42) months, the start date will remain January 2020.

3. **Lost EFB**

In case of a lost EFB, the following shall apply:

- a. A Pilot will promptly report to the Company that his EFB has been lost; and
- b. The Company shall issue a replacement and the Pilot will be charged an amount equal to the total cost of the iPad to the Company based on paragraph D.5., above, divided by forty-two (42) and multiplied by the remaining number of months left on the on the service life of the iPad in paragraph D.5, above.

4. **Recovered EFB**

In the event a Pilot recovers an EFB that was previously reported as lost or stolen within thirty (30) days of the date of the loss, the following will apply:

- a. The Pilot will report to the Company he has recovered the EFB and return the replacement EFB to the Company;

LETTER OF AGREEMENT No. 11: Electronic Flight Bags (EFBs)

- b. The occurrence will not be counted against the Pilot for the purposes of paragraph D.2.b., above.
- 5. **Loaner EFB**
 - a. The Company will provide a reasonable number of "Loaner EFBs" at each Domicile in the event a Pilot, for whatever reason, is unable to report for duty with his EFB. The Pilot will contact the Chief Pilot, or his designee, to obtain authorization for removal of a Loaner EFB from the Domicile.
 - b. A Pilot must return the Loaner EFB to his base management in as expeditious a manner as possible, but in no case more than seven (7) days from the date it is checked out of the Domicile, unless he receives written permission from base management or the designated Company representative overseeing the EFB program.
- 6. **Privacy and Security of Information**
 - a. The Company acknowledges and agrees that a Pilot's personal profile on the EFB is his own personal property, and the information and data in such space is private and confidential.
 - b. The Company will not remotely manage a Pilot's personal data on an EFB, including:
 - (1) Collecting data (including audio and video recordings);
 - (2) Adding or removing accounts and restrictions; or
 - (3) Remotely erasing data.
 - (4) Notwithstanding the above, and in order to keep the OS and applications updated, the Company will have the ability to remotely confirm the update of those applications that are provided by the Company in the support of the approved EFB program.

LETTER OF AGREEMENT No. 11: Electronic Flight Bags (EFBs)

- c. Except as may be required by law, the Company shall not monitor individual performance or compliance with policy, directives, or regulations using the EFB or the data contained therein.
 - d. The EFB software will permit a Pilot to erase the entirety of his personal profile at any time. In addition, a Pilot who ends his employment with Frontier prior to the forty-two (42) month service life of the EFB will return the EFB to Frontier, and the device's entire profile (personal and Company) will be erased and reset by the Pilot.
 - e. A Pilot will promptly report to the Company that his EFB has been lost or stolen. Only in such event and for the purpose of maintaining the security of Company and personal data, the Company may activate a feature on the EFB to remotely reset and erase all Company data on the device.
 - f. Information or data on an EFB, or transmissions from an EFB including, but not limited to, audio or video recordings will not be used against a Pilot in any manner in a disciplinary case, other than for failure to maintain and update required data.
 - g. Recorded data or information shall not be disclosed to any third party except by mutual agreement of the parties, or as required by statute, government regulation, or judicial order.
 - h. The Company will not use the EFB to determine, monitor, or track a Pilot's location for any purpose including, but not limited to, disciplinary purposes.
- E. At least six (6) months prior to the end of the service life of the first generation of Company-owned EFBs, the Company and Association will meet to discuss issues associated with need for, or the implementation of, any new EFB, unless the only change to the program is the continual purchase of upgraded iPads.
- F. Section 26.D.9. shall be modified to read:
- With no less than thirty (30) Calendar Days' notice to the Association MEC Chairman, the Company may elect to provide "ship sets" in lieu of providing the

LETTER OF AGREEMENT No. 11: Electronic Flight Bags (EFBs)

Company-funded EFBs in accordance with the terms of paragraphs B.. through E., above. In addition, no less than thirty (30) Calendar Days prior to the termination of the Company-funded EFB and the provision of ships' sets, the Company will ensure that Pilots will continue to have both remote and airport access to all information currently disseminated through Comply 365 including, but not limited to, Flight Operations Manuals, training material, Must Reads, etc.

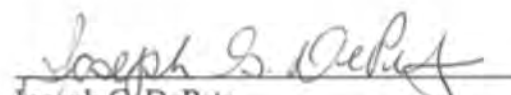
- G. If training is required to implement the Company-owned EFB program, it shall be paid in accordance with Section 3.O. of the CBA.
- H. Effective Date and Duration

This Letter of Agreement will become effective on date of signing and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 18TH day of September, 2019.

For FRONTIER AIRLINES, INC.

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Bradley J. Lambert
Vice President of Flight Operations
Joseph G. DePete
President
Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 12: Flight Operations Quality Assurance Program
("FOQA")

LETTER OF AGREEMENT No. 12
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC. as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties have met to discuss the applicable provisions; and

WHEREAS, the parties' intent is that the sole purpose of the Flight Operations Quality Assurance ("FOQA") Program is to enhance safety of flight operations; and

WHEREAS, the parties intend that no pilot be identified, disciplined, discharged or subjected to any additional training/checking as a result of the use of any FOQA Program Information;

NOW, THEREFORE, it is mutually AGREED as follows:

A. DEFINITIONS

1. **"FOQA Program"** means a program designed pursuant to this Letter of Agreement to enhance flight safety through controlled analysis of recorded, de-identified flight data information.
2. **"FOQA Data"** means all information collected by the Flight Information Recorder ("FIR") as defined in paragraph A.9., below. FOQA Data shall be used solely for the purpose of FOQA analysis, except as modified by paragraph E.11., below.

LETTER OF AGREEMENT No. 12: Flight Operations Quality Assurance Program
("FOQA")

3. **"Identifying Data"** means any FOQA Data or combination of data that allows collected data to be associated with a specific Pilot.
4. **"Identified Data"** means any collected FOQA Data prior to removal of all Identifying Data.
5. **"De-Identified Data"** means any FOQA Data that exists following the deletion and destruction of any data that could in any way be used to identify a specific Pilot.
6. **"FOQA Program Information" or "Information"** means any data which is transmitted, recorded, or collected by using the FIR. The terms "FOQA Program Information" or "Information" shall further include tapes, transcripts, reports, papers, memos, statements, studies, charts, graphs or any other description, analysis or compilation of data to include any and all considerations of paragraph E.5. referenced herein.
7. **"FOQA Monitoring Team" or "FMT"** means a committee composed of the Frontier Airlines FOQA Manager, at least one (1) designated Association Gatekeeper, and other members consensually deemed appropriate by the FMT. If it is agreed between the Company and ALPA that workload warrants an increase in the number of members of the FOQA Monitoring Team, agreement to add an additional member(s) shall not be unreasonably withheld. No member of the FMT may have, at the time he is acting as an FMT member, any involvement in the discipline, demotion, dismissal, or similar personnel issues regarding a Pilot. The business process of the FMT will be defined in the FOQA Program Manual. All content and revisions will be consensually agreed to by all FMT members.
8. **"Gatekeepers"** are the designated ALPA members of the FOQA Monitoring Team, and the representatives of the FMT who alone will have sole access to and be able to retrieve information which would allow identification of a flight number, day of the month, or crew member associated with collected FOQA Data.
9. **"Flight Information Recorder" or "FIR"** means any device, equipment, or system on the aircraft that transmits, records and/or collects flight data,

LETTER OF AGREEMENT No. 12: Flight Operations Quality Assurance Program
("FOQA")

audio or video data or any other electronic record. These devices include, but are not limited to, Flight Data Recorders, Cockpit Voice Recorders, and Cockpit Video Recorders.

10. **"Implementation and Operations Plan"** or **"I & O Plan"** means a detailed specification of key aspects of a FOQA program to be implemented by an air carrier that is in accordance with the Advisory Circular, and mutually agreed to by Frontier Airlines and the Association.
11. **"Operational Exceedance Event"** means an event in which an aircraft is operated, as determined by FOQA Data, outside of mutually agreed upon tolerances. Operational Exceedance Events may include, but are not limited to, the events set forth in Appendix II of Advisory Circular (AC) 120-82, Flight Operational Quality Assurance. Settings shall be mutually agreed upon, and not modified without the knowledge of the FMT.
12. **"Operational Routine Event"** means an event in which an aircraft was operated, as determined by recorded data, in a manner consistent with previously established FOQA tolerances.
13. **"FOQA Analysis"** means the analysis of FOQA Data to determine operational norms as established by the FOQA Monitoring Team. Further analysis will be conducted to identify Operational Exceedance Events. The exceedance level for detection will also be agreed to by the FOQA Monitoring Team. Aggregate operational norms and exceedances will be analyzed for trends to develop recommendations to eliminate those exceedances.

B. FOQA PROGRAM

1. The design, implementation, and operations of the FOQA Program shall be by written agreement of the Company and the Association. Any variation from the agreed-upon FOQA Program shall require the mutual agreement of the parties prior to implementation. The parties shall mutually agree in writing prior to the implementation date.
2. The FOQA Monitoring Team shall oversee the day-to-day operations of the FOQA Program and the established necessary policies and procedures

LETTER OF AGREEMENT No. 12: Flight Operations Quality Assurance Program
("FOQA")

(I & O Plan and the Frontier FOQA Program Manual) to ensure compliance with this Letter of Agreement.

3. The FOQA Program shall ensure the complete confidentiality and anonymity of individual Pilots.
4. If, in the view of either the Company or the Association, there is a violation of the requirements of the FOQA Program as set forth herein, either party shall have the option of immediately suspending the FOQA Program. Following the suspension, the FOQA Monitoring Team will conduct a review of the alleged violations. The Company and the Association must both agree to resume the program.
5. If the FOQA Program is suspended, either the FOQA Manager or an ALPA Gatekeeper will notify the designated vendor that performs analysis (if applicable) that the program is suspended. During the suspension, the parties will not have access to any FOQA Data. During the suspension, FOQA Data may be downloaded and stored on the server, but will not be processed or analyzed by either the vendor (if applicable) or either of the parties.
6. In the event of termination of the FOQA Program or cancellation of this Letter of Agreement, all Identifying and Identified Data will be destroyed. The termination of the FOQA Program or cancellation of this Letter of Agreement shall not affect the Company's access to data collected by any recording device including, but not limited to, an FIR, for purposes of routine aircraft maintenance functions as discussed in paragraph D.2., below.
7. The FOQA Program will, at a minimum, provide for the monitoring of the parameters set forth in Appendix II of Advisory Circular (AC) 120-82, Flight Operational Quality Assurance.
8. All communications to Company Pilots that reference FOQA Program Information relating to a specific event must be approved by the FMT.

LETTER OF AGREEMENT No. 12: Flight Operations Quality Assurance Program
("FOQA")

C. SCOPE

1. Sufficient De-Identified Data shall be maintained to fulfill the requirements of the agreed-upon FOQA Program. All De-Identified Data, and analysis of such data, shall be made available to the parties.
2. There shall be continual evaluation of exceedance values by the parties. All changes, additions, and deletions shall require the written approval of the FOQA Monitoring Team.
3. Any special studies or evaluations require mutual agreement by the parties. No FOQA Data or analysis shall be used for any purpose other than the FOQA Program.

D. DATA ACCESS AND RETENTION

1. The Company shall remove Identifying Data from Identified Data no later than thirty (30) calendar days from the date of the Identified Data's acquisition.
2. Access to any data collected by any aircraft recording device including, but not limited to, an FIR is not permitted for any reason other than for the purposes of the FOQA Program or for routine aircraft maintenance functions. De-Identified Data may be retained and accessed on the receiving computer.
3. Except as provided in paragraph E.11., below, any employee/agent of either the Company or the Association who has possession, access to, or knowledge of any identified FOQA Data will be prohibited from divulging any such data to any individual other than a Gatekeeper as described in paragraph E.1., below, unless required by applicable law or court order. In the event any employee/agent divulges any Identifying Data to any individual in violation of this prohibition, such employee/agent shall no longer have access to any FOQA Data.
4. The parties agree that the release of FOQA Data and/or Information, as defined in this Letter of Agreement, without express written consent of both the Company and the Association is strictly prohibited. If either

LETTER OF AGREEMENT No. 12: Flight Operations Quality Assurance Program
("FOQA")

party discovers an unauthorized release, they shall immediately notify the other party. It is expressly agreed and understood that the investigation of unauthorized release of FOQA Data as set forth in this paragraph shall be conducted prior to either party's demand for termination of the FOQA Program as set forth in paragraph B.6., above.

E. DATA USE

1. No person other than a Gatekeeper shall be authorized to identify the individual Pilot associated with any specific FOQA Data.
2. The sole contact with any Pilot associated with an Operational Exceedance Event shall be through a Gatekeeper.
3. Any notes, memoranda, or other documents used by a Gatekeeper in any contact with any Pilot concerning a specific FOQA event shall be considered Identified Data for purposes of this Letter of Agreement and shall be "de-identified" in accordance with the timeline in paragraph D.1., above, and any Identified Data will be subsequently destroyed when the analysis is complete.
4. The FOQA Program will be used for evaluating and improving all of the following areas in a manner not specifically prohibited herein:
 - a. Safety;
 - b. Aircraft Performance;
 - c. Aircraft Systems Performance;
 - d. Piloting Performance in general (not for the purpose of evaluating or improving the performance of an individual Pilot);
 - e. Operational Performance;
 - f. Company Procedures;
 - g. Training Programs;
 - h. Aircraft Design;
 - i. ATC System Operation;
 - j. Airport Operational Issues;
 - k. Meteorological Issues;
 - l. Aircraft Maintenance;
 - m. Safety Trending Analysis; and

LETTER OF AGREEMENT No. 12: Flight Operations Quality Assurance Program
("FOQA")

- n. Any other area mutually agreed to by the parties
5. Information obtained from an FIR shall not be used as referenced in Section 26.I.2.
 6. FOQA Program Information shall be considered inadmissible in any grievance or System Board of Adjustment proceeding.
 7. Except as provided in paragraph E.11. herein, FOQA Program Information shall not be used to substantiate or corroborate information obtained from other sources.
 8. The Company shall not initiate any investigation into alleged Pilot misconduct on the basis of FOQA Program Information.
 9. Information obtained from an FIR shall not be used by the Company to evaluate or monitor the judgment or performance of an individual Pilot or crew, except under the provisions of a mutually agreed upon Flight Operations Quality Assurance ("FOQA") program.
 10. Information obtained from an FIR shall not be used as a basis, in whole or in part, to justify or require a Pilot's submission to a non-recurrent proficiency check or a line check.
 11. a. To review or investigate an event that has become known through a source outside of either the FOQA program or ASAP, the Director of Safety, or his designee, will be the sole authority for data removal from an aircraft recording device. The affected crew members will be notified by a Gatekeeper and given the opportunity to file an ASAP report before any management event-based review or investigation of FOQA Data occurs. The requirement that affected crewmembers are notified prior to any event-based review or investigation using FOQA Data does not preclude the removal of any recording device and review of FOQA Data for maintenance purposes. This provision shall not be used in conjunction with events that become known through either ASAP or the FOQA program.

LOA 12.7

LETTER OF AGREEMENT No. 12: Flight Operations Quality Assurance Program
("FOQA")

- b. The Director of Safety, or his designee, will notify the Association's Central Air Safety Committee Chairman, in writing, that he has directed an aircraft recording device be removed for the purpose of examining FOQA Data pursuant to this provision. This notification will be timely and must include the specifics of the removal to include:
- 1) recording device data to be removed;
 - 2) removal location;
 - 3) date of removal;
 - 4) flight number associated with event;
 - 5) aircraft type;
 - 6) aircraft tail number; and
 - 7) specific event to be evaluated.
- c. A Gatekeeper(s) will participate in any event-based review or investigation of FOQA Data in conjunction with the Company's Director of Safety, or his designee.

F. FOQA FUNDING

1. The Company shall bear the full cost of the FOQA Program to include Pilot expenses (i.e. hotel, conference fees, transportation) incurred when performing FOQA-associated duties that are reasonable and documented and will be coordinated through Corporate Travel. Hotel accommodations will be provided in accordance with Section 5 of the Agreement, except that a Pilot who lives within sixty (60) miles of Denver will not be provided with hotel accommodations for FOQA-related duties that occur in Denver.
2. The Company shall honor all reasonable requests for Association Leave for the Pilot members of the FMT to perform their FOQA-related duties. Until the implementation of PBS, Pilot members of the FMT will be granted Trip/Reserve drop requests for FOQA-related duties, and such drops will be pay protected and the Pilot will work at the Company's headquarters on the days Trips are dropped, or as mutually agreed otherwise.

LETTER OF AGREEMENT No. 12: Flight Operations Quality Assurance Program
("FOQA")

3. The Association may designate multiple Pilots to share Gatekeeper Duties on the FMT by alternating months of Gatekeeper duty. At a minimum, the total amount of Association Leave allocated to all Pilot members of the FMT will be the equivalent of up to one (1) full-time Association Leave position. The Association and the Company will meet every six (6) months to evaluate and discuss whether a staffing level adjustment is warranted due to a change in the fleet size or composition, or if there is a meaningful increase in the duties assigned to the Association FMT members.

G. CONTRACTS WITH SERVICE PROVIDERS

1. The Company may contract with a service provider to supply services that condense, compile, and summarize the information arising out of the FOQA Program. In the event that it is the Company's intention to so contract, the Association shall be fully apprised of all contractual relationships and the substance of all arrangements with the Company and the service provider. The Association may, acting reasonably, decline to permit the information services to be so contracted.
2. Under no circumstances shall actual analysis of FOQA Data be performed by a service provider without the written consent of the FMT.
3. A Non-Disclosure Agreement is required for any FOQA Data that is released to any party outside of the Company.
4. The service provider with whom the Company has contracted shall be bound by all of the obligations placed upon the Company by this agreement in respect to maintaining the security and confidentiality of information. The Company shall make such contractual arrangements as are necessary to ensure that its obligations to maintain the security and confidentiality of the information are respected by the service provider, and shall immediately notify the Association of any non-compliance by the service provider. The Company shall provide to the Association for its review any contractual arrangements it has made regarding its obligations not to disclose information as set out in this agreement and elsewhere. The Company shall arrange with the service provider for an inspection of the premises where the service provider maintains the information. The Association may decline to permit the information to be analyzed by a

LOA 12.9

LETTER OF AGREEMENT No. 12: Flight Operations Quality Assurance Program
("FOQA")

service provider in the event that it is not satisfied with the arrangements that have been made to secure the confidentiality of the information arising out of the FOQA Program.

H. DURATION

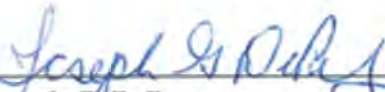
This Letter of Agreement shall become effective upon the date of signing, and shall continue in effect for the duration of the Agreement, including any status quo period under the Railway Labor Act, as amended. Notwithstanding the foregoing, either party may terminate this Letter of Agreement by serving the other party with written notice of cancellation. Upon service of this written notice, this Letter of Agreement shall be null and void, and this FOQA Program shall cease and not become part of the status quo.

IN WITNESS WHEREOF, the undersigned parties have signed this Letter of Agreement this 18TH day of September, 2019.

For FRONTIER AIRLINES, Inc.


Bradley J. Lambert
Vice President of Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Joseph G. DePete
President


Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 13: Clarifications

LETTER OF AGREEMENT No. 13
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties wish to further clarify and illustrate certain provisions of the recently implemented Pilots' Agreement, and

WHEREAS, the parties also wish to correct certain typographical errors,

THEREFORE, it is hereby agreed as follows:

- A. *Section 3.E.1.f shall be modified to include the following sentence as the last sentence as follows:*

If Turnback Pay is not accurately reflected on a Pilot's schedule, the Pilot will notify Pilot Payroll for coding and pay purposes.

- B. *Section 8.B. shall be deleted in its entirety and modified to read as follows:*

Deadheads performed at the end of the Sequence for the purpose of returning a Pilot to his Domicile shall be scheduled on the first scheduled Company or codeshare flight taking into account the minimum connection times used by Crew Planning during monthly Sequence construction. However, for purposes of a Reserve assignment or Reassignment, Crew Scheduling will use the lesser of the thirty (30) minute minimum ground time or the published ground time, in accordance with Section 12.D.6.

- C. *Section 12.D.4. shall be modified to substitute "including" for "excluding".*

- D. *Section 12.D.5. shall be deleted in its entirety and modified to read as follows:*

LOA 13.1

LETTER OF AGREEMENT No. 13: Clarifications

In accordance with 12.D.2, above, a Pilot who Deadheads on the same segment(s) he was originally scheduled to operate will not be required to exceed the FAR 117 Table B limitations, including the scheduled time for the Deadhead segment(s). In addition, the Deadhead segment(s) will count as a leg for the purpose of calculating the Table B limitations.

Retain Example.

E. *Section 12.D.6. shall be added to read as follows:*

In some cases, due to the integration of crew scheduling systems and other airline software systems, the Electronic Bid System may not accurately reflect the standard minimum ground time at the time of notification. In such a case, the minimum ground time must be projected manually. When manually projecting a Pilot's Duty Period for the purposes of Reserve assignment or Reassignment, the Company shall use a minimum of thirty (30) minutes of ground time between all flights and/or scheduled ground transportation not local in nature (i.e. limo) within the Duty Period, unless the Monthly Bid Package reflects a scheduled ground time of less than thirty (30) minutes between the leg(s) being assigned, in which case the scheduled ground time as reflected in the Monthly Bid Package will be used. A Pilot may waive this provision and accept a further reduced ground time at his discretion.

F. *Section 12.E.1.a. shall be modified to substitute "a company scheduled activity" for "recurrent training".*

G. *Section 12.F.1. shall be deleted in its entirety and modified to read as follows:*

No Pilot shall be scheduled to receive less than ten (10) hours of rest at outstations and no less than eleven (11) hours of rest in domicile unless the Association and the Company mutually agree to create an exception to this provision in writing (email is acceptable). Actual rest shall not be less than ten (10) hours. A Pilot may waive this provision in circumstances that would not result in an FAR 117 violation.

H. *Section 12.F.2 shall be deleted in its entirety and modified to read as follows:*

No Pilot shall be scheduled to receive less than a thirty-one (31) hour Rest Period in any consecutive one hundred sixty-eight (168) hour period prior to the start of any Flight Duty Period (as defined by FAR 117) or Reserve Duty Period. Actual rest may be less than thirty-one (31) hours but not less than thirty (30) hours.

LETTER OF AGREEMENT No. 13: Clarifications

- I. *Section 12.F. shall be modified to add Paragraph 3., as follows:*

A Reserve Pilot who is requesting to Add a Sequence in accordance with Section 25.S.6., Section 25.U.8., or 25.Z.4., will be eligible to add such Sequence provided he is scheduled to receive at least a thirty-one (31) hour Rest Period in any one hundred sixty-eight (168) hour period taking into account the applicable latest possible release time in accordance with Section 25.U.3. for Short Call Reserve Pilots, and midnight for Long Call Reserve Pilots.

- J. *Section 25.A.4. shall be modified to add Paragraph d., as follows:*

A Reserve assignment or Reassignment must meet the applicable scheduling limitations of the Agreement at the time of notification in accordance with Section 25.A.4.b.

- K. *Section 25.O. shall be modified to renumber Paragraph 3 to become Paragraph 4.*

- L. *Section 25.O. shall be modified to insert the following as Paragraph 3.:*

If a Relief Lineholder elects to Drop an RDP/Reserve Day from his Relief Line, he must make the request via email to crewschedulingsupervisors@flyfrontier.com. If the request is submitted prior to 0900 LDT on 27th of the month preceding the RDP/Reserve Day, it shall be awarded, notwithstanding the requirements of Section 25.X.3., below. If the request is submitted after 0900 LDT on the 27th of the month preceding the RDP/Reserve Day, in order for the request to be awarded, the requirements of Section 25.X.3.d.-f. shall apply.

- M. *Section 25.O.3.c.iv. shall be modified to substitute "secondary bid package" for "bid package" in the second sentence of the paragraph.*

- N. *Section 25.P.3.f. shall be modified to substitute "13th" for "12th".*

- O. *Section 25.U.7. shall be deleted in its entirety and amended as follows (subparagraphs a.-d. remain unchanged):*

Crew Scheduling may change a Pilot's RDP assignment through Positive Telephone Contact or, if the Pilot so elects, by self-notifying through the Company's self-notification tool. A Pilot's RDP assignment shall only be changed to an RDP within the same Window as originally awarded, unless the Pilot is being switched from a 'C' to a 'B' RDP, or as otherwise allowed in [Paragraphs](#)

LOA 13.3

LETTER OF AGREEMENT No. 13: Clarifications

U.7.a.-d., below. Except as provided in Paragraphs U.7.a.-d., below, the start, completion, or duration times of RDPs shall not be modified except to allow for legal or contractual rest.

Reserve Pilots may only be converted to an adjacent Window under the following conditions:

P. *Resume subparagraphs a.-d. and insert the following examples:*

Example 1: A Pilot is on C Reserve. Crew Scheduling calls the Pilot and changes the Pilot to a B Reserve for the following day and to an A Reserve for the day after. This is a legal assignment because there are 2 Calendar Days from the time the assignment is made until the Pilot is changed to an A.

Example 2: A Pilot is on C Reserve. Crew Scheduling calls and changes the Pilot to a B Reserve. The following day, Crew Scheduling calls the Pilot and changes the Pilot to an A Reserve for the following day. This is an illegal assignment because the Pilot did not receive 2 Calendar Days before the start of his A Reserve.

Example 3: A Pilot is on C Reserve. Crew Scheduling calls the Pilot and changes the Pilot to a B Reserve for the following day and back to a C Reserve the day after. Crew Scheduling then assigns the Pilot a D Reserve 2 Calendar Days later. This is an illegal assignment because once a Pilot is changed from a C Reserve to a B Reserve, a Pilot cannot be moved to the PM window during that block of RDPs.

Example 4: A Pilot is on C Reserve. Crew Scheduling calls the Pilot and changes the Pilot to a B Reserve for the following day. The next day crew scheduling calls the Pilot and changes him to a C Reserve. This is a legal assignment.

Q. *Section 25.X.3.f. shall be amended to read as follows:*

No Trades/Swaps will be approved that result in removal of RDPs/Reserve Days over the first four (4) Days of a Monthly Bid Period.

R. *Section 26.H.1 shall be deleted in its entirety and amended to read as follows:*

LETTER OF AGREEMENT No. 13: Clarifications

A Pilot is expected to arrive at his Domicile or place of report with sufficient time and with adequate rest prior to beginning scheduled duty, allowing for factors such as adverse weather, traffic and flight loads, consistent with Sections 12.B.1.a. and 25.U.2. A Pilot who keeps accurate records of his scheduled commuting plans (e.g. flight listings, standby seat requests, contemporaneous notes, screenshots, etc.) and otherwise follows the provisions of paragraph H shall not be subject to disciplinary action. However, if a Pilot utilizes the policy more than two (2) times in a rolling 12 (twelve) month period, the Pilot may be asked to supply supporting records from the previous rolling twelve-month period to the Chief Pilot. A Pilot shall not be considered to have used the policy if he is ultimately able to report for the entirety of his originally scheduled Sequence.

This Letter of Agreement shall become effective on Nov 11, 2019 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

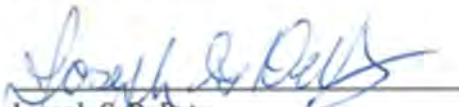
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 11th day of November, 2019.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete,
President



Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)

LOA 13.5

LETTER OF AGREEMENT No. 14: PTC

LETTER OF AGREEMENT No. 14
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties have met to discuss the applicable provisions;and

WHEREAS, due to the severe operational impact caused by the COVID-19 pandemic, and in order to focus available resources on those Pilots most impacted, for the remainder of the March 2020 Monthly Bid Period;

NOW, THEREFORE, it is mutually agreed as follows:

A. Sec.25.A.4.b.i.

Prior to Sequence Report Time, a voicemail from Crew Scheduling containing the details of a flight Cancellation within the Sequence will be considered notification in lieu of Positive Telephone Contact. Pilots will not be required to return a call from Crew Scheduling to confirm notification of such a change. Any changes to a Pilot's schedule made as a result of the flight Cancellation(s) shall be accomplished in accordance with the CBA.

At or after Sequence Report Time, all Company initiated changes made within the Sequence shall be completed through Positive Telephone Contact in accordance with Sec.25.A.4.b.i.

B. Sec.25.H. and Sec.25.P.3.e.

The opening of Daily Open Time and the processing of trip trades for the April Monthly Bid Period will be delayed until no earlier than March 29, 2020 for both Captain and First Officers.

LOA 14.1

LETTER OF AGREEMENT No. 14: PTC

C. Sec. 25.Q.11.

The requirements of this section will not apply for the remainder of the March Monthly Bid Period. Any Pilot available for Reassignment shall be considered notified at 1600LDT the Day prior to the start of a Sequence of any flying assigned through FLiCA and a phone message. If given an assignment he will be provided a hotel room in Domicile for both the night prior to the start of the Sequence and the night of the release of the Sequence. Any pilot not notified by 1600 LDT the day prior to the start of the Sequence will be released from any further obligation and pay protected for any flying removed from his schedule.

This Letter of Agreement shall become effective on March 24, 2020 and will cease to be effective on March 30, 2020 unless the parties mutually agree, through an LOA, to extend the relief granted.

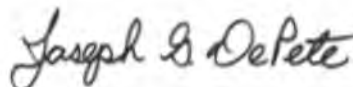
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 24th day of March, 2020.

For FRONTIER AIRLINES, INC.

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Bradley J. Lambert
Vice President - Flight Operations



Joseph G. DePete
President



Captain Tracy D. Smith
Chairman
Master Executive Council (FFT)

LOA 14.2

LETTER OF AGREEMENT No. 15: Covid-19

LETTER OF AGREEMENT No. 15
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the parties wish to address certain consequences of the Covid-19; and

WHEREAS, the parties wish to provide an additional option for Pilots to modify their availability to the Company.

THEREFORE, it is hereby agreed as follows:

- A. *Pilot Protection for COVID-19 – to be effective retroactively to March 1, 2020 until the World Health Organization declares that COVID-19 is no longer a pandemic, or as extended by the Parties' mutual agreement.*
1. Any Pilot who is asymptomatic, but who is personally directed by Company management, the CDC, or a State or Local Health Department to receive medical evaluation, treatment, or quarantine based on concerns, conditions, or events related to COVID-19 shall be pay protected for any Pay Credit that is removed or cancelled, and shall remain on active pay status for the duration of the evaluation, treatment, or quarantine. If the resulting evaluation, treatment, or quarantine occurs while a Pilot is away from Domicile, then in addition to Pay Credit protection, the Pilot will be provided a hotel and per diem in accordance with the CBA until the Pilot returns to his Domicile.
 2. A Pilot who displays symptoms of COVID-19 shall call in sick. If the Pilot is diagnosed with COVID-19 or directed by Company management to quarantine, the Pilot shall be removed with pay protection from all Company

LETTER OF AGREEMENT No. 15: Covid-19

business from the date the Pilot went on sick leave for the duration of any resulting isolation, and the Company shall restore any deducted sick days and/or lost pay resulting from the Pilot's isolation. If the resulting isolation occurs while a Pilot is away from Domicile, then in addition to Pay Credit protection, the Pilot will be provided a hotel and per diem in accordance with the CBA until the Pilot returns to his Domicile.

3. High risk Pilots or Pilots with immediate family members who are high risk individuals defined by the CDC shall be granted an unpaid emergency leave of absence in accordance with Section 13.E. if requested. The emergency leave will not be limited to seven (7) days and no longer than reasonably required.
4. A Pilot who has to self-quarantine because an immediate family member in his place of residence has been diagnosed with COVID-19 shall be granted an unpaid emergency leave of absence in accordance with Section 13.E. if requested.
5. If a Pilot becomes ineligible to bid as a result of a positive COVID-19 diagnosis, he shall receive no less than the Monthly Pay Guarantee for the Monthly Bid Periods he is ineligible to bid for due to the diagnosis, subject to A.7., below.
6. A Pilot who is pay protected or granted leave pursuant A.1, A.2., A.3, and/or A.4 shall provide the Company with medical documentation to substantiate the COVID-19 diagnosis or other qualifying condition, as well as the medical evaluation, treatment, and quarantine prescribed; however, any medical documentation provided shall be limited and specific to only the COVID-19 diagnosis, medical treatment and quarantine prescribed.
7. A Pilot shall return to work in accordance with CBA provisions in Section 14.E. and Section 25.E.

B. For the April 2020 Monthly Bid Period, the following terms shall apply:

1. Section 25.A.4.b.i.

Prior to Sequence Report Time, a voicemail from Crew Scheduling containing the details of a flight Cancellation within the Sequence will be considered notification in lieu of Positive Telephone Contact. Pilots will not be required

LETTER OF AGREEMENT No. 15: Covid-19

to return a call from Crew Scheduling to confirm notification of such a change. Any changes to a Pilot's schedule made as a result of the flight Cancellation(s) shall be accomplished in accordance with the CBA.

At or after Sequence Report Time, all Company initiated changes made within the Sequence shall be completed through Positive Telephone Contact in accordance with Sec. 25.A.4.b.i.

2. Section 25.Q.11.

Any Pilot available for Reassignment shall be considered notified at 1600 LDT the Day prior to the start of a Sequence of any flying assigned through FLiCA and a phone message. If given an assignment he will be provided a hotel room in Domicile for both the night prior to the start of the Sequence and the night of the release of the Sequence. Any Pilot not notified by 1600 LDT the day prior to the start of the Sequence will be released from any further obligation and pay protected for any flying removed from his schedule.

C. For the April 2020, May 2020 and June 2020 Bid Periods, the following terms shall apply:

Fifty (50) Hour Company Leave of Absence ("COLA-1"):

1. At its discretion, the Company may offer and award voluntary leaves of absence which provide a Pilot with 50 hours of Pay Credit and a single Monthly Bid Period free from duty, hereinafter known as "COLA-1". Pilots shall submit their requests for a COLA-1 via the Electronic Bid System prior to the deadline that shall be specified in the COLA bid. These paid leaves will be awarded in seniority order by Position and shall be posted online no later than the close of the next business day.
2. Notwithstanding Paragraph C.1., above, if a Pilot will be in his Late Grace Month during the Monthly Bid Period for which the COLA-1 is offered, and he is not already scheduled to complete the applicable training or qualification in his Base Month, he will be awarded a COLA-1 at Company discretion, provided his training and/or qualification event is postponed. Pilots awarded a COLA-1 will not be assigned any training and/or qualification event during the leave. A Pilot with scheduled vacation in the Monthly Bid Period for which the COLA-1 is offered are eligible to bid on a

LETTER OF AGREEMENT No. 15: Covid-19

COLA-1 however he will be awarded a COLA-1 at the Company's discretion. A Pilot who is awarded a COLA-1 must drop any vacation awarded if the vacation is scheduled to occur during the leave. A Pilot will be eligible to adjust his vacation based on remaining open vacation periods in his Position. In the event there are no open vacation periods available for bid, the affected Pilot shall be paid in lieu of an awarded vacation on the Jan 5, 2021 paycheck.

- a. Longevity: shall accrue for the duration of the leave.
- b. Sick Leave accrual: shall accrue for the duration of the leave.
- c. Sick Leave retention: for the duration of the leave.
- d. Vacation accrual: shall accrue for the duration of the leave.
- e. Vacation retention: for the duration of the leave.
- f. Group health insurance: the Pilot shall pay the employee contribution and the Company shall pay the employer contribution to the health insurance plan for the duration of the leave.
- g. Pass Benefits: the Pilot retains the same pass benefits on the Company as an active Pilot. Pass benefits on other airlines are subject to the Company's agreements with other airlines.

D. Pilots Awarded COLA-1 for the April 2020 Monthly Bid Period

For the April 2020 Monthly Bid Period, COLA-1 leaves will commence on April 1, 2020. A Pilot awarded a COLA-1 for the April 2020 Monthly Bid Period who also had an AVA or reserve obligation on March 31, 2020 will be paid for the COLA-1 in lieu of the AVA or reserve obligation, if no Reassignment, Aggressive Reserve award, or reserve assignment occurred. A Pilot awarded a COLA-1 for the April 2020 Monthly Bid Period who had an any other obligation to the Company on March 31, 2020 will be paid for the entirety of the duty performed above the value of the COLA-1 and in accordance with applicable CBA provisions.

E. System Bid 2020-3 and System Bid 2020-4 Timeline Relief

System Bid 2020-3 will open on April 1, 2020 and close on April 3, 2020. System Bid 2020-4 will open on April 8, 2020 and close on April 15, 2020. These dates may be adjusted by mutual concurrence of both both parties.

LETTER OF AGREEMENT No. 15: Covid-19**F. For the April 2020, May 2020 and June 2020 Bid periods, reduction of 25.L.3. Minimum Credit Hours**

Pilots will be allowed to complete the April 2020 Monthly Bid Period with a minimum of 50 hours of Pay Credit. For the remaining Monthly Bid Periods in 2020, the Company may, on a month to month basis, allow for Pilots to drop to 50 hours of Pay Credit without having to complete the Monthly Bid Period with either 60 or 70 hours of Pay Credit. The Company will publish the reduced minimum within the applicable Monthly Bid Package.

G. Conversion of May 2020 Unpaid COLA Awards

Any Pilot awarded an unpaid COLA for the May 2020 Monthly Bid Period that is subsequently awarded a COLA-1 will be awarded the COLA-1 in lieu of the unpaid COLA.

This Letter of Agreement shall become effective on March 30, 2020. Any section of this agreement may be extended upon mutual concurrence of the parties.

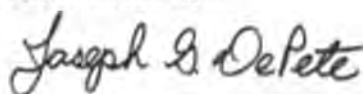
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 30th day of March, 2020.

For FRONTIER AIRLINES, INC.

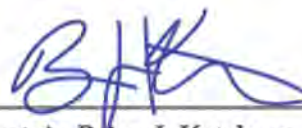


Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS
ASSOCIATION,
INTERNATIONAL



Joseph G. DePete, President



Captain Brian J. Ketchum
Chairman, Master Executive Council
(FFT)

LETTER OF AGREEMENT No. 16: Timeline, AVA, and Reserve Lines

LETTER OF AGREEMENT No. 16
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the parties wish to address certain circumstances arising from the COVID-19 pandemic.

NOW THEREFORE, it is hereby agreed as follows:

A. May 2020 Monthly Bid Period Timeline:

1. For the Monthly Bid Period, the timetable below shall be used in lieu of the timetable found in Section 25.H. of the Parties' CBA. In the event that dates and/or references found elsewhere in the CBA conflict with the modified timetable, the modified timetable shall be considered the controlling provision.

April 2020	Time (LDT)	Event (*All events must occur NLT the date or time specified)
8th	N/A	* Company provides the Sequences to the SSC
10th	0900	* Bid opens
12th	1200 (DEN)	COLA-1 bid closes
13th	1700	* COLA-1 bid award
15th	1200	CA bid closes
15th	1700	* CA bid award
16th	1200	FO bid closes
16th	1700	* FO bid award; vacation slide/adjustment period, Golden Day Off designation period, Ground School training bid all open

LETTER OF AGREEMENT No. 16: Timeline, AVA, and Reserve Lines

17th	1200 (DEN)	Secondary COLA-1 bid opens only for Pilots not awarded a Regular Line (at Company discretion)
18th	1700	MOT drop period opens; vacation slide/adjustment period, Golden Day Off designation period, Ground School training bid all close.
19th	1700	* Ground School bid award, all training assignments completed, OT transactions for following Monthly Bid Period allowed. (See note below.)
20th	0900	MOT drop period ends
20th	1700	* MOT opens
22nd	0900	MOT closes
22nd	1700	* MOT award
23rd	0900	Mini DOT opens (No Out-of-Domicile pick-ups allowed)
23rd	1200 (DEN)	Secondary COLA-1 bid closes (if applicable)
24th	0900	Mini DOT closes
24th	1200 (DEN)	* Secondary COLA-1 bid award (if applicable)
24th	1700	* All Mini DOT transactions processed
25th	1700	* Secondary Bid for Relief and Reserve lines opens
27th	1700	Secondary Bid closes
27th	2100	* Secondary Bid awarded, Vacation Slides must be submitted by 1200 on the 28th and processed no later than 0900 on the 29th
29th	0900	CA and FO DOT opens
30th	0900	Reserve Drop/Trade/Swap opens

B. For the April 2020 Monthly Bid Period the following Daily Timeline shall used in lieu of Section 25.K of the Parties' Collective Bargaining Agreement:

DAY - 6	0930	Sequences no longer available to Lineholders to Add/Swap – Drops permissible, AVA reassignments begin
DAY - 4	Until 0930	DDL
DAY - 4	0930	DAG (4 days prior to leg)
DAY - 3 to 2	ALL	DAG
DAY - 1	0930	Drops close, AVA Reassignments completed and considered notified under LOA 15 rules but using 0930 as time

LETTER OF AGREEMENT No. 16: Timeline, AVA, and Reserve Lines

DAY - 1	0930 - 1030	No Bid and Management Pilots may add Open Time until 1030 for following day
	1030	Aggressive Reserve - Open
	1330	Aggressive Reserve - Close
	1330	Reserve assignments begin
	1530 (NLT)	Aggressive Reserve award
TRIP DAY	3 hours prior	No Trades
TRIP DAY	0930-1030	Management and No Bid Pilots may Add for the same day
	Departure	Sequence operates

- C. *AVA Reassignment Flexibility – applies to AVA obligation beginning April 7, 2020 and in effect for the remainder of the April 2020 Monthly Bid Period:*

Supersedes LOA 15 Paragraphs B.1 & B.2

1. Section 25.A.4.b.i

Prior to Sequence Report Time, a voicemail from Crew Scheduling containing the details of a flight Cancellation within the Sequence will be considered notification in lieu of Positive Telephone Contact. Pilots will not be required to return a call from Crew Scheduling to confirm notification of such a change. Any changes to a Pilot's schedule made as a result of the flight Cancellation(s) shall be accomplished in accordance with the CBA. At or after Sequence Report Time, all Company initiated changes made within the Sequence shall be completed through Positive Telephone Contact in accordance with Section 25.A.4.b.i..

2. Section 25.Q.11

- a. Any Pilot available for Reassignment shall be considered notified at 0930 LDT the Day prior to the start of a Sequence of any flying assigned, through FLiCA and a phone message. Pilots Reassigned on AVA may be assigned multiple Sequences within the Footprint of their original Sequence. If given an assignment, upon request, the Pilot will be provided a hotel room in Domicile for both the night prior to the start of the Sequence, the night of the release of the Sequence and any intervening Rest Period in Domicile within the Footprint of the original Sequence. Any Pilot not notified by 0930 LDT the day prior to the start of the Sequence will be released from any further obligation and pay protected for any flying removed from his schedule.

LETTER OF AGREEMENT No. 16: Timeline, AVA, and Reserve Lines

- b. Pilots may not Drop/Swap/or Trade a Sequence assigned during AVA obligation.

Example with Reassignment during AVA:

A Pilot has a four day Sequence cancelled and is placed on AVA. His original Sequence Report Time is 1200 LDT on Day 1 and his original Sequence Release Time is 1600 LDT on Day 4. The Company may assign either one Sequence or multiple Sequences, so long as the Report Time on Day 1 is no earlier than 1200 LDT and the Sequence Release Time on Day 4 is no later than 1600 LDT. The Pilot may be assigned flying no earlier than 0930 LDT seven days prior to Day 1 and no later than 0930 LDT the day prior to Day 1. The Pilot is assigned a two-day Sequence which reports on Day 1 at 1500 LDT, and releases on Day 2 at 2300 LDT. He is additionally assigned a one-day Sequence that reports on Day 4 at 0800 LDT and releases at 1400 LDT on the same day. The Pilot may request a hotel room in Domicile the night prior to Day 1 and the night of Day 4, and additionally for the Rest Period starting at 2300 on Day 2 and ending at 0800 on Day 4.

Example without Reassignment during AVA:

A Pilot has a four day Sequence cancelled and is placed on AVA. His original Sequence Report Time is 1200 LDT on Day 1 and his original Sequence Release Time is 1600 LDT on Day 4. The Company may assign either one Sequence or multiple Sequences, so long as the Report Time on Day 1 is no earlier than 1200 LDT and the Sequence Release Time on Day 4 is no later than 1600 LDT. The Pilot may be assigned flying no earlier than 0930 LDT seven days prior to Day 1 and no later than 0930 LDT the day prior to Day 1. At 0930 LDT the day prior to Day 1, the Pilot checks FLICA and has not been assigned any flying. He is released for the remainder of his AVA obligation.

Example with Reassignment during AVA and clarification of prohibition on additional flying:

A Pilot has a three day Sequence cancelled and is placed on AVA. His original Sequence Report Time is 0800 LDT on Day 1 and his original Sequence Release Time is 2000 LDT on Day 3. The Company assigns the Pilot a one day Sequence with a Report Time of 1200 LDT on Day 1. After 0930 the day prior to Day 1, the Company cannot assign additional flying on any remaining AVA days.

LETTER OF AGREEMENT No. 16: Timeline, AVA, and Reserve Lines*D. May 2020 Monthly Bid Period Reserve Lines:*

1. Reserve Lines shall be built with a minimum of fifteen (15) Days Off and a maximum of sixteen (16) RDPs by Position, subject to the following terms:
 - a. Less than or equal to one-thousand (1000) COLA-1 systemwide leaves are awarded.
 - b. Less than or equal to fifty percent (50%) of the Pilots eligible to bid in the applicable Position are awarded a COLA-1.
 - c. Prior to the opening of the Secondary Bid, the Company projects to fly 16,000 aircraft block hours or less in the Monthly Bid Period, subject to verification by the Association.
2. 3 X 6 Reserve Lines shall not be built for the Monthly Bid Period. The Company may distribute up to ten percent (10%) of the remaining lines at its discretion.
3. For FDO Reserve Lines with a block of Days Off in the middle of the Monthly Bid Period, the block will be from the 8th to the 22nd.

E. Additional Offerings of April 2020 Monthly Bid Period COLA-1s:

No later than 2359 Mountain Time on April 4, 2020, the Company will open an additional April 2020 COLA-1 bid. The bid will be open for twenty-four (24) hours. If an active Pilot is awarded an additional offering, he will be released from all further obligation to the Company for the month, and be paid a total of fifty (50) hours of Pay Credit for the April 2020 Monthly Bid Period, regardless of duty previously performed.

The bid will otherwise be awarded under the terms of Letter of Agreement 15, Paragraph C.

F. Mutual Extension of Letter of Agreement 15 on a Monthly Basis:

The Parties may agree to an extension of certain provisions contained within Letter of Agreement 15 through September 30, 2020 with mutual concurrence.

This Letter of Agreement shall become effective on April 4, 2020 and terminate on September 30, 2020. The Parties agree that any provision(s) contained within this Letter of Agreement may be extended with mutual concurrence through the end of September 30, 2020.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 4th day of April, 2020.

LETTER OF AGREEMENT No. 16: Timeline, AVA, and Reserve Lines

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete, President



Captain Brian J. Ketchum
Chairman, Master Executive Council
(FFT)

LETTER OF AGREEMENT No. 17 – AVA and Notification Requirements**LETTER OF AGREEMENT No. 17****between****FRONTIER AIRLINES, INC.****and****THE AIR LINE PILOTS****in the service of****FRONTIER AIRLINES, INC.****as represented by the****AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the parties wish to address certain circumstances arising from the Covid-19 pandemic and the associated reduction in scheduled flying.

THEREFORE, it is hereby agreed as follows:

- A. LOA 15 Paragraph C. and LOA 16 Paragraphs A. and D. shall extend and apply to the June 2020 Monthly Bid Period.
- B. For the May 2020 Monthly Bid Period, a voicemail from Crew Scheduling containing the details of a flight Cancellation or other marketing change within a Sequence left prior to the Sequence Report Time will be considered notification in lieu of Positive Telephone Contact. Pilots will not be required to return a call from Crew Scheduling to confirm notification of any such change(s). Any changes at or after Sequence Report Time and all Company-initiated changes made within the Sequence shall be completed through Positive Telephone Contact in accordance with Section 25.A.4.b.i.
- C. For the May 2020 Monthly Bid Period, if a Pilot is available for Reassignment prior to 0930 LDT two (2) Days prior to the start of a Sequence, unless he has been Reassigned to rejoin his original sequence in Domicile or via a Deadhead, the following shall apply:
 - 1. Any Pilot available for Reassignment shall be considered notified at 0930 LDT two (2) Days prior to the start of a Sequence of any flying assigned in the AVA Footprint, through FLiCA and a phone message. Pilots Reassigned on AVA may be assigned multiple Sequences within the Footprint of their original Sequence. If given an assignment, upon request, the Pilot will be provided a hotel room in Domicile for the night prior to the start of the Sequence, the night of the release of the Sequence, and any intervening Rest Period in Domicile within the Footprint of the original Sequence. Any Pilot not notified by 0930 LDT two (2) Days prior to the start of the Sequence will be released from any further obligation and pay protected for any flying removed from his schedule.

LOA 17.1

LETTER OF AGREEMENT No. 17 – AVA and Notification Requirements

2. For the May 2020 Monthly Bid Period, in order to accommodate for the Department of Transportation minimum service obligations under the CARES Act, a Pilot originally scheduled for two (2) legs within a Sequence consisting of a single Duty Period may be:
- a. scheduled to report up to one (1) hour earlier than the original Sequence Report Time; and/or
 - b. scheduled to be released up to one (1) hour later than the original Sequence Release Time; and/or
 - c. Reassigned to no more than three (3) legs, so long as the Reassignment contains at least one (1) leg from the original Sequence.
 - d. Reassignments under this provision will only be allowed during the May 2020 Monthly Bid Period and must relate to a marketing change. Notification to the Pilot shall be in accordance with Paragraph B., above. If given an assignment, upon request, the Pilot will be provided a hotel room in Domicile for both the night prior to the start of the Sequence, the night of the release of the Sequence.

Example: A Pilot is originally scheduled to report at 0800 and release at 1430 to operate a single Duty Period Sequence containing two legs, MCO to CVG and CVG to MCO. The Pilot may be Reassigned to operate MCO to CVG, CVG to CMH, and CMH to MCO, so long as he is scheduled to report no earlier than 0700 and release no later than 1530. Upon request, he will be provided a hotel room the night prior to the Reassigned Sequence and the night of the release of the Reassigned Sequence.

- D. Paragraph C.1., above, shall become effective on May 5th at 0930 LDT (e.g., A Pilot will be considered notified through FLICA and a phone message on May 5th at 0930 LDT for an AVA assignment on May 7th. If there is no assignment, the Pilot will be released from the remainder of the AVA obligation and pay protected).
 - E. A Pilot awarded a June 2020 COLA-1 who lost currency in either May or is projected to lose currency in June due to the recency of experience requirements of 14 CFR § 121.439(a) may be required to attend simulator currency training or requalification while on a COLA-1 in order to maintain or regain currency.
1. The Company shall determine and publish the number of currency/requalification slots in LAS, DEN, MIA (and MCO when a simulator is certified for use by Frontier), and the Pilot will have the option to submit requested dates he wishes to complete the currency requirements and such request will not be unreasonably denied. The Company will give priority to currency training over requalification training when assigning slots. He will be assigned the currency/requalification event no later than five (5) Calendar Days following publication of the COLA-1 award, and provided at least five (5) Calendar Days'

LETTER OF AGREEMENT No. 17 – AVA and Notification Requirements

notice of the training event. He will otherwise be scheduled in accordance with the applicable provisions of the CBA, except as outlined in this LOA.

2. Currency/requalification events will take place in LAS, DEN, MIA (and MCO when a simulator is certified for use by Frontier). A Pilot will be assigned an event in his Domicile, where applicable. He may designate a location other than his Domicile to attend the training event when bidding for a COLA-1.
 3. The Pilot will be paid in accordance with Section 3.0.3. for such training, including Deadhead Pay and Per Diem if assigned the event outside of the Pilot's Domicile. A Pilot who elects to deviate from an assigned Deadhead will not be paid for the assigned Deadhead. If a Pilot elects to designate a specific simulator training location outside of his Domicile, he shall be paid only for the value of the simulator training (e.g., no Per Diem and no Deadhead Pay). All Pay Credits shall be paid above the COLA-1 pay guarantee.
 4. A Pilot who deviates in accordance with Paragraph E.3, above, may request unpaid on line Positive Space Must ride travel to/from the training event location selected by the Company. Until a simulator is certified for use in MCO, MCO based Pilots, who elect to deviate and drive themselves to the MIA Airbus training facility, shall be reimbursed for two hundred dollars (\$200.00). In addition, upon request, the Pilot will be provided with hotel accommodations if necessitated by the timing of the training event.
 5. A Pilot awarded a COLA-1 who loses currency shall not be considered at fault for his disqualification and will be pay protected and eligible to bid in accordance with Section 25.E. of the CBA, unless the Pilot makes himself unavailable for his assigned and rescheduled training/recurrency event.
- F. Notwithstanding Section 25.S. of the CBA, a Reserve Pilot projected to require completion of 14 CFR § 121.439(a) recency of experience requirements may be assigned a simulator event to maintain currency in lieu of an RDP/Reserve Day.
- G. For the May 2020 Monthly Bid Period, the following Daily Timeline shall be used in lieu of Section 25.K. of the Parties' Collective Bargaining Agreement:

DAY -4	Until 0930	DDL
DAY -4	0930	DAG (4 days prior to leg)
DAY -3	0930	Sequences no longer available to Lineholders to Add – Swaps/Drops permissible, AVA reassignments begin
DAY -3 to 2	ALL	DAG
DAY -2	0930	AVA Reassignments completed and considered notified
DAY -1	0930	Swaps/Drops close

LOA 17.3

LETTER OF AGREEMENT No. 17 – AVA and Notification Requirements

DAY -1	0930 -1030	No Bid and Management Pilots may add Open Time until 1030 for following day
	1030	Aggressive Reserve - Open
	1330	Aggressive Reserve - Close
	1330	Reserve assignments begin
	1530 (NLT)	Aggressive Reserve award
TRIP DAY	3 hours prior	No Trades
TRIP DAY	0930-1030	Management and No Bid Pilots may Add for the same day
	Departure	Sequence operates

This Letter of Agreement shall become effective on May 5, 2020 (unless otherwise stated above) and terminate on May 31, 2020. The Parties agree that the provision(s) contained within this Letter of Agreement may be extended with mutual concurrence through the end of September 30, 2020.

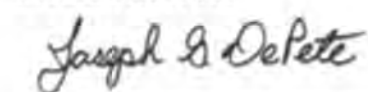
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 4th day of May, 2020.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete, President



Captain Brian J. Ketchum
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 18 – July COLA-1 and Currency

LETTER OF AGREEMENT No. 18
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the parties wish to address certain circumstances arising from the COVID-19 pandemic and the associated reduction in scheduled flying; and

WHEREAS, the parties wish to further clarify and illustrate the process for a Pilot on a COLA-1 to maintain takeoff and landing currency.

NOW THEREFORE, it is hereby agreed as follows:

- A. LOA 15 Paragraph C., LOA 16 Paragraph D., and LOA 17 Paragraphs B., C.1., F., and G. shall extend and apply to the July 2020 Monthly Bid Period.
- B. The July COLA-1 bid will open on June 1, 2020 at 1200 MDT and close on June 5, 2020 at 1200 MDT and be published no later than June 6, 2020 at 1700 MDT. The July secondary COLA-1 bid if offered, will open on June 12, 2020 at 1200 MDT and close on June 16, 2020 at 1200 MDT and will be published no later than June 17, 2020 at 1700 MDT.
- C. A Pilot awarded a July 2020 COLA-1 who lost currency in either June or is projected to lose currency in July due to the recency of experience requirements of 14 CFR § 121.439(a), may be required to attend simulator currency training or requalification while on a COLA-1 in order to maintain or regain currency.
 - 1. The Company shall determine and publish currency/requalification slots in LAS, DEN, MIA (and MCO when a simulator is certified for use by Frontier), and the Pilot will have the option to 1) bid for **currency** (not requalification) slots (by location/date/time); or 2) submit date preferences which will not be

LETTER OF AGREEMENT No. 18 – July COLA-1 and Currency

unreasonably denied (by date); or 3) be assigned a ***currency or requalification*** slot by the Company (by location/date/time). A Pilot will be assigned a slot in his Domicile, when a training facility is located in Domicile. Slots will be awarded in seniority order with priority given to ***currency training over requalification training***.

2. The award of currency/requalification events will be published no later than five (5) Calendar Days following publication of the COLA-1 award, and will provide at least five (5) Calendar Days' notice of the training event.
 - a. If a Pilot is awarded one of his bid options for a simulator currency slot (location, date, and time), he shall be paid four and one-half (4.5) hours for the simulator training (i.e., no Per Diem and no Deadhead Pay). Upon request, the Pilot will be provided with one night of hotel accommodations either before or after the simulator event. A Pilot who bids for and is awarded a simulator currency slot will be responsible for his own transportation to and from the event regardless of the Pilot's Domicile. However, until a simulator is certified for use in MCO, MCO-based Pilots who bid for and are awarded the MIA Airbus training facility will be provided with a two hundred dollar (\$200.00) mileage stipend.
 - b. If the Pilot is not awarded a simulator currency slot for which he bid, or he elects to only submit date preferences, or he chooses not to bid for currency training, the Pilot will be paid four and one-half (4.5) hours for the simulator training. If a Pilot is scheduled for a currency/requalification event in a location other than his Domicile, a training activity will be constructed including Deadheads, Per Diem, and hotel accommodations. If a Pilot elects to deviate from an assigned Deadhead he will not be paid for the Deadhead, but he will still be provided with hotel accommodations. However, until a simulator is certified for use in MCO, MCO-based Pilots who deviate from assigned Deadheads will be provided with a two hundred dollar (\$200.00) mileage stipend.
3. Other than a MCO based Pilot who requested the two hundred dollar (\$200) mileage stipend, any Pilot scheduled for a currency/requalification event may utilize unpaid online Positive Space Must Ride travel to/from the training event location.

LETTER OF AGREEMENT No. 18 – July COLA-1 and Currency

4. Currency/requalification events will otherwise be scheduled in accordance with the applicable provisions of the CBA, except as outlined in this LOA. All Pay Credits shall be paid above the COLA-1 pay guarantee.
 5. A Pilot awarded a COLA-1 who loses currency shall not be considered at fault for his disqualification and will be pay protected and eligible to bid in accordance with Section 25.E. of the CBA, unless the Pilot makes himself unavailable for his assigned and rescheduled training/recurrency event.
- D. A Pilot awarded a July COLA-1 must complete the summer 2020 computer based training no later than the end of the July Monthly Bid Period and will be paid in accordance with Section 3.0.5, above the COLA-1 pay guarantee.

This Letter of Agreement shall become effective on June 1, 2020 (unless otherwise stated above) and terminate on June 30, 2020. The Parties agree that the provision(s) contained within this Letter of Agreement may be extended with mutual concurrence through the end of September 2020.

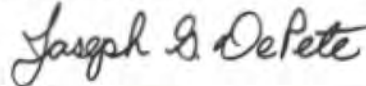
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 29th day of May, 2020.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete
President



Captain Brian Ketchum, Chairman
Master Executive Council (FFT)

MEMORANDUM OF UNDERSTANDING No. 3
Day Rooms

July 10, 2020

Bradley Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, Colorado 80239

RE: Memorandum of Understanding – Day rooms

Dear Brad,

This Memorandum of Understanding represents the Parties' agreed upon settlement when a pilot is denied a day room contrary to Section 5.B.9 of the CBA

1. For future violations of Section 5.B.9. of the Collective Bargaining Agreement ("CBA"), the Company agrees to prospectively remedy an affected Pilot with two (2) hours of pay credit.
2. When evaluating a dispute regarding the reasonableness of the expected ground time anticipated by SOC, the Parties agree to place an emphasis on the factors contributing to the extended ground time, including but not limited to information provided to SOC and/or Crew Scheduling by the affected Pilot(s). The reason for the denial of the day room will be provided to the Association. A day room may not be denied on the sole basis of a Pilot being in a Domicile, however the availability of spare aircraft will be considered in the event of a denial.
3. While on a layover, a Pilot may contact Crew Scheduling to request a delayed hotel checkout if their outbound flight is delayed in excess of sixty (60) minutes. Such a request will be approved at Crew Scheduling discretion.
4. The Parties agree that alleged violations under Section 5.B.9. of the CBA which are not otherwise resolved during a Monthly Grievance Review Meeting will be reviewed by the MEC Chairman and Vice President of Flight Operations within seven (7) days of the deadlock in an effort to resolve the dispute.
5. After the Parties review, if the Parties cannot resolve the dispute, the matter will be submitted directly to the System Board of Adjustment.

If I have correctly stated the terms of our agreement, please sign in the space provided below and return an executed copy of this letter to me.

Sincerely,



Captain Brian Ketchum, Chairman
Master Executive Council (FFT)
Air Line Pilots Association, International

Accepted and agreed to this 10 day of July, 2020.



Bradley Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.

This document is generated based on the MOU Template - Version 2.0.1, June 2, 2020

MEMORANDUM OF UNDERSTANDING (MOU)

We the parties of this MOU agree to work together to review, analyze, and resolve safety events submitted to the Aviation Safety Action Program (ASAP).

This MOU is between the Federal Aviation Administration (FAA), FRONTIER AIRLINES, INC.,-PILOT, and participating labor groups for employees if they wish to participate.

1. **OPERATOR INFORMATION.** Frontier Airlines, Inc., (F3LA) holds an air carrier certificate issued under 14 C.F.R. Part 119 and conducts its operations as authorized in (F3LA)'s Operations Specifications (OpSpecs). Frontier Airlines, Inc., operates approximately 100 aircraft, and employs approximately 1600 pilot employees related to this MOU. The pilot employees are represented by the Air Line Pilots Association International (ALPA).

2. **PURPOSE OF THIS MOU.** The FAA, Frontier Airlines, Inc., and any participating labor groups are committed to improving flight safety. Each party has determined that safety is enhanced if there is a systematic approach for employee groups to promptly identify and correct potential safety hazards. The primary purpose of the Frontier Airlines, Inc., ASAP is to identify safety events and to implement corrective measures that reduce the opportunity for safety to be compromised. In order to facilitate flight safety analysis and corrective action, the FAA, Frontier Airlines, Inc., and the participating employee labor groups agree to implement this ASAP voluntarily. This ASAP is intended to improve organizational safety through self-reporting, cooperative follow up, and appropriate corrective action. This ASAP is based on a safety partnership that includes the FAA and the eligible entity, and may include a third party, such as the employee's labor group or safety organization serving as an ASAP facilitator. To encourage an employee to voluntarily report safety issues, enforcement-related incentives have been designed into the program.

3. **BENEFITS.** The program will foster a voluntary, cooperative, nonpunitive environment for the open reporting of safety concerns. Through such reporting, all parties will have access to valuable safety information that may not otherwise be obtainable. This information will be analyzed in order to develop mitigation strategies and employee corrective actions if necessary to help solve safety issues and possibly eliminate deviations from Title 14 of the Code of Federal Regulations. For a report accepted under this ASAP MOU, the FAA will not use any enforcement action to address certain apparent violations of the regulations. This policy is referred to in this MOU as an "enforcement-related incentive".

4. **APPLICABILITY.** The Frontier Airlines, Inc., ASAP applies to all pilot employees of Frontier Airlines, Inc., and only to events that occur while acting within the scope of their employment with Frontier Airlines, Inc., and their contractors (if applicable). Reports of events involving apparent noncompliance with Title 14 of the Code of Federal Regulations that appear to involve intentional or reckless conduct, criminal activity, substance abuse, controlled substances, alcohol, or intentional falsification are excluded from the program. Reports of

events that directly involve an employee but that occurred while he or she was acting outside the scope of his or her employment for the eligible entity are also excluded.

5. **DECISION-MAKING.** The success of an ASAP is built on the ability of the event review committee (ERC) to achieve consensus on the acceptance or exclusion of each event that is reported. Consensus of the ERC means the voluntary agreement of all representatives of the ERC. The ERC reaches a consensus when deciding whether to accept a report into the program and when deciding on corrective action recommendations related to the reporter, arising from the event (except as provided in paragraph 6, below).

6. **AUTHORITY.** This Agreement is entered into under the authority of 49 U.S.C. § 106(1) and (m). The FAA retains all its legal authority and responsibilities contained in Title 49 of the United States Code, as referenced in FAA Order 2150.3 and in the FAA Compliance and Enforcement Program (as amended). In the event there is not a consensus of the ERC on decisions concerning a report involving an apparent violation(s), reckless or intentional violation conduct, or a qualification or medical certification issue, the FAA ERC representative decides whether to accept or reject the report.

7. **TERMS OF THIS AGREEMENT.** All ASAPs, whether new or previously established, enter as continuing programs. A review of a continuing program is required every 2 years to ensure its objectives are met. The review is accomplished by all signatories of the MOU.

8. **VOLUNTARY WITHDRAWAL.** Any signatory party to the MOU may withdraw from the MOU at any time and for any reason. The withdrawal of a party, or the termination or modification of a program, will not adversely affect anyone who acted in reliance on the terms of a program in effect at the time of that action (i.e., when a program is terminated, all reports and investigations that were in progress are to be handled under the provisions of the program until they are completed).

9. **POINTS OF CONTACT.** The ERC is comprised of a management representative from the eligible entity, a representative from the employee labor group (if applicable), and a specifically qualified FAA inspector from the appropriate Flight Standards office for Frontier Airlines, Inc., or his or her designated alternates as appropriate. In addition, Frontier Airlines, Inc., will designate one person who will serve as the ASAP manager. The ASAP manager will be responsible for program administration, including the development and regular maintenance/updating of an ASAP manual or other process document that defines the nature, policy, and procedures of the ASAP and its participants. In some cases (while not ideal), the ASAP manager is also the company management representative to the ERC and may perform both functions. Management officials (other than the airline representative) of any party to this MOU should not be voting members of the ERC and should refrain from influencing any ERC decisions.

10. **ACCEPTANCE POLICY.** The following criteria are met in order for a report to be accepted under the ASAP:

(1) ASAP reports are accepted unless excluded by one of the criteria listed below:

(a) Any possible noncompliance with Title 14 of the Code of Federal Regulations disclosed in the report that involves reckless or intentional violation conduct.

Note: There is a narrow circumstance under which the ERC considers acceptance of a report despite the intentionality of a violation. Under 14 C.F.R. § 91.3(b), in an in flight emergency requiring immediate action, the pilot in command may deviate from any rule in 14 C.F.R. Part 91 to the extent required to meet that emergency. In considering accepting the report, the ERC should evaluate whether such action may have been the safest course given the circumstances at the time of the incident. If the deviation was the result of an event outside the control of the pilot or not otherwise evidencing a lack of diligence, e.g., to address a flight threatening mechanical malfunction, the ERC may determine that acceptance of the report is appropriate.

(b) The reported event involves criminal activity, substance abuse, controlled substances, alcohol, or intentional falsification. Reports involving those events will be referred to the appropriate FAA office for further handling. The FAA may use the content of such reports for any FAA action and will refer such reports to law enforcement agencies, if appropriate

(c) The report discloses an event that involves an employee acting outside the scope of his or her employment for the eligible entity.

Note: The ERC may exclude a report that reflects an instance of a repeated act of the same or similar noncompliance by the same individual due to a common root cause that was previously accepted and addressed with corrective action under the ASAP.

(2) Timeliness. In past iterations of ASAP policy, emphasis was placed on meeting strict time period requirements as a condition for acceptance of reports. While timeliness considerations are generally still a relevant factor in determining whether to accept a report, the responsibility of the ERC now is to review all information available and determine whether acceptance of the report is in the best interest of safety. Timeliness considerations, however, do not apply to sole-source reports.

11. **EMPLOYEE FEEDBACK.** The ASAP manager, in coordination with the ERC, publishes pertinent event recaps, data, and trend information derived from filed and processed reports, and ASAP analysis in accordance with Frontier Airlines, Inc.'s defined procedures. Any employee who submitted a report may also contact the ASAP manager to inquire about the status of his or her report. In addition, each employee who submits a report accepted under the ASAP receives individual feedback on the final disposition of the report.

12. **INFORMATION AND TRAINING.** Each Frontier Airlines, Inc., participating employee and manager receives written guidance outlining the details of the program at least 2 weeks before the program begins. Each participating employee group also receives additional instruction concerning the program during the next regularly scheduled recurrent training

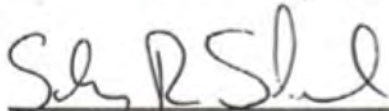
session, and on a continuing basis in recurrent training thereafter. All new-hire employees receive training on the program during initial training.

13. RECORDKEEPING. All documents and records regarding this program are kept by the Frontier Airlines, Inc., ASAP manager and made available to the other parties of this agreement at their request. The parties should maintain those records necessary for a program's administration and evaluation and as required by law. Records submitted to the FAA for review relating to an ASAP are protected to the extent allowed by law.

14. DEVELOP A POLICY AND PROCEDURES MANUAL. The ERC is encouraged to develop and maintain a manual outlining ASAP processes and procedures for reviewing and analyzing reports. Information for developing this manual can be located on the FAA Flight Standards ASAP website at <http://www.faa.gov/about/initiatives/asap> under "Lessons Learned for ERC's Policy and Procedures."

FRONTIER AIRLINES, INC.,-PILOT

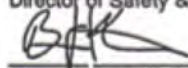
15. SIGNATORIES. All parties to this ASAP are entering into this agreement voluntarily.



Sandy Shepherd
Director of Safety & Security, Frontier Airlines

8-10-2020

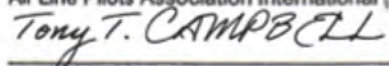
Date



Brian J. Ketchum
Association Chairman
Air Line Pilots Association International (ALPA)

08/06/2020

Date



Tony Campbell
Manager of AFC-500, ATL CMO & DEN CMO

08/10/2020

Date

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

**LETTER OF AGREEMENT No. 19
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the Company and the Association ("the Parties") are parties to a Collective Bargaining Agreement setting forth the rates of pay, rules, and working conditions for the Company's Pilots ("CBA" or "Agreement") effective January 16, 2019; and

WHEREAS, pursuant to the Preferential Bidding System Letter of Agreement ("PBS LOA") incorporated in and effective with the Agreement, the Company and the Association agreed to memorialize the agreements reached by the Joint PBS Working Group ("JPWG") on all aspects of PBS including testing, training, implementation, and administration of PBS in the CBA.

NOW, THEREFORE, the Company and the Association agree as follows:

A. Definitions

1. Current Definitions to be Modified:
 - a. 2.F. – Remove.
 - b. 2.G. – Modify to read "or MAY GO."
 - c. 2.II. – Remove "a Relief Line or."
 - d. 2.MM. – Modify to read "or MUST GO."
 - e. 2.NN. – Remove "or a Relief Line."
 - f. 2.TT. – Remove.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

- g. 2.NNN. – Remove.
- h. 2.UUU. – Remove “or an individual Relief Line Pilot’ schedule if Reserve Days or RDP’s are included”.
- i. 2.ZZZ. – Remove.

2. New Definitions

- a. **“AVERAGE LINE VALUE (ALV)”** means the number of hours (including both Pay Credit hours and Virtual Credit hours) published by the Company prior to the opening of the monthly bid that is the projected average of all Regular Line PBS awards for a Category in a Monthly Bid Period.
- b. **“CORRECT LINE”** means the initial line the Pilot should have been awarded had a PBS mis-award not occurred.
- c. **“DENIAL MODE”** means a process in PBS that:
 - i. is performed after PBS is unable to award a Pilot a line consistent with bid preferences, seniority, his Known Absences, the FARs, the CBA, and within his credit window.
 - ii. is utilized after Shuffle and prior to SLG, and
 - (a) ignores, one at a time, a Pilot’s preference(s) to avoid flying a specified Sequence or a Sequence with specified criteria (e.g., number of Duty Periods in a Sequence, departure time of Sequence, number of flight segments per Duty period) or his preference to avoid flying on a specified Day, in an effort to award him a line within his credit window.
- d. **“FILL TO THRESHOLD”** means a tool in PBS that:
 - i. is utilized prior to Denial Mode; and
 - ii. continues to award Sequences to each Pilot’s line, if possible, until such line is at or above the Threshold.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

- e. **"FORCE PRIORITY STACK DATE ON SLG"** means a tool in PBS that ensures a Pilot who is awarded a line during the SLG process is awarded a Sequence that is scheduled to operate on the specified Priority Stack Date.
- f. **"HISTORICAL LINE VALUE"** means the twelve (12) Monthly Bid Period rolling average of the ALV for a Category.
- g. **"KNOWN ABSENCE"** means an event including, but not limited to, vacation, training, LOA, etc. that is placed on a Pilot's schedule prior to the opening of the monthly bid.
- h. **"MAX FOLLOWED BY TIME"** means the maximum time between Sequences that are awarded via the "Followed By" bid statement.
- i. **"MAX ITERATION"** means a parameter in PBS that limits the number of Sequences PBS considers when attempting to construct a Regular Line.
- j. **"MAX PASSES"** means the maximum number of passes through the data that will be attempted by the solver.
- k. **"MAX RESERVES"** means a parameter in PBS that limits the number of Pilots permitted to be awarded a Reserve Line in a Position.
- l. **"MAX SWAP DEPTH"** means a parameter in PBS that limits the number of Sequences that may be moved among lines and/or open time in an effort to comply with a Pilot's bid preference.
- m. **"MAX TRIP SUBSTITUTION"** means a parameter in PBS that limits multiple combinations of Sequences to be tested on a Pilot's Regular Line that match specific bid preferences in an attempt to construct a Regular Line for the Pilot.
- n. **"MAXIMUM STACK HEIGHT"** means a parameter in PBS that limits a stack.
- o. **"MAXIMUM CREDIT WINDOW"** means the range of hours based on ALV plus fourteen (14) hours. The Maximum Credit Window is available to Pilots on a seniority basis to those who used a set condition preference for the Maximum Credit Window.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

- p. **"MINIMUM CREDIT WINDOW"** means the range of hours based on ALV minus fourteen (14) hours except that the bottom of the Minimum Credit Window will never be set lower than seventy-four and one-half (74.5) hours. The Minimum Credit Window is available to Pilots on a seniority basis to those who used a set condition preference for the Minimum Credit Window.
- q. **"NORMAL CREDIT WINDOW"** means the range of hours based on ALV plus or minus seven (7) hours. A Pilot who does not use a Set Condition preference for the Minimum Credit Window or Maximum Credit Window, or who is not awarded a Line in their desired window, will be awarded within the Normal Credit Window.
- r. **"PRIORITY STACK DATE"** means a designated date that is unstacked before PBS unstacks any other date.
- s. **"RECURRENT TRAINING"** means the FAA required training necessary for a Pilot to remain qualified in his current Position.
- t. **"SECONDARY LINE GENERATION" ("SLG")** means the final PBS process, used after Shuffle and Denial Mode, that ignores a Pilot's bid preferences in an attempt to construct a Regular Line for the Pilot.
- u. **"SEQUENCE PAY CREDIT"** means the sum of all the Pay Credit in a Monthly Bid Period by Position, including carry-in Pay Credit from the previous Monthly Bid period, excluding carry-out Pay Credit from the current Monthly Bid Period and excluding all Pay Credit associated with a Known Absence(s).
- v. **"SHUFFLE"** means a tool in PBS that:
 - i. is utilized after PBS is unable to award a Pilot a Regular Line within his credit window which complies with his higher priority bid preference(s),
 - ii. removes a Sequence(s) which had been awarded in accordance with such bid preference(s) and searches for combinations of Sequence(s) which comply with his lower priority bid preference(s), and
 - iii. is utilized prior to Denial Mode.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

- w. **"STACK"** means the number of Duty Periods that remain in Open Time on a given Day at the end of a bid run.
- x. **"SEAT"** means Captain or First Officer.
- y. **"THRESHOLD"** means the target number of Pay Credit hours set by ALPA for a given credit window.
- z. **"UNSTACK or COVERAGE AWARD"** means a tool in PBS that assigns Sequences to Pilots in such a way as to prevent a Stack that is greater than the maximum Stack Height.
- aa. **"VIRTUAL CREDIT"** means the value of three (3) hours assigned to each Day of a Known Absence that the solver will use for Line construction. Virtual Credit has no pay value.
- bb. **"SMALL DOMICILE"** means a Domicile with seventy five (75) or fewer eligible monthly bidders by Position.
- cc. **"LARGE DOMICILE"** means a Domicile with seventy six (76) or more eligible monthly bidders by Position.
- dd. **"LINE CREDIT REDUCTION"** means the value assigned to each Day of an unpaid absence that reduces the upper and lower values of each credit window for the purposes of completing a Pilot's Line.

B. General

- 1. "Preferential Bidding System" or "PBS" is the computer program used for the construction of Pilot monthly schedules.
- 2. No changes will be made to the PBS software or vendor without the express written consent of both Parties. In addition, no changes will be made to the programming logic, bidding preferences, etc., without the express written consent of both Parties. Both Parties will be advised of software updates, modules and enhancements as they become available, and with ALPA's consent, such changes will be implemented.
- 3. No modifications will be implemented until it has been tested to the satisfaction of the JPWG.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

4. The Company and/or vendor shall make available, solely for use by the Association members of the JPWG, the fully functional, unconstrained current version of the PBS with sufficient licenses to allow all Association members of the JPWG to have access remotely and use the system. Such access shall be at Company expense and include all necessary databases and components to allow comparison runs using actual Pilot data and preferences. The Company will load all data reasonably required for testing, implementation, and administration of the PBS.
5. The Association will be responsible for creating a "Successful Bid Run" for each Position utilizing the PBS line solver software in accordance with Section 25.B.2.a. including, but not limited to: Maximum Iterations, Maximum Reserves, Maximum Swap Depth, and Maximum Passes. A Successful Bid Run means that all of the following requirements have been met:
 - a. Open Time does not exceed five percent (5%) of the total Sequence Pay Credit by Position, unless modified with the unanimous consent of the JPWG;
 - b. Stack Heights will conform with D.5.c.v.(a) below, unless modified with the unanimous consent of the JPWG;
 - c. Unstacking limits will conform with D.5.c.v.(a).(i)-(ii). below;
 - d. SLG limits will conform with D.5.c.v.(a). iii. below;
 - e. RLL lines (if created) will conform with D.6. below;
 - f. The ALV will conform with D.5.c.i. below;
 - g. Shuffle to threshold will not be used; and
 - h. The number of Reserve Pilots, by Position, will be the number of Pilots remaining following Regular Line generation based upon the ALV provided by the Company, as adjusted in accordance with D.5.c.i. below and the final designation of Sequences for Open Time, which will not exceed five percent (5%) of Sequence Pay Credit, by Position. The JPWG will ensure that Reserves and Open Time are distributed appropriately based on coverage targets provided by the Company with due consideration to operational integrity. The Reserve coverage limitations may be modified with the unanimous consent of the JPWG.
6. Except as provided for in this Agreement or to correct an error, neither Party will alter an individually awarded line.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

7. The ALPA JPWG Committee members will have direct access to the PBS vendor's technical support. The Parties will share all information from the PBS vendor that is relevant to the functional aspects of PBS.
8. The JPWG agrees to direct Navblue to correct any program errors and to make mutually agreed upon changes in a timely manner.
9. The three (3) ALPA representatives from the JPWG will be permitted to attend user conferences and other conferences sponsored by the vendor, and all such meetings will be considered to be meetings with the Company for the purpose of Company-paid Flight Pay Loss.
10. ALPA will have full access to all reports generated by the PBS solver.
11. The Company shall bear all expenses related to the software design, testing, training, administration and operation of PBS, as well as necessary hardware acquisition to operate the system.
12. PBS access will be available, at no cost to the Pilot and the Association, via the internet using conventional HTML browsers on personal computers (PC, Mac), mobile and tablet devices. PBS shall be available to Pilots via an Internet connection worldwide without any requirement for a VPN connection or special access software.
13. The Association will provide the Company with the names of the PBS Committee/JPWG members who will participate in the Sequence, Line construction and Mis-Award processes, as well as the dates on which the Committee members will be performing such duties in advance of the Monthly Schedule Bid. PBS Committee/JPWG members will be treated in accordance with Section 13.B., and all such Days will be considered Days of work.
14. Effective on the first of the month after six (6) months of the operation of PBS, the Association Members of the PBS Committee/JPWG shall collectively receive one hundred fifty (150) credit hours of FPL each month for line construction and the mis-award process. This FPL will not be included in the two thousand one hundred (2100) credit hour allowance provided in 25.D.3. below. If there is a change in the PBS software that requires additional training for the Pilots, the Parties will meet to address the appropriate additional FPL to be covered by the Company.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

15. If bidding timelines change such that the Pilot and flight attendant bid award processes overlap, the Company will work with Navblue to provide sufficient server capacity and ensure that the run times for Pilots are not negatively impacted. The Association and the Company will develop a protocol for use of the Navblue PBS servers. The protocol will ensure that ALPA will have the ability to run no less than six (6) simultaneous runs during the period from the closing of the monthly bid to the publishing of the First Officer bid award. For every two (2) new Positions added, the Association will have the ability to perform one (1) additional simultaneous run. In addition, two (2) simultaneous runs will be available to ALPA during the remainder of the Monthly Bid Period.

C. PBS Training

1. The Parties agree to conduct no fewer than four (4) parallel bid runs prior to the implementation of PBS, including at least four (4) runs for the same Monthly Bid Period. The first bid month in which PBS is fully implemented will not be a Monthly Bid Period that includes a holiday. If the parallel bid has software/CBA compliance issues, then the parties agree to fix any errors and perform at least two (2) additional parallel runs.
2. The Company and/or vendor will train the Association members of the JPWG in the use of all PBS software at no expense to the Association. The JPWG will determine the necessary training of the Pilot group on the use of PBS software. Such training will be executed at no expense to the Association.

D. Bidding Information (Replace Section 25.J.7)

1. The Company will load all of the information including, but not limited to, eligible bidders by Position, Sequences, Known Absences, that is necessary to create a line solution no later than the opening of the monthly bid.
2. All vacation will be loaded by the Company prior the 0900 LDT on the 23rd of the month that is two (2) months prior to the applicable Monthly Bid Period. Any changes or additions to the Known Absences will be updated no later than one (1) hour after the close of the bid on the 5th. The Company will load the system with all eligible bidders two (2) hours prior to the bid closing.
3. The Company will upload the current Crew Trac data immediately following the freezing of Open Time but no later than 1300 DEN time on the 5th for Captains and the 8th for First Officers.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

4. At the opening of the monthly bid, the "Bidding Information" section of the Navblue PBS "Info Tab," shall display the following information, at a minimum, by Position:
 - a. Average Line Value by Category;
 - b. Minimum, Normal, and Maximum Credit Windows;
 - c. Number of Anticipated Regular Lines;
 - d. Number of Anticipated Reserve Lines;
 - e. Number of Long Call Reserve Lines anticipated to be available;
 - f. Available RDPs / RDP times;
 - g. Available FDO lines;
 - h. Anticipated Reserve Lines awarded per RDP;
 - i. Red-eye bid preference definition;
 - j. Maximum "Followed By" Time;
 - k. Return to work certification deadline;
 - l. Reminder to verify Known Absences;
 - n. The projected number of Days to complete upgrade, transition and new hire training that will apply to all Pilots who commence training in that Monthly Bid Period.
 - o. All Sequence Information, including leg values and Pay Credit, will be displayed by Position, in Navblue on the "Pairings Tab." In addition, the Company will post the Sequences and bid eligibility lists for the Monthly Bid Period in the electronic document distribution system (currently Comply 365) no later than the opening of the monthly bid.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

5. Bidding (insert the following into Section 25.J.2.)

- a. Pilot schedules will be constructed through a series of bids, including a pre-bid (that will include a training and vacation bid) and a monthly schedule bid.
- b. Bidding Timeline (insert the following into Section 25.H.)

Day	Time (LDT)	Event (*all events must occur NLT date and/or time specified, **denotes Denver time)
17 th - 2 months prior	9:00	FDO bid opens
19 th - 2 months prior	12:00	FDO bid closes
19 th - 2 months prior	17:00	FDO bid award*
20 th - 2 months prior	9:00	- Vacation adjustment period (VAP) opens - Golden Day(s) designation period opens
22 nd - 2 months prior	12:00	- Vacation adjustment period (VAP) closes - Golden Day(s) designation period closes
23 rd - 2 months prior	9:00	Recurrent training bid opens
25 th - 2 months prior	9:00	Recurrent training bid closes
27 th - 2 months prior	17:00	Recurrent training bid award*
1 st	9:00	CA and FO bids open*
5 th	12:00	- CA bid closes - FO bid closes
5 th	12:00**	CA DOT frozen (for last six (6) Days of current Monthly Bid Period)
8 th	12:00**	FO DOT frozen (for last six (6) Days of current Monthly Bid Period)
8 th	12:00	CA bid award published*
8 th	18:00**	CA DOT un-frozen (for last six (6) Days of current Monthly Bid Period)
11 th	12:00	FO bid award published*
11 th	18:00**	FO DOT un-frozen (for last six (6) Days of current Monthly Bid Period)

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

11 th	17:00	CA mis-award period closes
12 th	9:00	- CA DOT opens - CA Reserve Drop/Trade/Swap opens
14 th	17:00	FO mis-award period closes
15 th	9:00	- FO DOT opens - FO Reserve Drop/Trade/Swap opens

NOTE 1: Trip Adds, Trades and Swaps that touch the last 6 Days of the current Monthly Bid Period will be restricted during the applicable DOT frozen period. The Company will upload the most updated CrewTrac information in accordance with D.3., above, for the Seat in which the monthly bid is closing. In the event of an FAR or CBA conflict in the following Monthly Bid Period created by an Open Time or Tradeboard transaction during the frozen period, the conflict shall be fixed by dropping the least amount of flying in the following Monthly Bid Period with no pay protection, in accordance with Section 25.I.3.

NOTE 2: A Pilot will not lose any Pay Credit when he is removed from flying to avoid a potential or actual FAR conflict that arises as a consequence of over-blocking, delays that create additional FDP or other FAR 117 violations that were not the result of a Pilot changing his schedule via an Open Time or Tradeboard transaction or other schedule adjustments made by the Company.

c. Line Construction

i. Average Line Value

Average Line Value ("ALV") means the number of Pay Credit hours published by the Company prior to the opening of the monthly bid that is the projected average of all Regular Line PBS awards for each Category in a Monthly Bid Period. The ALV shall be between seventy-five (75) and eighty-seven (87) hours (inclusive) and must be expressed in hours and minutes. In no case shall the ALV credit value exceed eighty-seven (87) hours without Association approval. The Company will publish an ALV for each Category. The actual ALV that results from the awarded bid run for each Position must be within thirty (30) minutes of the Company published ALV for Large Domiciles and within one (1) hour for Small Domiciles.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

ii. Historic Line Value

Historic Line Value ("HLV") means the twelve (12) Monthly Bid Period rolling average of the ALV for a Category. The HLV shall be between seventy-seven (77) to eighty-four (84) Pay Credit hours (inclusive). The HLV shall be calculated by using the actual ALV from the previous eleven (11) months, and the published ALV for the current bid month.

iii. Line Building Parameters

The ALPA members of the JPWG will retain discretion to determine the number of iterations, maximum number of SLG iterations, Maximum Swap Depth, Maximum Followed By Time, Priority Stack Dates, utilization of Shuffle, Maximum Passes, and Maximum Trip Substitutions.

iv. Priority Stack Dates

If Coverage Awards are needed, then the Priority Stack Dates will be New Year's Day, Independence Day, Thanksgiving Day, and Christmas Day. Other Priority Stack Days may be used by the Association when the usage of such Days improves the overall solution.

v. Coverage Awards

A bid run solution may be published that uses the following tools:

- (a) Unstack, utilizing a maximum Stack height of no greater than five percent (5%) in a Large Domicile and eight percent (8%) in a Small Domicile of the actual number of Regular Lines in the Position, provided that a Pilot:
 - (i) Within the most senior fifty percent (50%) of Regular Lineholders is not Unstacked in the January, July, November, or December Monthly Bid Periods.
 - (ii) Within the most senior seventy percent (70%) of Regular Lineholders is not Unstacked in the February, March, April, May, June, August, September, or October Monthly Bid Periods.
 - (iii) Within the most senior ninety percent (90%) of Regular Lineholders is not awarded a line through Secondary Line Generation ("SLG").

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

(iv) Adjustment of these limitations requires the unanimous consent of the JPWG.

vi. Force Priority Stack Date on SLG will always be used.

d. Monthly Bid - Lines

The monthly bid is used to conduct bidding for flight and Reserve assignments, Days Off, and schedule preferences with Known Absences to be accounted for in the Monthly Bid Period. The results of the Vacation Adjustment Period ("VAP") and other Known Absences will be placed on a Pilot's schedule in advance of the Monthly Bid Period. Known Absences will be updated or corrected as necessary up until the close of the monthly bid. A Pilot's Days of work will not overlap with any Known Absences or flying that carries in from the previous Monthly Bid Period.

e. Credit Windows

A Pilot may preference to be awarded a Regular Line that falls within the Minimum Credit Window or the Maximum Credit Window. The Association will determine the number of Pilots, by Position, who will fall within the Minimum and Maximum Credit Windows. If the Pilot cannot hold the Minimum or Maximum Window, absent another preference, the Pilot will be awarded a Line in the Normal Credit Window.

i. Normal Credit Window

The initial Threshold value of the Normal Credit Window shall be equal to the published ALV for each Category and can be adjusted by ALPA as necessary while exploring bid run solutions. The Normal Credit Window shall be a range of fourteen (14) hours and will be based off of the published ALV minus seven (7) hours up to published ALV plus seven (7) hours. If the lower value of the Normal Credit Window is below seventy-five (75) hours, all line awards will be subject to the Monthly Pay Guarantee set forth in Section 4.A.

ii. Minimum Credit Window

The Minimum Credit Window shall be a range from the published ALV to ALV minus fourteen (14) hours, but the lower value of the Minimum Credit Window will never be set below seventy-four and one-half (74.5) hours. ALPA will determine the Threshold value to be set within the Minimum Credit Window. All line awards will be subject to the Monthly Pay Guarantee set forth in Section 4.A.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

iii. Maximum Credit Window

The Maximum Credit Window shall be a range from the published ALV to ALV plus fourteen (14) hours. ALPA will determine the Threshold value to be set within the Maximum Credit Window.

f. Reserve Lines

- i. A Pilot who bids for a Reserve Line may be awarded a Regular Line if the Reserve target for the Pilot's Position has already been met when the solver reaches the Pilot's seniority level.
- ii. Non-FDO Reserve Pilots will be eligible to bid between three (3) and six (6) Days of Reserve Days/RDPs.
- iii. PBS will award Days Off to Reserve Pilots in seniority order and in accordance with the Pilot's bid preferences. Long call Reserve will be awarded in seniority order to Pilots who preference it. RDPs are awarded with consideration to a Pilot's seniority and preferences, but primarily to ensure even distribution of Reserve coverage throughout the Monthly Bid Period. If Navblue or a successor vendor develops the capability of honoring a Reserve Pilot's preferences for Days Off in combination with that Pilot's RDP preferences in accordance with seniority, such software upgrade will be implemented by the Company no later than three (3) months following the availability of the software.
- iv. All Days on which a Pilot is scheduled for Reserve duty will be considered a Reserve Day, except for an RDP that spans two (2) Days. (For example, in the case of an RSE that spans two (2) Days, the RSE will only count as one (1) Day.)
- v. If a Pilot has fewer than three (3) Reserve Days at the end of a Monthly Bid Period, the solver will not automatically schedule Reserve Days at start of next Monthly Bid Period.
- vi. Reserve Pilots will have a minimum of two (2) Days Off between blocks of Reserve, unless the Pilot elects to be awarded single Days Off. If a Reserve has a single Day Off on the last Day of the Monthly Bid Period, the Pilot will be scheduled for the first Day of the next Monthly Bid Period Off, if he is awarded a Reserve line.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

vii. FDO Lines

- (a) Navblue and the Company will submit, in writing, that FDO lines will become part of the PBS bidding process no later than one (1) year from the date of PBS implementation.
- (b) Until FDO lines are implemented as part of PBS, a manual process will be used.
- (c) FDOs will be bid in accordance to the timetable set out in D.5.b. above. Pilots will have the opportunity to bid on FDO lines in FLICA in the same manner as under the current book. Bids will be awarded by Position and seniority prior to the opening of the monthly bid.
- (d) In a thirty-one (31) Day Monthly Bid Period, FDO Reserve lines will have a minimum of thirteen (13) Days Off.
- (e) No Pilot will be involuntarily assigned to an FDO line.
- (f) Vacation will be applied in accordance with current provisions.
- (g) Vacation credit will be applied towards Monthly Pay Guarantee if vacation Days fall on FDO Days and paid over the Monthly Pay Guarantee if vacation falls on Days Off.

6. Reduced Lower Limit Lines (Build-Up Lines)

ALPA may award Reduced Lower Limit ("RLL") lines with concurrence of the JPWG. RLL lines shall be awarded in seniority order to Pilots who bid them and who do not have the seniority to hold a Hard Line. RDPs/ Reserve Days will be added to the RLL line until the line contains twelve (12) Days Off, or seventy-five (75) hours of Pay Credit, whichever occurs first. All RLL lines will be eligible for the Monthly Pay Guarantee or actual credit if greater than seventy-five (75) hours (e.g., RDP/ Reserve Day increases a Pilot's Pay Credits to seventy-six and one-half (76.5) hours. A Pilot may, at his option, Drop a RDP/ Reserve Day that is included in an RLL line by calling a Crew Scheduling Supervisor directly or sending an email to crewschedulingsupervisors@flyfrontier.com.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

- a. For Captains, if the request is received before 0900 on the 11th of the month preceding the RDP/Reserve Day, Crew Scheduling will drop the RDP/ Reserve Day(s) at a Pay Credit loss four (4) hours with no coverage checks. If the request is received after 0900 on the 11th of the month preceding the RDP/Reserve Day, Crew Scheduling will drop RDP/ Reserve Day(s) at a Pay Credit loss four (4) hours if coverage meets the requirements of Section 25.X.3.d.
- b. For First Officers, if the request is received before 0900 on the 14th of the month preceding the RDP/Reserve Day, Crew Scheduling will drop the RDP/ Reserve Day(s) at a Pay Credit loss four (4) hours with no coverage checks. If the request is received after 0900 on the 14th of the month preceding the RDP/Reserve Day, Crew Scheduling will drop Reserve Day(s) at a Pay Credit loss four (4) hours if coverage meets the requirements of Section 25.X.3.d.

E. Eligibility to Bid

1. Modify Section 25.E.2.a. to read:

If a Pilot is available for seven (7) or more Days during the Monthly Bid Period, he will be eligible to bid. If the Pilot is available for less than seven (7) Days during the Monthly Bid Period, the Pilot shall not be allowed to bid. The Pilot shall be assigned Reserve Duty Periods ("RDPs") in the Window of his choosing, if available in his Position. With the concurrence of Crew Scheduling, the Pilot may choose Long Call Reserve in lieu of choosing an RDP. The total number of Days Off shall be prorated in accordance with Paragraph K., below, with no single Days Off (unless required by the proration table). These Reserve Days/RDPs will count towards the reserve targets provided by the Company.

2. Delete Section 25.E.2.b.
3. Modify Section 25.E.1. to provide that a Pilot on a paid Leave of Absence and who is eligible to bid for a partial Monthly Bid Period will have a Virtual Credit of three (3) hours applied to each Day of the leave and a Pilot on an unpaid Leave of Absence and who is eligible to bid for a partial Monthly Bid Period will have a Line Credit Reduction of three (3) hours applied to each Day of the leave.
4. A Reserve Pilot who bids for a partial Monthly Bid Period will receive Days Off in accordance with the proration table in K.1., below.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

5. Training and Eligibility to Bid

A Pilot who undergoes upgrade, new hire or transition training will be eligible to be awarded a schedule in PBS starting two (2) Days after the projected training completion date. The projected training completion date will be based on the historical average training footprint from the last six (6) training classes for each type of training (i.e., upgrade, new hire or transition). This data will be provided to the ALPA JPWG members on a quarterly basis, beginning April 1, 2021. Fifty-five (55) Days will be used for the upgrade footprint and eighty (80) Days will be used for new hire footprint through March 2021.

Example: The historical average training footprint for upgrade training from the last 6 upgrade classes is forty-eight (48 Days. A Pilot who starts upgrade training on March 20th will be eligible to bid and be awarded a PBS schedule that would commence on May 9th, fifty (50 Days after the commencement of upgrade training. The Pilot is not eligible to be awarded any Days Off, FDPs, Reserve Days or Sequences until May 9th.

6. For bidding purposes, the Company will load a Known Absence with a Virtual Credit of three (3) hours per Day for each Day the Pilot is projected to be in training plus two (2) Days in PBS.
7. A Pilot who is awarded a Regular Line and who completes training before the projected training completion date plus two (2) Days will be on Days Off until he begins an awarded Sequence. A Pilot who is awarded a Reserve Line and who completes training before the projected training completion date plus two (2) Days will be given at least two (2) Days Off and may subsequently be assigned additional Reserve Days/RDPs in accordance with the table below. "Days of Availability" shall mean the number of Days between the third Day following the completion of training and the first Day the Pilot was eligible to bid.

Days of Availability	Reserve Days/RDPs
1	0
2	1
3	1
4	2
5	2
6	3
7	3
8	4
9	4
10	5

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

If a Pilot has not completed training by the projected training completion date plus two (2) Days, then any RDPs, Reserve Days, or Sequences that conflict with the Pilot's training will be dropped and Sequences will be placed into Open Time and the Pilot will be pay protected at his applicable pay rate.

8. Modify Section 25.E.2.c. to adjust the deadline for providing certification from ninety-six (96) hours to 1200 Mountain Time two (2) Days prior to the date on which the bids close. However, if impacted by Company-recognized holidays or weekends, the Company may modify the cutoff to be 1200 Mountain Time three (3) Days prior to the date on which the bids close, provided that the Company has included this information in the Navblue bidding information section on the "Info Tab" for the applicable Monthly Bid Period.
9. If a Pilot fails to submit a current bid and does not have a default bid submitted, then the Pilot will be awarded a schedule based on a system-generated default bid.
10. If a Pilot was not eligible to participate in the Monthly Bid Process due to a Leave of Absence but returns to service and does not have a schedule, the Pilot shall be built a Reserve Line in accordance with K.1. below.

F. Open Time – Section 25.B.2.a.

Open Time shall not be greater than five (5) percent of the total bid period Sequence Pay Credit, by Position, at the time the monthly bid schedules are awarded, unless the Association elect to lower the Open Time in any Position(s) to enhance overall schedule quality for that Position.

G. Mis-Awards (becomes Section 25.E.6.)

1. Any Pilot who has an inquiry or believes he may have received a PBS mis-award shall notify the responsible Association individual designated by the Association members of the JPWG no later than three (3) Days following the publication of the bid award by emailing FFTPBSMISAWARD@ALPA.org.
2. A "PBS Mis-award" means any of the following:
 - a. The PBS fails to provide an eligible Pilot who properly submitted a valid bid with any award.
 - b. The PBS produces an award that violates either the Federal Aviation Regulations or the terms of the CBA.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

- c. The PBS generates an award that is inconsistent with the Pilot's bid and established PBS system settings (e.g., failure to honor seniority and preferences). This type of "bug" or "programming error" must be confirmed with the PBS vendor.
 - d. The Pilot's eligible bid status (e.g., position on the bid list, active or inactive, etc.) and pre-assigned activities including Known Absences (e.g., vacation, training, or other known leave) were not properly set for the PBS run, and negatively impacted the Pilot's award.
 - e. In any other scenario where the full JPWG agrees that a Mis-Award has occurred.
3. In the event of a PBS Mis-Award, the following provisions will apply:
- a. If a Pilot would have been awarded a Regular Line but for the Mis-Award, the Pilot will be awarded, at his option, either:
 - i. A specially created Reserve Line with fourteen (14) Days Off;
 - ii. A line constructed as set forth in paragraph E.3.c., below.
 - b. A Pilot who chooses, pursuant to paragraph E.3.a.i., above, to be awarded a specially created Reserve Line will choose from among the types of Reserve Lines he could have held, and will have the same Days Off as any junior Pilot who is awarded that type of Reserve Line in the Pilot's Position. The Pilot will select two (2) additional Days Off and will be awarded those Days Off, provided the award of such Days Off does not create a sequence of fewer than three (3) Reserve Days/RDPs.
 - c. A Pilot who chooses, pursuant to paragraph a.ii., above, to have a Regular Line constructed will have his Line constructed as follows:
 - i. When possible, the JPWG will re-run PBS for the Pilot's Position utilizing the bid in place at the time of the bid close for the sole purpose of determining a "Correct Line" for the Mis-awarded Pilot, and the Pilot will receive the number of Days Off and no less than the Pay Credit associated with the Correct Line. The Pilot will be placed on AVA for the Days on which the Pilot would have been awarded a Sequence based on the Correct Line and will be provided with a hotel room by the Company on request. If the affected Pilot has a Known Absence, the proration table will apply.
 - ii. If the JPWG is unable to re-run PBS, the Pilot will have a Line constructed that has no fewer Days Off than any junior Pilot in his

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

Position, no less Pay Credit than any junior Pilot in his Position, and no fewer weekends or holidays off than any junior Pilot in his Position. The Pilot will be assigned to AVA on his Days of work and will be provided with a hotel room by the Company on request. If the affected Pilot has a Known Absence, the proration table will apply.

- d. For an error involving a single Sequence that should have been awarded but was not, should the parties be unable to reach an agreement that is acceptable to the Pilot, the Pilot will be pay protected based on the Sequence he should have been awarded, and will be placed on AVA pursuant to Section 25.Q.11. within the Footprint of the Sequence he should have been awarded, and the Pilot will fly the remainder of his properly awarded Line.
- e. If the Pilot would have been awarded a Reserve Line had the Mis-award not occurred, the Pilot will be awarded any type (i.e. Long Call, Short Call, or FDO) of Reserve Line his seniority could have held in his Position and the Days Off any Pilot junior to him in his Position received in the type of Reserve Line awarded to the junior Pilot.

H. Withholding of First Officer Sequences for OE [Replaces CB Section 25.F.]**1. Sequences Withheld from the First Officer Bid Package for OE**

- a. The Company will project the total amount of OE to be accomplished in the following month no later than the third (3rd) of the previous month. The projection will be shared with the Association and will include a breakdown of the OE to be conducted by training type and by Pilot.
- b. For each Monthly Bid Period, following the completion of Regular Line awards for Captains, the Company may withhold Sequences that have been awarded to Line Check Pilots (LCPs) from Regular Line construction for First Officers, provided:
 - i. It will be assumed that each Pilot undergoing training will use a number of OE Block hours equal to the historical average.
 - ii. The historical average will be determined through review of actual data from the last six (6) training classes for each type of training (i.e. upgrade, new hire, or transition). The projection will be based upon Block hours and Days historically utilized. The historical average will be recalculated on the first (1st) Day of each calendar quarter.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

Example: April 1st is the first Day of the 2nd quarter. The historical average will be calculated by adding total Days and Block Hours used for each type of training, by each Pilot who completed training, in the last 6 classes. This historical average will be used for all Pilots starting OE in May, June, or July.

- iii. The total number of Block hours associated with the Sequences withheld is less than or equal to seventy-five percent (75%) of the total number of Block hours projected to be used for OE in the applicable Monthly Bid Period.
- iv. The Association and the Company will jointly select the Sequences that have been awarded to LCPs that will be used for OE and will be unavailable for First Officers to be awarded. The Sequences will be selected with the goal of accomplishing OE efficiently (e.g., multiple short legs, multiple landings, average or greater than average block per duty period ratio, avoid long layovers, no red-eye, limited deadhead) without altering the relative ratio of weekends/weekDays, holidays, commutable Sequences, and the relative number of 1-, 2-, 3-, 4- and 5-Day Sequences, unless the Sequences removed result in more OE occurring on weekends, holiDays, and/or non-commutable Sequences. This joint process will begin at 1200 on the eighth (8th) and be completed no later than 1600 on the eighth (8th) unless otherwise agreed by the parties.
If the parties cannot agree on the OE Sequence pool, the parties will alternate selection of Sequences, provided the above conditions are met.
- v. No more than ten percent (10%) of the total scheduled Block hours in a First Officer Position may be withheld for OE in any Monthly Bid Period.
- vi. The Company will notify LCPs no later than the opening of Captain DOT of the Sequences that will be utilized for OE. LCPs awarded OE Sequences shall not be permitted to Drop, Swap or Trade these Sequences, except that these Sequences may be Traded with other LCPs.
- vii. Retain current book Section 25.F.2.

I. Recurrent Training

- 1. The Navblue Training/Events Module shall be used by Pilots to bid and be awarded Recurrent Training events which shall be treated as a Known Absence.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

The Company will load training pattern credit values as pre-awarded credit for the applicable Monthly Bid Period.

2. A Pilot will be awarded a Recurrent Training event in accordance with seniority, by Position, except that a Pilot who is in his Must Go Month may be awarded training instead of a Pilot who is in either his Early or May Go Month if there is no other training slot available for the Pilot in his Must Go Month.

3. Early Month

The Company will not assign Recurrent Training to a Pilot in his Early Month. However, a Pilot may bid for Recurrent Training in his Early Month but will not be assigned any Recurrent Training contrary to his preferences.

4. May Go Month

The Company may assign Recurrent Training to a Pilot in his May Go Month, provided the Pilot does not have vacation in that month. In addition, a Pilot may bid for Recurrent Training in his May Go Month and will be awarded Recurrent Training in accordance with paragraph I.2., above. A Pilot who does not have vacation in his May Go Month may designate up to three (3) Golden Days (i.e. Days upon which training cannot be assigned by the Company). This designation will be made in the Electronic Bid System during the Golden Day designation period.

5. Must Go Month

The Company may assign Recurrent Training to a Pilot in his Must Go Month regardless of whether the Pilot has vacation in that month, however, the Recurrent Training will not overlap the vacation or VSDs. In addition, a Pilot may bid for Recurrent Training in his Must Go Month and will be awarded Recurrent Training in accordance with paragraph I.2., above.

6. Training Patterns will be built to include Deadheads where necessary and shall be scheduled in accordance with Section 11.B.3.b.. Training patterns will be constructed with the shortest training footprint possible considering on-line Deadheads, if applicable.

7. Pilots may bid on all training patterns unless Deadheads associated with a training pattern create a conflict with Section 11.B.1.a.iii. of this Agreement.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

8. Simulator Training

- a. No later than the opening of the training bid, the Company shall publish a list of all available simulator slots by training facility location and those Pilots eligible to bid (i.e. Pilots in Early, May Go or Must Go months) for simulator training in each facility in the electronic document distribution system (currently Comply 365).
- b. All Pilots will attend simulator training in Denver and will be eligible to bid and be awarded or be involuntarily assigned training patterns (in accordance with paragraphs I.3-I.7., above.)
- c. Notwithstanding I.8.b., a Pilot Domiciled in MIA will be eligible to bid and be awarded or be involuntarily assigned (in accordance with paragraphs I.3-I.5., above) simulator training in the MIA training facility.
- d. Simulator slots shall be awarded in seniority order by Seat (subject to paragraphs I.2. and I.8.b-I.8.c., above)
 - i. For MIA Domiciled Pilots, the Company must make a sufficient number of training patterns available for bid to allow for all Pilots to be awarded a slot in their Must Go month, and to allow for fifty percent (50%) of the Pilots who are in the their May Go and Early months to be awarded a slot. (For example, if there are thirty (30) MIA Pilots eligible to bid on simulator training in May, with ten (10) in their Early Month, ten (10) in their May Go month, and ten (10) in their Must Go month, the Company must make at least twenty (20) simulator slots available.)
 - ii. For the first year of implementation of MIA training, the parties will review the number of MIA pilots who bid for training but were denied a slot due to lack of availability every three (3) months. The Company will add simulator slots to the next month's training bid in a number equivalent to the average number of Pilots denied a slot in the prior three (3) months, and the new percentage will be applied to subsequent months. After the first year of implementation, the parties will review the data every six (6) months.

9. Recurrent Ground School

Pilots in all Domiciles will be able to bid for and be awarded Recurrent Ground School in any location offered by the Company. A Pilot who does not bid for Recurrent Ground School may be assigned to Recurrent Ground School in any location (in accordance with I.3-5.).

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)**J. Vacation – Section 7****1. Vacation Stretch Days ("VSDs")**

For each full vacation period of seven (7) Days, PBS will block up to two (2) additional Calendar Days as VSDs at the Pilot's option. VSDs must be designated by the Pilot in the Vacation Adjustment Period (VAP) process that occurs two (2) months prior to the vacation month (e.g., January for the March Monthly Bid Period) and must be contiguous with his awarded vacation. The Pilot will use his vacation accruals if he chooses to be paid for VSDs. If a Pilot does not request VSDs during the VAP, they will not be awarded.

Example 1: A Pilot has 9 Days of accrued vacation which he takes in one block. The Pilot is entitled to up to 2 VSDs.

Example 2: A Pilot has 14 Days of accrued vacation which he takes consecutively in one Monthly Bid Period. The Pilot is entitled to up to 4 VSDs.

Example 3: A Pilot has 5 Days of accrued vacation which he takes in one block. The Pilot is not entitled to VSDs.

2. Section 3.Q. – Vacation Pay

- a. A Pilot may elect to be paid between fifteen (15) and forty (40) hours per seven (7) Day vacation period, provided the Pilot has sufficient hours in his vacation bank. For vacation periods that include fewer than seven (7) Days or more than seven (7) Days (or more than a multiple of seven (7) Days), then the weekly value selected will be divided by seven (7) and multiplied by the number of Days in the vacation period. Refer to the vacation daily values chart below.

Example 1: A Pilot has 5 vacation Days. He wishes to value his vacation period at the equivalent of 35 hours for a 7-Day vacation period. The value of each vacation Day will be 5 hours. He will receive Pay Credit of 25 hours (5 vacation Days x 5 hours per Day = 25 hours of Pay Credit for his vacation).

Example 2: A Pilot has 8 vacation Days. He wishes to value his vacation period at the equivalent of 40 hours for a 7-Day vacation period. The value of each vacation Day will be 5.71 hours or 5:43. He will receive Pay Credit of 45.68 hours or 45:41 (8 vacation Days x 5.71 hours or 5:43 per Day = 45.68 hours or 45:41 of Pay Credit for his vacation).

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

- b. A Pilot may indicate during the VAP that he wishes to sell his vacation in the applicable Monthly Bid Period. A Pilot will receive five (5) hours of Pay Credit for each vacation Day in his awarded vacation period, or whatever remains in the Pilot's vacation bank if the Pilot's remaining vacation bank equals less than five (5) Pay Credit hours per Day. Such Pay Credit will be in addition to all other Pay Credits for that Monthly Bid Period and above the Pilot's Minimum Monthly Pay Guarantee. MCO pay will apply to this vacation Pay Credit. In addition, paid vacation shall not be included in the ALV calculation.
- c. Vacation Daily Values

Vacation Code	Weekly Value	Daily Value	Daily Value (HH:MM)
V00	0	0.00	0:00
V01	1	0.14	0:09
V02	2	0.29	0:17
V03	3	0.43	0:26
V04	4	0.57	0:34
V05	5	0.71	0:43
V06	6	0.86	0:51
V07	7	1.00	1:00
V08	8	1.14	1:09
V09	9	1.29	1:17
V10	10	1.43	1:26
V11	11	1.57	1:34
V12	12	1.71	1:43
V13	13	1.86	1:51
V14	14	2.00	2:00
V15	15	2.14	2:09
V16	16	2.29	2:17
V17	17	2.43	2:26
V18	18	2.57	2:34
V19	19	2.71	2:43
V20	20	2.86	2:51
V21	21	3.00	3:00
V22	22	3.14	3:09
V23	23	3.29	3:17
V24	24	3.43	3:26
V25	25	3.57	3:34
V26	26	3.71	3:43

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

V27	27	3.86	3:51
V28	28	4.00	4:00
V29	29	4.14	4:09
V30	30	4.29	4:17
V31	31	4.43	4:26
V32	32	4.57	4:34
V33	33	4.71	4:43
V34	34	4.86	4:51
V35	35	5.00	5:00
V36	36	5.14	5:09
V37	37	5.29	5:17
V38	38	5.43	5:26
V39	39	5.57	5:34
V40	40	5.71	5:43

- d. A Pilot may specify the amount he wishes to be paid during the VAP, by selecting the applicable absence code, V15 – V40.
 - i. A Pilot who does not specify the amount he wishes to be paid during the VAP will receive five (5) hours of Pay Credit for each vacation Day, or if he doesn't have five (5) hours of Pay Credit to apply to each Day of vacation, then he will receive the credit value (based on the chart above) that is closest to (and lower than) his remaining vacation credit. No Pay Credit will be applied to his VSDs if applicable.
 - ii. A Pilot who specifies the amount he wishes to be paid during the VAP, but who does not have that amount of Pay Credit in his vacation bank, will receive the credit value (based on the chart above) that is closest to (and lower than) his remaining vacation credit. No Pay Credit will be applied to his VSDs if applicable.
 - iii. If a Pilot has elected to allocate sufficient Pay Credit to his vacation in a Monthly Bid Period so that the Pay Credit exceeds the top of the Pilot's awarded credit window, that Pilot will not be awarded any flying and will receive the value of the Pay Credit he elects to use on his vacation Days (including VSDs). If a Pilot has elected to allocate Pay Credit to his vacation so that Pay Credit exceeds the bottom of the Pilot's awarded credit window, (but does not exceed the top of the Pilot's awarded credit window), the Pilot may or may not be awarded flying, depending upon his bid preferences and his seniority. A Pilot with a Reserve bid group above all pairing bid groups, who is awarded a Reserve line, will be awarded Reserve Days/RDPs in accordance with the proration table set out in paragraph K. below.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

- e. Any unused vacation credit will be paid out on January 5th paycheck of the following year.
- f. Section 7.F. – Slide
 - i. Vacation Adjustment Period (VAP) Slide

A Pilot may elect to slide his vacation in accordance with Section 7.F., provided he so specifies during the VAP that occurs two (2) months prior the vacation month (e.g. January VAP for March vacation).

- (a) For the first month in which PBS is implemented, a Pilot who has the first vacation bid period in that Monthly Bid Period will, if he so chooses, be required to slide his vacation during the VAP that occurs two (2) months prior to the vacation month. Such Pilot will be pay protected for any portion of the Sequence dropped in the previous Monthly Bid Period as a result of the vacation.

Example: In the Monthly Bid Period prior to the month in which PBS is implemented, a Pilot has a 4-Day carry in Sequence worth 20 hours starting on the last Day of that Monthly Bid Period. Each Day is worth 5 hours. The entire Sequence will be dropped, and the Pilot will be pay protected for 5 hours of Pay Credit and that Pay Credit will be applied to the Monthly Bid Period prior to the vacation.

- (b) For remainder of the year in which PBS is implemented, a Pilot who has the first vacation period in a Monthly Bid Period will be required to slide his vacation during the VAP that occurs three (3) months prior to the vacation month (e.g., in the July VAP for October vacation).
- (c) Commencing with the 2021 vacation year, the Company will start the first vacation period in a Monthly Bid Period on the first (1st) Day of the Bid Period. All other vacation periods will remain the same as provided in Section 7.I.

- ii. Slide Concurrent with Monthly Bid

A Pilot is entitled to elect "Slide Vacation" and/or "Vacation Any" if he wishes to move his vacation within the Monthly Bid Period. A Pilot who selects Slide Vacation may move his vacation to a different time

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

period within the Monthly Bid Period, regardless of Section 7.I., and in accordance with the Pilot's seniority, provided there is no conflict with a Known Absence. A Pilot who selects "Vacation Any" may have his vacation moved to another time in the Monthly Bid Period, and may have the vacation split, however, the solver will minimize the number of splits.

K. Proration Table for Days Off

- The following charts shall establish the minimum scheduled Days Off in a Monthly Bid Period in which a Known Absence occurs (e.g., vacation, leaves of absence, training). VSDs do not count toward minimum Days Off.

Regular and Reserve Pilot (Non-FDO)	
Known Absence (Days)	Minimum Days Off
0-1	12
2-3	11
4-6	10
7-8	9
9-11	8
12-13	7
14-16	6
17-18	5
19-21	4
22-23	3
24-26	2
27-28	1
29-30	0

L. Rounding

- No rounding will be applied to ALV, HLV, bid windows, Open Time and Unstacking. Stack Heights will be measured using standard rounding rules, to the nearest whole number.

Example: 5.5 will be rounded to 6 and 5.4 will be rounded to 5.

- Standard rounding, to the nearest whole number, will be used to determine the number of Long Call and FDO reserves. As long as FDO lines are not awarded via the PBS solver, the number of FDO lines will be determined by using the

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

Company's forecasted number of total Reserve lines by Position and applying the appropriate percentage. Move to RES Section

Example: 5.5 will be rounded to 6 and 5.4 will be rounded to 5.

M. Contract Changes Necessary to Implement PBS

1. Section 3.E.3.c.i.(a) and (c) – Monthly Open Time Split and Vacation Overlap Split -Remove references.
2. Remove Section 3.E.3.c.ii.
3. Section 3.O.2. shall be modified to read as follows:

RGS/Recurrent Simulator Training as a Known Absence

A Pilot who is awarded RGS or Recurrent Simulator Training will receive four and one-half (4.5) hours of Pay Credit per Day.

4. Section 3.O.3. will be modified to read as follows:

RGS/Recurrent Simulator Training Awarded After the Monthly Schedule Award

In the event an active Pilot's RGS and/or simulator training was not reflected as a Known Absence in the Pilot's Must Go Month, the Company may assign the training on scheduled Days of work and the Pilot will be paid for any scheduled Pay Credit lost as a result of the training assignment.

Example 1: A Chicago-based Pilot Deadheads to RGS on the Day prior to a 2-Day RGS and Deadheads back to Chicago on the Day after RGS ends. The Pilot will receive Pay Credit for both Deadheads plus 9 hours of Pay Credit for RGS.

Example 2: A Chicago-based Pilot Deadheads to a 2-Day simulator event and Deadheads back to Chicago after a Rest Period on the Day the sim event ends. The Pilot will receive Pay Credit for both Deadheads plus 9 hours of Pay Credit for the simulator event.

Example 3: A Chicago-based Pilot Deadheads to RGS on the Day prior to a 2-Day RGS and Deadheads back to Chicago on the second Day after RGS ends. The Pilot will receive Pay Credit for both Deadheads plus 13.5 hours of Pay Credit for the 3 Days blocked for RGS.

5. Section 3.O.7. – A Pilot will receive a Virtual Credit of three (3) hours per Day for each Day a Pilot is in non-Recurrent Training. [Retain all other CBA language.]

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

6. Section 6.A.3. – Retain current language, except that the Pilot must advise Crew Planning of the dates no later than the opening of the Monthly Bid (for the following month).

Example: A Pilot wishes to have moving Days in June. The Pilot must coordinate with Crew Planning so that the selected dates can be blocked no later than the Day prior to the date the June monthly bid opens on May 1st.

7. Section 6.A.1. – Modify to add the following:

A Pilot displaced to another Domicile for any reason or a Pilot who is recalled from furlough to a Domicile other than the Domicile he held at the time of the furlough shall be treated in accordance with all paragraphs in this section with the exception of A.3. Each moving Day will be Pay Credited at five (5) hours per Day.

8. Section 6.A.3. – Modify to add the following:

A Pilot who is eligible for unpaid moving Days pursuant to this paragraph will be given three (3) hours of Line Credit Reduction for each moving Day. A Pilot who uses moving Days will be subject to the proration table in Paragraph K above.

9. Section 6.C.2.

Paid moving Days will be coordinated with Crew Planning and designated as a Known Absence if the Days are known ahead of the Monthly Bid Process. Moving Days shall be awarded as Days Off and pay credited at five (5) hours per Calendar Day. If the Pilot is removed from flying for moving Days, the Pilot will be paid for the value of any Sequences lost.

10. Section 7.A.2. – Modify 4.167 hours to five (5) hours.

11. Section 7.F.1. – Modify to read:

A Pilot may slide his vacation period plus or minus three (3) Calendar Days. A Pilot shall not be permitted to slide a vacation period between Monthly Bid Periods. However, if a Pilot is awarded a vacation period that spans two (2) Monthly Bid Periods, or if a vacation Day or Day(s) are added to a Pilot's awarded vacation period, and the addition of such vacation Day or Days causes the Pilot's vacation period to span two (2) Monthly Bid Periods, then the Pilot will be permitted to slide the vacation backward in the 1st month or forward in the 2nd month by three (3) Days.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

12. Section 7.F.2. – Modify to read:

A Pilot who intends to slide his vacation period will submit his request via the Electronic Bid System in accordance with the timetable in Section 25.H. (the close of the vacation slide/adjustment period). (VAP)

13. Section 7.F.3 – Remove.**14. Section 7.F.4. – Remove.****15. Section 7.I. – Modify to adjust vacation table to reflect new vacation period start dates.****16. Section 10.D.1 and Section 10.D.2. – Change references from Monthly Bid Package to "Information Page".****17. Section 10.D.3. – Remove "Relief."****18. Section 10.D.5. – No-Bid Pilots, by Position, will be added to the "Information Page".****19. Remove all references to Monthly Bid Package.****20. Section 11.A.4. – Modify to read:**

A Pilot whose training is awarded via the pre-bid process will be notified of a Recurrent Training/qualification event via the monthly RGS/simulator award.

21. Section 11.B.1.d. – The Company will build training patterns for any Pilot who does not train in their Domicile that includes Deadhead in accordance with the other provisions of this Agreement. [Second sentence is current book.]**22. Section 11.B.1.e. – Modify to read:**

Training shall not be assigned during any vacation period. The Pilot may waive this requirement after receiving their monthly bid award. [add to waiver table]

23. Pilots will be scheduled for Recurrent Training in accordance with 11.B.1.a.iii, however a Pilot may waive the requirement for a Calendar Day off in Domicile if the Recurrent Training event is delayed causing the event to last more than six (6) Calendar Days.**24. Modify Section 13.B.2. to remove:**

"... of which ____ hours per month will be reserved for the ____."

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

25. Modify Section 13, ALPA Leave, to include the following provisions:

- a. i. A Pilot who is projected to be on ALPA Leave for the entire Monthly Bid Period will not be eligible to bid for a schedule but will not be considered a No-Bid Pilot as defined by Section 2.YY. If a Pilot on ALPA leave for the entire Monthly Bid Period has a meeting(s) with the Company, or is working on a project(s) initiated by the Company, then the Company will be charged five and one-half (5.5) hours for each Day.
- ii. A Pilot who will be on ALPA leave for an entire Monthly Bid Period to work on FOQA, ASAP, or other safety programs designated by the Company will be required to be available to the Company for fifteen (15) Days and receive eighty-two and one-half (82.5) hours of Pay Credit, unless otherwise provided for in the associated LOA. However, such Pilots may also take leave for less than a full Monthly Bid Period and, in that case, will be credited with five and one-half (5.5) credit hours per Day.
- b. Other than the MEC Chairman, the MEC Vice Chairman and up to three (3) members of the Negotiating Committee during Section 6 negotiations, the Company may limit the number of Pilots on ALPA leave for the entire Monthly Bid Period based on staffing requirements.
- c. The value of an ALPA Day will equal five and one-half (5.5) hours of Pay Credit per Day. A Pilot who is required to travel in conjunction with ALPA duties and requests a travel Day(s) will receive Pay Credits equal to (2.75) for each travel Day taken.
- d. Association Leave of Absence
 - i. Upon written request by the ALPA MEC Chairman to the Vice President of Flight Operations and Company approval, a Pilot who holds a position at ALPA National shall be granted an unpaid Association Leave of Absence. If an Association Leave of Absence is granted, the Company and the Association shall agree in writing to the terms of the leave to include, but not be limited to, a scheduled return date, pay during and before requalification if necessary, early return and/or recall from leave, etc.
 - (a) Longevity: shall accrue for the duration of the leave.
 - (b) Sick Leave accrual: for the first two (2) years of the leave.
 - (c) Sick Leave retention: for the duration of the leave.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

- (d) Vacation accrual: only for the first thirty (30) Days of the leave.
 - (e) Vacation retention: for the duration of the leave.
 - (f) Group health insurance: if the Pilot wants to continue Group health insurance coverage, the Pilot shall pay the employee and employer contribution to the health insurance plan.
 - (g) Pass Benefits: the Pilot retains the same pass benefits as an active Pilot.
 - (h) The Pilot does not have the option to be paid from accrued sick leave.
 - (i) The Pilot does not have the option to be paid from Accrued Vacation or Earned Vacation.
- ii. A Pilot on Association business who is either being paid by the Company (e.g., FOQA, JWPG, etc.) or who is receiving Pay Credit from ALPA for flight pay loss will be treated as an active Pilots in all respects. To the extent possible, once PBS is implemented, ALPA Known Absences will be communicated to the Company at least two (2) Days before the Monthly Bid opens, except that leave that becomes known prior to the close of the monthly bid will also loaded into Navblue as a Known Absence. In addition, A Pilot shall be allowed to drop Sequences in accordance with [Sections 25.L.4.](#) and [25.P.3.c.](#) by using the online Drop Form.
 - iii. The Company will not charge the Association for the first two thousand one hundred (2,100) hours of Pay Credit in any Calendar Year (in addition to the Company-paid leave provided in B.14. above). Pay Credit over and above the two thousand one hundred (2,100) hours shall be charged at that individual's Hourly Rate for the Pay Credit dropped or Known Absence Pay Credit applied. In addition, any Pay Credit dropped or Known Absence Pay Credit applied for a Pilot to meet with the Company, or for a Pilot to work on project(s) initiated by the Company, shall not be charged to the Association.
 - iv. All ALPA Known Absences will be communicated to the Company at least two (2) Days before the Monthly Bid opens, except that leave that becomes known prior to the close of the monthly bid will also loaded into Navblue as a Known Absence.

26. Section 25.A.3. – Remove.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)**27. Section 25.A.4.b.i. – Modify to read:**

All Company initiated changes and Transition Conflict adjustments to a Pilot's schedule and/or Reserve assignments require Positive Telephone Contact with the Pilot, or electronic self-notification. Notice of changes should be attempted at the time of the change, but no later than twenty-four (24) hours from the time of the change. While a message (including telephone, Company radio, and ACARS, etc.) may be left for a Pilot, the message shall not be considered received, and the Pilot is therefore not considered notified of an assignment, until Positive Telephone Contact with the Pilot has been made or the Pilot has acknowledged the schedule change via the Company's electronic notification system. A Pilot will be able to log on to any station computer to determine if a schedule change has been noted and may self-notify through that method.

28. Section 25.B.1. – Delete.**29. Section 25.B.2.a. – Modify to read:**

The Company shall make the final determination regarding Sequence construction and the Average Line Value for each month's schedule consistent with Historic Line Value and other applicable provisions of the agreement. The Association shall make the final determination regarding line construction utilizing the Navblue PBS line solver consistent with the provisions of the PBS LOA and other applicable provisions of the Agreement. [Remove all references to Open Time.]

30. Section 25.B.2.b. – Remove**31. Section 25.B.4. – Change SSC to PBS.****32. Section 25.B.4.c. – Confirm dates for Sequence construction no later than 10th of the month two (2) months before the Monthly Bid.****33. Section 25.B.6.a. – Remove "schedule."****34. Section 25.E. – [Insert proration table here]****35. Section 25.G.5. – Remove.****36. Section 25.I.3. – Retain first sentence only.**

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

37. Section 25.J.4. – Modify to read:

- a. If a Pilot fails to submit a current bid or configure their default bid sheet, then the Pilot will be awarded a schedule based on a system-generated default bid. A Pilot's default bid will be deleted if he changes Positions.
- b. If a Pilot was not eligible to participate in the monthly bid process due to a leave of absence but returns to service and does not have a schedule, the Pilot shall be built a Reserve Line in accordance with Section 25.E.2.a.

38. Section 25.J.5. –A First Officer may use "avoid pairings" preferences to select employee numbers of Captains they do not wish to fly with. These "avoid pairings" preferences will be treated in the same manner as other "avoid pairings" or "prefer off" statements within the logic of the solver. The Association members of the JPWG may limit the number of Captains on First Officers' "No Fly List" if the number is negatively affecting run times. These preferences will only be considered in the Regular Line award. The designation of Captain employee numbers on the "No Fly List" is intended as a personal preference and such designation shall not be used to initiate disciplinary action or for disciplinary purposes.**39. Section 25.J.6. – Change to ALV.****40. Section 25.J.7. – Substitute D.4****41. Section 25.J.8.-9. – Modify to read:**

CDOs will not be awarded on a Line until the Association and the Company mutually agree to appropriate terms and conditions.

42. Section 25.L.1.c. – Change the word "misaward" to "incorrect awards."**43. Section 25.L.1.d. – Modify to read:**

Sequences in the following Monthly Bid Period will not be modified from the time bidding opens until awards are published.

44. Section 25.L.2.a-c. – Remove.**45. Section 25.M. – Remove in its entirety.****46. Section 25.N. – Remove in its entirety.****47. Section 25.O. – Remove "Relief."****48. Section 25.O.1. – Remove.**

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

49. Section 25.0.2. – Remove.
50. Section 25.0.3.a. – Remove first sentence and remove reference to 3x6 in the second sentence.
51. Section 25.0.3.b. – Modify to read: By Position, if there are more than ten (10) Reserve lines, no less than fifteen percent (15%) and no more than twenty-five percent (25%) of the Reserve lines will be Long Call Reserve Lines (except that FDO Lines built as LCR lines will not be counted toward the LCR Line limitations). No less than fifteen percent (15%) and no more than twenty-five percent (25%) of the Reserve lines will be Fixed Day Off (FDO) lines, provided there are at least twenty (20) total Reserves in the Position. If there are fewer than twenty (20) total Reserve lines in a Position, FDO lines may be constructed at Company discretion. The combination of Long Call Reserve and FDO Reserve will not exceed forty percent (40%) of all Reserve lines. The Company and the Association System Scheduling Committee ("SSC") may agree, in writing, to vary these percentages.
52. Section 25.0.4.b.ii. – Remove.
53. Section 25.0.3.c.i. – First sentence remains current book. Modify second sentence: Short Call Reserve Lines *when loaded into FLICA*, will include the RDP associated with each line.
54. Section 25.0.3.c.iii. – Modify to add one (1) more Day off in a 31-Day Monthly Bid Period.
55. Section 25.0.3.c.iv. – Remove.
56. Section 25.0.3.e.i-vii. – Remove.
57. Section 25.U.6. – Remove.
58. Section 25.W. – Remove.
59. Section 25.X.3.a. – Change timetable.
60. Add absences codes chart to Appendix 5.

This Letter of Agreement shall become effective on June 29, 2020 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

LETTER OF AGREEMENT No. 19: Preferential Bidding System (PBS)

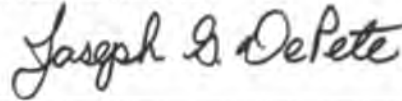
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 29th
day of June, 2020.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete
President



Captain Brian Ketchum
Chairman, Master Executive Council (FFT)

LETTER OF AGREEMENT No. 20: August COLA-1 and Prudent Judgement

LETTER OF AGREEMENT No. 20
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties wish to address certain circumstances arising from the COVID-19 pandemic and the associated reduction in scheduled flying.

NOW, THEREFORE, it is mutually agreed:

- A. LOA 15 Paragraph C., LOA 16 Paragraph D., LOA 17 Paragraph F., and LOA 18 Paragraph C. shall extend and apply to the August 2020 Monthly Bid Period.
- B. The August COLA-1 bid will open July 1, 2020 at 1200MDT and close on July 5, 2020 at 1200MDT and will be published no later than July 6, 2020 at 1700 MDT. The August secondary COLA-1 bid if offered, will open on July 15, 2020 at 1200 MDT and close on July 19, 2020 at 1200 MDT and will be published no later than July 20, 2020 at 1700 MDT.
- C. Section 26.H.4 will be temporarily modified to consider a Pilot who travels by air eligible for treatment under the Prudent Judgment Policy so long as he has attempted to travel on at least one (1) flight online or offline and in accordance with all other provisions contained within Section 26.H. This modification shall remain in effect through the end of the September 2020 Monthly Bid Period.

This Letter of Agreement shall become effective on July 1, 2020 and terminate on August 31, 2020 unless otherwise stated above. The Parties agree that the provision(s) contained within this Letter of Agreement may be extended with mutual concurrence through the end of September 2020.

LETTER OF AGREEMENT No. 20: August COLA-1 and Prudent Judgement

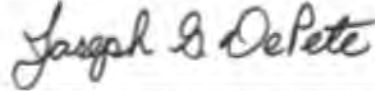
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this
30th day of June, 2020.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President - Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete, President



Captain Brian Ketchum
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 21 – Implementation of PBS

LETTER OF AGREEMENT No. 21

between

FRONTIER AIRLINES, INC.

and

THE AIR LINE PILOTS

in the service of

FRONTIER AIRLINES, INC.

as represented by the

AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties have executed a Letter of Agreement that allows for the implementation of a Preferential Bidding System (PBS); and

WHEREAS, the parties wish to set out a timeline for the events/testing that will occur prior to the Monthly Bid Period in which PBS will be used to generate Pilot schedules.

NOW, THEREFORE, it is mutually agreed:

A. Training the Trainers

1. A Pilot selected by ALPA to become a PBS trainer and who participates in the PBS training sessions (including a day when a selected Pilot may be on leave) will be compensated with one (1) hour of pay for every two (2) hours of training. The Pilots listed on the attachment to this LOA who have an assignment or Reserve Day/ RDP on their schedule for the train the trainer sessions will have the assignment or Reserve Day/ RDP removed, and will be credited for the value of the trip(s) missed or pursuant to this paragraph, whichever is greater. For the purposes of this paragraph, the Reserve Day/ RDP will be four (4) hours of Pay Credit.
2. Absent mutual agreement between the Company and ALPA, the maximum number of trainers shall not exceed thirty (30) Pilots. In addition, a PBS Trainer will be compensated with one (1) hour of pay for every two (2) hours of training they teach to each Pilot class, and no flying or Reserve Days/RDPs will be dropped for this purpose

LETTER OF AGREEMENT No. 21 – Implementation of PBS

3. Training the trainers will be accomplished via Webex or a similar format, and no Pilot shall be required to travel to such training.

B. Parallel Bidding

1. The parties have agreed to use the March 2020 Monthly Bid Period for the purpose of parallel bidding. All Pilots currently in active service and those on COLA-1 will be made eligible for the parallel bid.
2. Parallel bidding will commence after the parties mutually agree that: 1) the training module has been successfully tested and that training can be awarded in a manner consistent with the terms of the PBS LOA; and 2) the FDO bid, vacation adjustment period bid and award as well as the Golden Day designation is functional in FLICA/Sabre.
3. The parallel bid will include all components of PBS, including the pre-bid processes (i.e. VAP and training bid). Pre-bid processes will only be completed one time, and the results will be used in all subsequent mock bids.

C. Rebased Pilots for RGS/Simulator Training

The parties have agreed that it is in their mutual interest to have each Pilot undergo RGS and simulator training in the same Monthly Bid Period. Accordingly, the Company will schedule a Pilot who currently has a different May Go month for RGS and simulator to have both events in the same month by moving the event that falls later in the year to an earlier month.

When a Pilot's RGS and FFS training are separated by more than one month, the Pilot may request a preference for one month over the other, and if able, the Company will accommodate the Pilot's preference.

D. Timeline for Live PBS Bidding

1. On the seventeenth (17th) of the month that is two (2) months earlier than the first Monthly Bid Period in which PBS goes live, the pre-bid processes will be implemented in accordance with LOA 19 D.5.b. and J.2.f.i.(b).
2. On the first (1st) of the month prior to the Monthly Bid Period in which PBS goes live, the monthly bid will open in accordance with LOA 19 D.5.b.

LETTER OF AGREEMENT No. 21 – Implementation of PBS

3. For the first live month of PBS, the Company will provide the SSC with the Sequences no later than three (3) days prior to the opening of the monthly bid, and the SSC will build lines manually. Such lines will be available for bid by the Pilots to be used in the event of an unforeseen failure of PBS. The line bidding process will not be used if the PBS system works to both parties satisfaction.
- E. The parties have agreed that for the six (6) months following the first (1st) successful live bid using Navblue PBS, the JPWG will meet no less than once monthly, to address any issues that arise during PBS implementation.

This Letter of Agreement shall become effective on July 14 2020 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

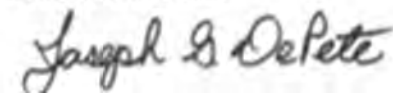
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 14th day of July, 2020.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIRLINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete, President



Captain Brian Ketchum
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 22: September COLA-1, PTC, and AVA

LETTER OF AGREEMENT No. 22
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the parties wish to address certain circumstances arising from the COVID-19 pandemic and the associated reduction in scheduled flying.

NOW THEREFORE, it is hereby agreed as follows:

- A. LOA 15 Paragraph C., LOA 16 Paragraph D., LOA 17 Paragraphs B., C.1., F., and G., and LOA 18 Paragraph C. shall extend and apply to the August 2020 and September 2020 Monthly Bid Periods.
- B. The September COLA-1 bid will open on July 31, 2020 at 1200 MDT and close on August 5, 2020 at 1200 MDT and will be published no later than August 6, 2020 at 1700 MDT. The September secondary COLA-1 bid if offered, will open on August 15, 2020 at 1200 MDT and close on August 19, 2020 at 1200 MDT and will be published no later than August 20, 2020 at 1700 MDT.
- C. Notwithstanding LOA 17 Paragraph G., after AVA reassignments have been completed and until the time that No Bid and Management Pilots may add Open Time (from 0930 LDT two days prior to Sequence Report Time until 0930 one day prior to Sequence Report Time), Pilots may Add a Sequence for which they are legal through Positive Telephone Contact with Crew Scheduling so long as the request meets the applicable scheduling provisions of the CBA.

LETTER OF AGREEMENT No. 22: September COLA-1, PTC, and AVA

This Letter of Agreement shall become effective on July 31, 2020 and terminate on September 30, 2020.

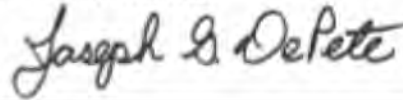
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 29 day of July, 2020.

For FRONTIERAIRLINES, INC.



Bradley J. Lambert
Vice President - Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete
President



Captain Brian Ketchum, Chairman
Master Executive Council (FFT)

**MEMORANDUM OF UNDERSTANDING No. 5
Displacements, Medical Certificates and Supplemental Offerings**

September 18, 2020

Bradley J. Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239

Re: Memorandum of Understanding – Displacements, Medical Certificates and
Supplemental Offerings

Dear Brad,

Displacement of Pilots for OE

1. Notwithstanding Section 25.S.2, for the purpose of accomplishing OE for the duration of LOA 23, the parties agree that the Company may displace Captains from Sequences in order to provide flying for a Reserve Line Check Pilot to conduct OE. A Captain displaced by an LCP in order to conduct OE will be treated in accordance with Section 25.F.2.

Medical Certificates while on COLA-35

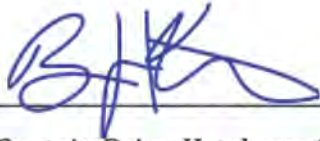
2. A Pilot on a COLA-35 leave whose medical becomes due prior to the end of their COLA-35 leave term shall submit a copy of their new medical certificate to the Training Department no later than the 20th day of the month prior to the Monthly Bid Period in which they return. If training is required, the Pilot must report to the training with a valid medical certificate. A Pilot who does not submit a copy of their new medical certificate will be treated in accordance with the FOM. For the avoidance of doubt, a Pilot who does not turn in their medical by the 20th day of the month prior to the Monthly Bid Period in which they return can expect to be disqualified for the Monthly Bid Period.

Supplemental Offerings of COLA-0s

3. Following the posting of system bid award, an Affected Pilot who is not awarded COLA-0 may request and the Company may award a supplemental COLA-0 leave in accordance with LOA 23 Paragraph B, provided no COLA-0 leave extends beyond the March 2021 Monthly Bid Period. COLA-0 requests shall be submitted via email to

crewplanning@flyfrontier.com and will be awarded on a first-come, first-served basis.

This Memorandum of Understanding shall become effective upon signing and shall run concurrent with Letter of Agreement 23.



Captain Brian Ketchum, Chairman
Master Executive Council (FFT)
Air Line Pilots Association, International

Accepted and agrees to on this 21 day of October, 2020



Bradley J. Lambert
Vice President – Flight Operations
Frontier Airlines, Inc.

LETTER OF AGREEMENT No. 23 – COLA-35 and COLA-0/ELS

LETTER OF AGREEMENT No. 23
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the parties wish to address certain circumstances arising from the COVID-19 pandemic and the associated reduction in scheduled flying.

NOW THEREFORE, it is hereby agreed as follows:

- A. The Company will offer voluntary leaves of absence which provide an Eligible Pilot with thirty-five (35) hours of Pay Credit per Monthly Bid Period, hereinafter known as the "COLA-35". The initial offering will include a 6-month option (October 2020 through March 2021) a 3-month option (October 2020 through December 2020) and a 1-month option (October 2020). The Company may fill 6-month leaves first, followed by 3-month leaves, followed by 1-month leaves. The Company may continue to offer subsequent COLA-35 leaves following the initial COLA-35 bid contemplated in this LOA. The duration and volume of any subsequent COLA-35 leaves will be at the discretion of the Company provided no such leave extends beyond the March 2021 Monthly Bid Period.
1. Pilots who are already scheduled to be on a leave of absence at any time from October 1, 2020 through March 31, 2021 are ineligible for an overlapping COLA-35 award.
 2. A Pilot on, or who requests, a Military Leave or a Pilot on Maternity Leave will be granted up to six (6) additional months of leave, on request. A Pilot on continuous FMLA will be granted up to six (6) additional months of Personal Leave on request. Such Pilots must request such additional leave no later than the close of the COLA-35 bid and shall be counted as if they took a COLA-35 for the purpose of reducing the number of excess Pilots. The Company further

LETTER OF AGREEMENT No. 23 – COLA-35 and COLA-0/ELS

agrees that the time a Pilot spends on Military Leave between October 1, 2020 and March 31, 2021 will not count toward their maximum Military Leave time.

3. The 504 most junior Pilots on the System Seniority List as of August 1, 2020 are not eligible for the COLA-35 award ("Affected Pilots"). Affected Pilots are those Pilots who are subject to furlough at the time of the System Bid award if no Pilot is awarded a COLA-35. Eligible Pilots are Pilots who are not in jeopardy of being reduced in the current System Bid ("Eligible Pilot"). An Eligible Pilot who bid and is awarded a COLA-35 will offset an Affected Pilot (no longer reduced) from being placed on an Empty Line/COLA-0. In seniority order, an Affected Pilot may opt for ELS/COLA-0/FCOLA-0 in lieu of remaining an active Pilot for the purposes of the full Monthly Bid Process. This process may not result in understaffing in a Domicile.
4. Eligible Pilots shall submit their requests for a COLA-35 via the Electronic Bid System prior to the deadline. These COLA-35's will be awarded in seniority order by Category, and in accordance with the provisions of this LOA. Awards shall be posted online no later than the date listed in the timeline.
 - a. The closure of System Bid 2020-05 will be delayed until after the award of the COLA-35 bid. Prior to completing the award, System Bid 2020-05 will be modified to account for the results of the COLA-35 award such that each COLA-35 (or extension of a Military Leave, Maternity Leave or Personal Leave) awarded will result in the subtraction of at least one Position displacement that appeared on the original System Bid 2020-05 Notice.
 - b. If there are sufficient bids in any month a COLA-35 is offered, the Company will award at least as many Captain COLA-35's as the number of Captain Position reductions that were included in the System Bid 2020-05 Notice. If there are sufficient bids in any month COLA-35's are offered, Eligible First Officers will be awarded a COLA-35. A Pilot who is displaced from Captain to First Officer in System Bid 2020-05 but who instead takes a COLA-35 will remain at Captain pay until seven (7) days after the start of downgrade training, in accordance with Section 24.J.2. and such training will occur following the Pilot's return to service.
 - c. An Eligible Pilot cannot be denied a COLA-35 if they require recurrent training during the COLA-35 but may volunteer to be scheduled for

LETTER OF AGREEMENT No. 23 – COLA-35 and COLA-0/ELS

recurrent training anytime during the leave. The Company may require the Pilot to return for recurrent training or landing currency anytime within the last thirty (30) days of the COLA-35. Training pay will be in addition to the value of the paid COLA-35 for the Monthly Bid Period in which the training occurs. For scheduling, training scheduling, and regulatory purposes, Pilots on COLA-35 will be considered to be in the Position the Pilot held immediately prior to the award of System Bid 2020-05.

- d. An Eligible Pilot with scheduled Vacation in any Monthly Bid Period during the COLA-35 period is eligible to bid on the COLA-35. A Pilot who is awarded a COLA-35 must drop any awarded vacation that is scheduled to occur during the leave. Vacation dropped during the period from October 1, 2020 through December 31, 2020 will be paid on the January 5, 2021 paycheck.
5. Benefits during a COLA-35 shall be as follows:
- a. Longevity: shall accrue for the duration of the leave.
 - b. Sick Leave accrual: shall accrue for the duration of the leave
 - c. Sick Leave retention: for the duration of the leave.
 - d. Vacation accrual: shall accrue for the duration of the leave.
 - e. Vacation retention: for the duration of the leave.
 - f. Group health insurance: The Pilot shall pay the employee contribution and the Company shall pay the employer contribution to the health insurance plan for the duration of the leave.
 - g. Pass Benefits: The Pilot retains the same Company pass benefits as an active Pilot. Pass benefits on other airlines are subject to the Company's agreements with other airlines. Pilots on a COLA-35 will retain CASS privileges unless prohibited by law.
 - h. When provided for in this LOA, Pilots on COLA-35 will be treated as an active Pilot.
6. If operational needs dictate, an Eligible Pilot may volunteer or be required to return from COLA-35 before April 1, 2021. However, no Eligible First Officer may volunteer or be required to return from a COLA-35 if there are Affected First Officers on ELS/COLA-0/FCOLA-0, or furlough. If a Pilot was Displaced from Captain to First Officer, they cannot return from COLA-35 as a Captain without a subsequent System Bid award to Captain. In no case will a Pilot returning from a COLA-35 be required to return without being eligible to bid for the Monthly Bid Period in which the Pilot is returning, unless the Pilot agrees. If it becomes necessary for Pilots to return from a COLA-35 prior to

LETTER OF AGREEMENT No. 23 – COLA-35 and COLA-0/ELS

April 1, 2021, the Company will allow volunteers to return in Seniority order, by Position, offering the recall to Pilots with the least amount of time remaining on the leave. If there are insufficient volunteers to meet operational needs, Pilots will be required to return in inverse-seniority order by Position, starting with the Pilots with the least amount of time remaining on the leave. Recall from COLA -35 will be managed through a FLiCA Bid Process.

- B. After the Award of System Bid 2020-05, Affected Pilots without a permanent Position, will be placed on an unpaid COLA, hereinafter referred to as "COLA-0", for the effective dates of this LOA. In lieu of COLA-0, Affected Pilots may elect to be placed on "Empty Line Status" (ELS) or "Flexible COLA-0" (FCOLA-0) with no Monthly Pay Guarantee. An Affected Pilot who elects either ELS or FCOLA-0 will be required to attend training to maintain currency. A COLA-0 is a leave which has recall obligations (Paragraph B.7) to the Company, but not to attend training or perform other duties. An FCOLA-0 leave has the attributes of a COLA-0 but requires the Pilot to maintain currency and allows the Pilot to move between ELS and COLA-0 status. An ELS Pilot has the attributes listed below.
1. For each Monthly Bid Period between October 2020 and March 2021, ELS Pilots will be assigned empty schedules, on a monthly basis, that contain no Sequences or Reserve duties. The Monthly Pay Guarantee provisions of 4.A. shall not apply to ELS Pilots.
 2. ELS Pilots will not be eligible to bid for or be awarded a schedule during the initial or Secondary Bid. ELS Pilots will not be eligible to participate in the Monthly Open Time or Mini Daily Open Time process. ELS Pilots may only participate in the Daily Open Time, Trade Board and Premium Add Folder processes in accordance with Section 25.
 3. FCOLA-0 or ELS Pilots may bid in accordance with the CBA and LOA 18.C for recurrent training or recency training (landings). If Pilots do not bid for either, they shall be assigned recurrent training or recency training (landings) while on ELS or FCOLA-0 with 30 days' notice. If the Company fails to schedule this training on time, then the Pilot will receive a prorated share of the 35-credit hour COLA until such training is accomplished. For example, a two-week delay will result in 17.5 hours of Pay Credit
 4. For scheduling, training scheduling, and regulatory purposes, Pilots on FCOLA-0 or ELS are considered to be in the Position the Affected Pilot held immediately prior to the award of System Bid 2020-05.

LETTER OF AGREEMENT No. 23 – COLA-35 and COLA-0/ELS

5. An ELS Pilot will be paid in accordance with Section 3 for any Sequence(s), Reserve Day, RDP, or training that are added to their schedule.
 6. An ELS Pilot with scheduled vacation during the period of the ELS will be paid for the vacation for the Monthly Bid Period during which the vacation would have occurred. A COLA-0/FCOLA-0 Pilot must drop any awarded vacation that is scheduled to occur during the leave, which will then be placed into their vacation bank. Vacation dropped during the period from October 1, 2020 through December 31, 2020 will be paid on the January 5, 2021 paycheck.
 7. An ELS/COLA-0/FCOLA-0 Pilot will be treated in accordance with Paragraph A.5.a-h, above. In addition, the Company will pay the employee share of Health, Dental and Vision premiums and any associated surcharges for ELS, FCOLA-0, and COLA-0 Pilots based on the Pilot's coverage elections that were in effect on August 17, 2020. Pilots who elect to move to a more expensive plan (i.e. HDHP to traditional PPO, HDHP to legacy PPO or traditional PPO to legacy PPO) effective January 1, 2021 will be responsible for the additional costs in order to make up the difference between the previous Company contributions and the additional cost of the newly selected plan.
 8. If, prior to April 1, 2021, it is necessary to return ELS, or FCOLA-0, or COLA-0 Pilots to regular, full-time status, Pilots will be offered a recall in seniority order. If there are insufficient volunteers, mandatory recall will occur in inverse order of seniority. For First Officers, all ELS Pilots, FCOLA-0 and COLA-0 Pilots will be recalled prior to any COLA-35 Pilots.
 9. An Affected Pilot who is furloughed subsequent to holding ELS, FCOLA-0 or a COLA-0 will be treated in accordance with Section 23.
 10. Unemployment claims filed by Affected Pilots who are awarded an ELS, FCOLA-0 or COLA-0 and whose claims are approved by the applicable state unemployment agency, will not be appealed or objected to by the Company.
- C. Notwithstanding the provisions of Paragraph D and E below, to the extent that a System Bid with an effective date of November 1, 2020 requires reductions to only the First Officer Seat, then all Affected Pilots will be treated in accordance with Paragraph B above. To the extent Eligible First Officers accept a COLA-35, Affected First Officers will be not be reduced.

LETTER OF AGREEMENT No. 23 - COLA-35 and COLA-0/ELS

- D. For System Bids effective after November 1, 2020, the Company reserves the right to revert to the original provisions contained in Sections 23 and 24 of the Collective Bargaining Agreement applicable to all Pilots on the Seniority List. For the avoidance of doubt, the Company has the right to terminate this LOA, with the exception of Paragraphs F, G, H and I which will terminate on March 31, 2021, on or after November 2, 2020 if at any point during the term of this LOA, monthly Bid Period Block Hours are forecast by the Company to drop below 15,000 for at least two consecutive months.
- E. The timeline for COLA-35, System Bid 2020-05, ELS/COLA-0/FCOLA-0 and the October Monthly Bid will be as follows:

Date	Time (LDT unless otherwise noted)	Event (*All events must occur NLT the date or time specified)
8/25/2020	1700 (DEN)	*COLA-35 Bid Opens
8/31/2020	1200 (DEN)	COLA-35 Bid Closes
9/2/2020	1200 (DEN)	*COLA-35 Bid Awarded
9/5/2020	1200 (DEN)	System Bid 2020-05 Closes
9/7/2020	1200 (DEN)	System Bid 2020-05 Awarded
9/9/2020	0900	October 2020 Monthly Bid Opens
9/10/2020	1200 (DEN)	System Bid 2020-05 Protest Period Ends
9/14/2020	1200	CA bid closes
9/14/2020	1700	*CA bid awarded
9/15/2020	1200	FO bid closes
9/15/2020	1700	*FO bid award; vacation slide/adjustment period, Golden Day Off designation period, Ground School training bid all open
9/17/2020	1700	MOT drop period opens; vacation slide/adjustment period, Golden Day Off designation period, Ground School training bid all close
9/18/2020	1700	*Ground School bid award, all training assignments completed, OT transactions for following Monthly Bid Period allowed

LETTER OF AGREEMENT No. 23 – COLA-35 and COLA-0/ELS

		(See note below)
9/19/2020	0900	OT drop period ends
9/19/2020	1700	MOT Opens
9/21/2020	0900	MOT Closes
9/21/2020	1700	*MOT award
9/22/2020	0900	Mini DOT opens (No Out-of-Domicile pick-ups allowed)
9/23/2020	0900	Mini DOT closes
9/23/2020	1700	*All Mini DOT transactions processed
9/24/2020	1700	* Secondary Bid for Relief and Reserve lines opens
9/26/2020	1700	Secondary Bid closes
9/26/2020	2100	*Secondary Bid awarded, Vacation Slides must be submitted by 1200 on the 27th and processed no later than 0900 on the 28th
9/28/2020	0900	CA and FO DOT open
9/29/2020	0900	Reserve Drop/Trade/Swap opens

- F. In the event that the U.S. Government awards, and the Company accepts the terms of, a Payroll Support Program (PSP) for aviation employees with an effective date of October 1, 2020 or later, the parties agree to discuss alternative voluntary cost savings measures. If the parties do not agree to alternative cost savings measures within seven (7) days of the Company's acceptance of the terms of the PSP: 1) the LOA terminates immediately, 2) all Pilots on the Seniority List return to their pre 2020-05 System Bid Award Position and revert to a seventy-five (75) hour monthly guarantee, and 3) a new System Bid will be posted within 14 days of the Company's acceptance of PSP terms.
- G. Section 26.H.4 will be modified to consider a Pilot who travels by air eligible for treatment under the Prudent Judgment Policy so long as they have attempted to travel on at least one (1) flight online or offline and in accordance with all other provisions contained within Section 26.H. This modification shall remain in effect for the duration of this LOA.
- H. The parties agree to meet weekly, if needed, to raise any identified issues promptly and work collaboratively to solve them before proceeding to the Section 20 process.

LETTER OF AGREEMENT No. 23 – COLA-35 and COLA-0/ELS

- I. The parties agree to implement, in production, the NavBlue Preferential Bidding System (PBS) for the December 2020 Monthly Bid Period. Accordingly, the parties waive the provisions in Paragraph C.1 (PBS Training) of Letter of Agreement 19 (Preferential Bidding System) prohibiting the implementation of PBS in a Monthly Bid Period that includes a holiday. The parties agree that this Paragraph I. is not intended to alter any of the other terms and conditions of Letter of Agreement No. 19 or Letter of Agreement No. 3. In the event PBS is not implemented for the December 2020 Monthly Bid Period, each day beginning December 20, 2020 through January 4, 2021 will be designated as a Restricted Day, notwithstanding the provisions of Section 25.L.4 and Section 25.M.2 of the CBA.

This Letter of Agreement shall become effective on August 24, 2020 and terminate on March 31, 2021.

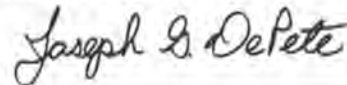
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 24th day of August, 2020.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete
President



Captain Brian Ketchum, Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 24 New Hire Pilot OE

LETTER OF AGREEMENT No. 24
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the Parties wish to modify provisions relating to OE for New Hire Pilots.

NOW THEREFORE, it is hereby agreed as follows:

- A. Section 24.A. shall be modified to add the following paragraph 12.:
 - 12. In accordance with Paragraph A.4., above, a New Hire Pilot will be considered based in the Domicile of their awarded Position forty-five (45) days after the beginning of training or following the completion of the simulator portion of training, whichever occurs later. Prior to the award of a permanent Position, a New Hire Pilot will be considered based in the location in which they first reported for training (currently Denver) for the purposes of Section 5.
- B. Section 26.E. shall be modified to add the following paragraph 3.:
 - 3. For OE Sequences commencing prior to permanent position placement as outlined in 24.A.12, the Company shall provide a New Hire Pilot, at his option, a hotel room for the night prior to their report date and/or the night of their release from the Sequence. For OE Sequences commencing after permanent position placement as outlined in 24.A.12, the New Hire Pilot will be provided the option for one (1) hotel room in Domicile for the night prior to the report or for the night post completion of the first assigned OE Sequence. Hotel requests must be submitted to Flight Operations Training within twenty-four (24) hours of the Company's attempted notification to a Pilot of the OE Sequence.
- C. Section 25.A.4.b. shall be modified to add to the following paragraph iv.:
 - iv. The Company will attempt notification to a Pilot of an assigned OE Sequence and will leave a message with the details of the assignment if unable to reach the Pilot. In the event the Company attempts to notify the Pilot of an assigned OE Sequence less than forty-eight (48) hours prior to the Sequence Report Time, the Pilot will be given the option to accept or decline the OE Sequence.
- D. Section 8.E.2. shall be modified to add the following paragraph d.:

LETTER OF AGREEMENT No. 24 New Hire Pilot OE

- d. New Hire Pilots may book themselves Positive Space Must Ride travel to and from the location of assigned OE Sequences from any city Frontier serves in accordance with this Paragraph D., notwithstanding the scheduled Deadhead requirement. For the avoidance of doubt, use of Positive Space Must Ride travel does not constitute a deadhead for purposes of FAR 117 rest and duty limitations.
- E. This Letter of Agreement shall become effective on October 16th, 2020 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provisions pertaining to duration and amendment contained in Section 31.

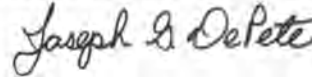
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 16th day of October 2020.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete, President



Captain Brian Ketchum, Chairman
Master Executive Council (FFT)

**MEMORANDUM OF UNDERSTANDING No. 7
System Bid 2020-07 Notice Period Reduction**

November 6, 2020

Bradley J. Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239

Re: Memorandum of Understanding – System Bid 2020-07 Notice Period Reduction

Dear Brad,

1. Notwithstanding Section 24.C., for the purpose of awarding System Bid 2020-07 prior to commencing FDO Reserve bidding on November 17, 2020 for the January 2021 Monthly Bid Period, the parties agree to reduce the 2020-07 System Bid notice period from fourteen (14) Calendar Days to seven (7) Calendar Days.
2. System Bid 2020-07 will open on November 6, 2020 and close on November 13, 2020.
3. The System Bid 2020-07 award notice will be posted in accordance with Section 24.E.2.

This Memorandum of Understanding shall become effective upon signing and shall remain in effect until the award of System Bid 2020-07.



Captain Brian Ketchum, Chairman
Master Executive Council (FFT)
Air Line Pilots Association, International

Accepted and agrees to on this 6th day of November, 2020



Bradley J. Lambert
Vice President – Flight Operations
Frontier Airlines, Inc.

MEMORANDUM OF UNDERSTANDING No. 6
Miami training and PBS training pattern award

November 16, 2020

Bradley J. Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239

Re: Memorandum of Understanding – Miami training and PBS training pattern award.

Dear Brad,

This Memorandum of Understanding represents the Parties' agreement for training Miami Domiciled Pilots in Denver through March 31, 2021 and the PBS training pattern award process.

1. Notwithstanding LOA 19 paragraph I.8.c and paragraph I.8.d.i., the parties agree that all Pilots who undergo recurrent simulator training will participate in such training at the Denver training facility through March 31, 2021. Thereafter, Pilots who are Domiciled in Miami will receive simulator training at the Miami training facility, unless the parties mutually agree otherwise in writing prior to February 15, 2021.
2. PBS Training Pattern Award Process
 - A. The Company and ALPA agree that the following process will be used for the awarding of training patterns:
 1. Initiate run 1
 2. After the first run, remove:
 - a. Early bidders with "Avoid Voluntary Training" as first bid preference
 - b. Early bidders who bid for RPT when due for RPC or who bid for RPC when due for RPT
 - c. Early bidders who did not place a bid for training

MOU 6

- d. May Go bidders with vacation in the MBP and who have "Avoid Voluntary Training" as first bid preference
 - e. May Go bidders with vacation in the MBP who bid for RPT when due for RPC or who bid for RPC when due for RPT
 - f. May Go bidder with vacation in the MBP who did not place a bid for training
3. Add these removed Pilots to the tracking form identifying why they were removed.
 4. Initiate run 2
 5. Remove most senior Pilot who was awarded:
 - a. Forced pattern in their Early month or
 - b. Forced pattern in their May Go Pilot if they have vacation
 6. Make that Pilot(s) ineligible for bidding and add to tracking form, include reason for removal.
 7. Repeat steps 4-6 until a valid run is completed.

The parties agree that all training patterns will have a unique identifier and will not occur on more than one day per Monthly Bid Period until Navblue completes programming that allows Pilots to preference training patterns using a "Patterns on Dates" preference.

Until such time the PBS training award process is automated in a manner that is compliant with LOA 19, if the Company wishes to amend this process, they will provide the JPWG with any changes they would like made in writing, including the steps the Company proposes to change. Any changes require approval by all members of the JPWG before use in awarding training patterns. For clarity, the company may automate at its sole discretion while maintaining compliance as outlined above. The JPWG shall not unreasonably withhold approval of any process improvements.

Unless otherwise provided above, this Memorandum of Understanding shall become effective upon signing and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provisions pertaining to duration and amendment contained in Section 31.

Sincerely,



Captain Brian Ketchum, Chairman
Master Executive Council (FFT)
Air Line Pilots Association, International

Accepted and agrees to on this 22nd day of November, 2020



Bradley J. Lambert
Vice President – Flight Operations
Frontier Airlines, Inc.

LETTER OF AGREEMENT No. 25 PBS Timeline Modification

LETTER OF AGREEMENT No.25

between

FRONTIER AIRLINES, INC.

and

THE AIR LINE PILOTS

in the service of

FRONTIER AIRLINES, INC.

as represented by the

AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties wish to modify certain provisions of LOA 19, Preferential Bidding System (PBS), dated June 29, 2020.

NOW, THEREFORE, it is mutually agreed:

A. PBS Timeline

LOA 19 D.5.b. is modified to read as follows:

b. Bidding Timeline (insert the following into Section 25.H.):

Day	Time (LDT)	Event (*all events must occur NLT date and/or time specified, ** denotes Denver time)
17 th – 2 months prior	9:00	FDO bid opens in FLICA
19 th – 2 months prior	12:00	FDO bid closes in FLICA
19 th – 2 months prior	17:00	FDO bid award* in FLICA
20 th – 2 months prior	9:00	- Vacation adjustment period (VAP) opens in FLICA - Golden Day(s) designation period opens in FLICA
22 nd – 2 months prior	12:00	- Vacation adjustment period (VAP) closes in FLICA - Golden Day(s) designation period closes in FLICA
23 rd – 2 months prior	9:00**	Recurrent training bid opens in Navblue*
25 th – 2 months prior	9:00**	Recurrent training bid closes in Navblue
27 th – 2 months prior	17:00**	Recurrent training bid award in Navblue*

LETTER OF AGREEMENT No. 25 PBS Timeline Modification

1 st	9:00	Monthly bid opens in Navblue
5 th	12:00	Monthly bid closes in Navblue
5 th	12:00**	Daily Open Time frozen (for last six (6) days of current Monthly Bid Period)
8 th	12:00	CA bid awards published in Navblue*
10 th	12:00	FO bid awards published in Navblue*
11 th	18:00**	Daily Open Time un-frozen (for last six (6) days of current Monthly Bid Period)
12 th	17:00	Mis-award period closes
13 th	9:00	- CA Daily Open Time opens in FLICA - CA Reserve Drop/Trade/Swap opens in FLICA
14 th	9:00	- FO Daily Open Time opens in FLICA - FO Reserve Drop/Trade/Swap opens in FLICA

B. Reduced Lower Limit (RLL)

- LOA 19 D.6. is modified to read as follows:

6. Reduced Lower Limit Lines (Build-Up Lines)

ALPA may award Reduced Lower Limit ("RLL") lines with concurrence of the JPWG. RLL lines shall be awarded in seniority order to Pilots who bid them and who do not have the seniority to hold a Hard Line. RDPs/ Reserve Days will be added to the RLL line until the line contains twelve (12) Days Off, or seventy-five (75) hours of Pay Credit, whichever occurs first. Crew Planning will add the RDP/Reserve Days no later than the 13th at 0900 Denver Time. All RLL lines will be eligible for the Monthly Pay Guarantee or actual credit if greater than seventy-five (75) hours (e.g., RDP/ Reserve Day increases a Pilot's Pay Credits to seventy-six and one-half (76.5) hours).

- Pilots shall be assigned RDPs in the Window of their choosing based on their highest preferenced "Set Condition Short Call Type." A Pilot with a "Set Condition Long Call Type" as their highest preference may be assigned long call reserve at the discretion of Crew Planning. A Pilot who does not preference a "Set Condition Short Call Type" will be assigned a call type at Crew Planning's discretion.
- Pilots may, at their option, Drop an RDP/Reserve Day that is included in an RLL line by calling a Crew Scheduling Supervisor directly or sending an email to crewschedulingsupervisors@flyfrontier.com. If the request is

LETTER OF AGREEMENT No. 25 PBS Timeline Modification

received before 0900 on the 14th of the month preceding the RDP/Reserve Day, Crew Scheduling will drop the RDP/ Reserve Day(s) at a Pay Credit loss four (4) hours with no coverage checks. If the request is received after 0900 on the 14th of the month preceding the RDP/Reserve Day, Crew Scheduling will drop Reserve Day(s) at a Pay Credit loss four (4) hours if coverage meets the requirements of Section 25.X.3.d.

C. LOA 19 G.1. is modified to read as follows:

1. Any Pilot who has an inquiry or believes he may have received a PBS mis-award shall notify the responsible Association individual designated by the Association members of the JPWG no later than the 12th at 1700 LDT by submitting a DART at dart.alpa.org.

D. LOA 19 is modified to add paragraph I.10.:

10. Pilots bidding for an FDO line, who are also eligible for Recurrent Training (in their Must Go or May Go month without vacation), will only be awarded or assigned training on Days Off if they make an affirmative selection in the FLICA FDO bidding folder by selecting the "FDO Training on Days Off" option under the additional bid options.

E. LOA 19 J.2.F.d. is modified to add:

- d. A Pilot with a carry-out Sequence who Swaps or Trades for the first vacation period in a bid month after the previous monthly bid award has been published will not have the Sequence removed as a result of the conflict.

This Letter of Agreement shall become effective on December 2, 2020 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 2nd day of December, 2020.

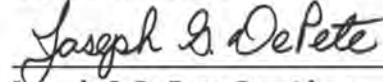
LETTER OF AGREEMENT No. 25 PBS Timeline Modification

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Joseph G. DePete, President



Captain Brian Ketchum
Chairman
Master Executive Council (FFT)

**TEMPORARY MEMORANDUM OF UNDERSTANDING No. 8
Long-Term Training/COLA-1 Clarification**

December 31, 2020

Bradley J. Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239

Re: Temporary Memorandum of Understanding – Long-Term Training/COLA-1
Clarification

Dear Brad,

This Temporary Memorandum of Understanding (MOU) represents the Parties' agreement to clarify MOU 7 Paragraph 3.h.ii regarding Training During COLA-1.

1. A Pilot scheduled to attend a training course (e.g., new upgrade, return from medical leave) that is planned to exceed six (6) days (exclusive of Deadhead(s)) will be denied a COLA-1 for the Monthly Bid Period(s) in which the training occurs.

This Memorandum of Understanding shall become effective upon execution and shall remain in effect concurrent with Memorandum of Understanding No. 7.

Sincerely,



Captain Brian Ketchum, Chairman
Master Executive Council (FFT)
Air Line Pilots Association, International

Accepted and agreed to on this 31st day of December 2020.



Bradley J. Lambert
Vice President – Flight Operations
Frontier Airlines, Inc.

MOU 8.1

LETTER OF AGREEMENT No. 26: Removal Before Report

LETTER OF AGREEMENT No. 26
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the parties wish to modify certain provisions of the Prudent Judgement Policy.

NOW THEREFORE, it is hereby agreed as follows:

Section 26.H. shall be modified to add Paragraph 7., as follows:

7. Notwithstanding Section 26.H., the Company and the Association agree to establish a Removal Before Report ("RBR") policy which will apply to Long Call Reserve Pilots within the last ten (10) hours of their assigned prospective Rest Period.
 - a. During the last ten (10) hours of an assigned Rest Period, a Long Call Reserve Pilot will not be eligible to utilize the Prudent Judgment policy and will instead utilize the RBR policy. If a Long Call Reserve Pilot determines they will be unable to report to their Domicile or place of report as scheduled (for reasons other than being sick or fatigued), they will immediately notify Crew Scheduling and advise that they need to be removed in accordance with the RBR policy.
 - b. The Pilot will be removed from the assignment and any pay credits lost will be deducted from the Pilot's total monthly pay credits. It will be the Pilot's responsibility to make up any pay credits lost under this provision if required by Section 25.L.3.
 - c. The Pilot shall return to work in accordance with Section 14.D.

LETTER OF AGREEMENT No. 26: Removal Before Report

- d. If a Long Call Reserve Pilot is sick or fatigued, they will not be eligible to utilize RBR policy and should instead remove themselves from duty in accordance with Section 14.C. or Section 26.L.
- e. Pilots are expected to arrive at their place of report with sufficient time and with adequate rest prior to beginning scheduled duty. Long Call Reserve Pilots may not avail themselves to the RBR policy more than two (2) times within the same rolling twelve (12) month period.

This Letter of Agreement shall become effective on April 23, 2021 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

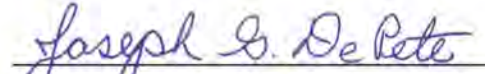
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 23rd day of April, 2021.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Joseph G. DePete, President
Captain Brian Ketchum, Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 27 Clarifications

LETTER OF AGREEMENT No. 27
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the Parties wish to further clarify and illustrate certain provisions of the Pilots' Agreement,

NOW THEREFORE, it is hereby agreed as follows:

A. *Section 3.E.3.c. shall be modified to add paragraph x.:*

- x. When a Pilot returns to work under the provisions of Section 14.D.3., the Trip Rig will not apply to the sick Days used. Applied sick Days will be credited with the original Block Time credit as applicable per Duty Period.

B. *Section 3.G. shall be modified as follows:*

All Pay Credit in excess of eighty-two (82) hours in a Monthly Bid Period shall be paid at one hundred twenty-five percent (125%) as Monthly Credit Override Pay. All Pay Credits including seat support assignments, except those for sick or training time, shall accrue toward this Monthly Credit Override Pay.

C. *Section 8.E.1.c. shall be modified to include the following sentence as the last sentence:*

Crew Scheduling will, during the Pilot's notification call to deviate, adjust the Deadhead to reflect the originally scheduled Block Time for legality and pay purposes.

D. *Section 8.E.2. shall be modified to add paragraph d. as follows:*

- d. A Pilot who becomes unable to report for duty as a result of the interruption, delay, or Cancellation of the optional flight will notify Crew Scheduling as soon as possible. If Crew Scheduling removes the Pilot from the duty assignment or portion thereof, the Pilot will not be paid for the duty removed and will have the option to return to work in accordance with Section 14.D. The Pilot will be subject to the Monthly Bid Period minimums pursuant to Section 25.L.3.

E. *Section 13.F.11.b. shall be modified as follows:*

For monthly bid purposes, a Pilot shall be eligible to bid in accordance with Section 25.E. In order to determine eligibility to bid after a Family Medical Leave for the Purpose of the Pilot's

LETTER OF AGREEMENT No. 27 Clarifications

own illness or injury, the Company may require a doctor's certification from the Pilot's healthcare provider certifying the Pilot's return to work.

F. *Section 13.I.15.a. shall be modified as follows:*

For monthly bid purposes, a Pilot shall be eligible to bid in accordance with Section 25.E. In order to determine eligibility to bid after a Medical Leave for the Purpose of the Pilot's own illness or injury, the Company may require a doctor's certification from the Pilot's healthcare provider certifying the Pilot's return to work.

G. *Section 14.B.4.f. shall be modified as follows:*

If Trip Rig is lost by a Pilot returning to work, he shall only be required to fly back the equivalent Pay Credit applied to his sick Days.

H. *Section 14.D.3.a. shall be modified as follows:*

If the Pilot's originally assigned Sequence was assigned to a Reserve Pilot and it passes through the Pilot's Domicile on the Day he intends to return to work, the Pilot shall resume his originally assigned Sequence the next time it returns through the Pilot's Domicile; or

I. *Section 14.D.3.b. shall be modified as follows:*

If a Pilot is unable to return to work in accordance with Paragraph 14.D.3.a. above, he may pick up Open Time as provided for in Section 25.P. or time from the Premium Add Folder, via the Electronic Bid System. The Pilot shall be Pay Credited for the Open Time or Premium Add Folder time instead of the originally assigned Sequence; or

J. *Section 25.P.3.e. shall be modified to add the following sentence:*

Notwithstanding Section 25.L.5., Trades shall be submitted through the Pilot Trade Board.

K. *Section 25.Q.11. shall be modified to add paragraph d. as follows:*

d. If the Pilot picks up Open Time, either prior to or after the cancelled flying, that does not allow for Rest in accordance with Section 12.F. then the Pilot will be pay protected for the greater of the value of the Pilot's originally scheduled Sequence or what the Pilot actually credits.

L. *Section 25.V.1. shall be modified as follows:*

Prior to the start of any Company duty (e.g. training, Deadhead, etc.), Duty Period or Reserve Duty Period, FDO Reserves must be scheduled for a thirty-one (31) hour Rest Period within the previous hundred sixty-eight (168) consecutive hours. Actual rest may be less than thirty-one (31) hours but not less than thirty (30) hours. The timing of the thirty-one (31) hour Rest Periods will be at the Company's discretion. Section 12.E.2. (one (1) calendar Day Off in seven (7) Days) will not apply to FDO lines.

LETTER OF AGREEMENT No. 27 Clarifications**M. Section 25.V.3. shall be modified as follows:**

The first Day of an FDO's block of Reserve Days will be designated as a Long Call Reserve Day. If an FDO Reserve is designated as a Long Call Reserve after the first Day of his block of workdays, he may be moved to Short Call Reserve, provided he is given at least twelve (12) hours of rest prior to the start of Short Call Reserve. If an FDO Reserve is moved to Short Call Reserve, he must remain in his assigned Window until he receives the next thirty-one (31) hour Rest Period.

Example 1: On Day 1 of an FDO's block of work Days, the Company may move the Pilot to any Short Call Reserve RDP that begins at or after 1201, provided the Company prospectively notifies the FDO Pilot of the 12-hour Rest Period prior to the start of his RDP.

Example 2: On Day 3 of an FDO's block of work Days, the Company moves the Pilot to the PM Window (following a 12-hour Rest Period), and the FDO Pilot must then remain a "D" or "E" Reserve until his next thirty - one (31) hour Rest Period.

N. Section 25.V.3. shall be modified to include the following sentence as the last sentence:

3. Notwithstanding Section 25.U.7., an RDP assignment change from 'C' to 'B' requires an intervening thirty-one (31) hour rest period.

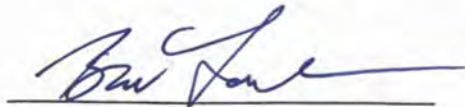
O. Section 25.Z. shall be modified to add 5. as follows:

5. A Pilot who is awarded a Sequence from the Premium Add Folder may not Trade the Sequence.

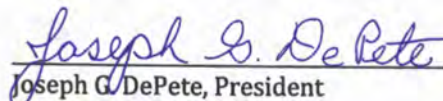
This Letter of Agreement shall become effective on 07/01/2021 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provisions pertaining to duration and amendment contained in Section 31.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 1st day of July, 2021.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President - Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL
Joseph G. DePete, President
Captain Brian Ketchum, Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 28 – Parking Election

LETTER OF AGREEMENT No. 28
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties wish to set out defined processes for the annual parking election and the domicile change parking elections;

NOW, THEREFORE, it is mutually agreed:

1. **Annual Election**

A. Annual Parking enrollment:

1. Passive election unless a Pilot makes change during annual enrollment period.
2. The annual parking enrollment period will be from NOV 1- DEC 1 and will be effective Jan 1 of the following year.

Domicile Change

B. For Each System Bid Award:

1. Following the award of a Domicile change, if a Pilot wishes to change his current election, the Pilot will:
 - a. Be advised of the deadline for parking election on the System Bid Award notice. The deadline will never be less than 30 Days after the System Bid Award is posted, which normally will be 30 Days prior to the Effective Date for Domicile transfers.
 - b. Use the form or electronic means provided by the Chief Pilots Office (available via Docunet or a successor system).

LETTER OF AGREEMENT No. 28 – Parking Election

- c. Upgrading Reserve Pilots who finish training early and have been assigned additional RDP's/Reserve Days will be provided reimbursable parking in their new Domicile prior to the Effective Date of the Domicile transfer.
- d. Denver Pilots transferring to a new Domicile will be considered to have been receiving a stipend.
- e. Pilots transferring to DEN will receive a stipend in accordance with Section 26.A.2. of the CBA.

This Letter of Agreement shall become effective on September 17th, 2021 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

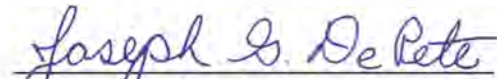
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 17th day of September 2021.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL


Joseph G. DePete, President

Captain Brian Ketchum
Chairman
Master Executive Council (FFT)

MEMORANDUM OF UNDERSTANDING NO. 9: LOSA

**MEMORANDUM OF UNDERSTANDING No. 9
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

THIS MEMORANDUM OF UNDERSTANDING (hereinafter referred to as the "Agreement") is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, is by and between Frontier Airlines (hereinafter referred to as "the Company") and the airline pilots in the service of the Company, as represented by the Air Line Pilots Association (ALPA; hereinafter referred to as "the Association" or "ALPA"), and referred to collectively as the "Parties." The Parties agree to the following:

A. Background:

The FAA issued Advisory Circular (AC) 120-90, establishing guidelines for airlines to follow when conducting a Line Operations Safety Audit (LOSA). The Parties recognize the merits of implementing a LOSA program that fosters airline safety in accordance with the rules contained herein.

B. Definitions:

1. "LOSA Program"-A recurring program in which trained observers occupy the cockpit jumpseat during regularly scheduled flights to collect safety-related data on environmental conditions, operational complexity, and flight crew performance. Confidentiality of data and non-jeopardy assurance for pilots are fundamental to the program's success.
2. "Identifying Data" - Any data or combination of data that allows collected data to be associated with a specific crew member.
3. "Identified Data" -Any collected data prior to removal of all identifying data.
4. "LOSA Steering Committee" -A joint committee consisting of up to three (3) representatives from the Company's Safety or Flight Operations Departments and up to two (2) Association representatives. Any necessary subject matter experts may be included with the agreement of the Committee.
5. "LOSA Coordinator"- The Company's Director of Safety or his/her designee, who maintains day-to-day oversight of the LOSA Program and LOSA Observers.

MEMORANDUM OF UNDERSTANDING NO. 9: LOSA

6. "LOSA Observers"- Individuals selected by the steering committee to observe line crews on regularly scheduled flights after completing the requisite training, including supplemental training as may be required. The pool of LOSA Observers will consist solely of non- Management, non-Check Airman, non-training, and line pilots on the Frontier Airline's Pilot Seniority List.
7. "LOSA Standards"- Data acquisition criteria on which LOSA Observers will be trained to ensure consistency in data acquisition and confidentiality. These standards will be identified and made available to all pilots and observers on the Company's internal website.
8. "LOSA Training Program" is a training program designed to effectively train LOSA Observers in LOSA fundamentals (including this Agreement) that is approved by the LOSA Steering Committee. At a minimum, LOSA Observer training shall consist of: (a) LOSA ethics; (b) Threat, Error and Undesired Aircraft State ("UAS") Management concepts; (c) Observational coding and narrative write-up for contextual support; (d) Etiquette and professionalism required of an Observer; and (e) Use of any forms and recording tools to include the protection of Identified Data (e.g., flight number/date, crew names, and observer names).
9. "DATA REPOSITORY" A central location, computer server, where all LOSA data and LOSA program information is stored and managed. Any and all data that may contain or be used to determine the identity of a LOSA observer or flight crew member, as well as the actual observation data, will be stored in a manner to protect the confidentiality of the participants and data, and to restrict access to the data. Protections will include but are not limited to use of password protected data files and folders, and be stored on a secure computer and server. Access to this data is restricted to those individuals with a demonstrated need for the information, such as the LOSA Project Manager, and those assisting with logistical planning and management of the observations during the data collection period. Access to the final report data and the LOSA Data Query Tool will be determined by the Steering Committee to ensure the data remains protected and confidential. The repository will be stored on the FOQA server at Frontier Airlines.

C. LOSA Program:

1. The design, implementation, and operation of a LOSA Program shall be by mutual agreement between the Parties. Any variation from the agreed upon LOSA Program or LOSA Standards shall require the written mutual agreement of the Parties prior to implementation.
2. The LOSA Coordinator shall oversee the day-to-day operations of the LOSA Program and establish necessary policies and procedures to ensure compliance with the provisions of this agreement.

MEMORANDUM OF UNDERSTANDING NO. 9: LOSA

3. Data collected from the LOSA Program will be considered LOSA data and will be handled in compliance with all the provisions of this Agreement.
4. All information derived from the LOSA Program will be made equally available to all members of the LOSA Steering Committee.
5. Any violation of the requirements of the LOSA Program, or the terms herein, shall be promptly reviewed and investigated by the LOSA Steering Committee.
6. The LOSA Program will adhere to the following criteria at a minimum:
 - a. **Jumpseat Observations During Normal Flight Operations:** LOSA observations shall be limited to regularly scheduled flights. Line checks, initial operating experience/upgrade operating experience, flights with management pilots, or other training flights will not be used as LOSA observation flights
 - b. **Joint Company/ALPA Sponsorship:** A successful LOSA program requires buy-in from both the Association and the Company. Therefore, the Parties agree to each support this program, which will attempt to improve flight operations safety by evaluating LOSA data.
 - c. **Audit Period:** The LOSA Steering Committee will set the target number of LOSA observations during a predetermined period.
 - d. **Voluntary Crew Participation:** All LOSA observations are collected with voluntary crew participation. Before conducting LOSA observations, a LOSA Observer will ask both pilots for permission to observe the flight. If either pilot declines, the observer will not conduct the observation and that pilot's declination(s) shall remain confidential.
 - e. **De-identified, Confidential, and Non-disciplinary Data Collection:** LOSA Observers are prohibited from recording names, flight numbers, dates, or any other information that can identify a crew or individual pilot. Additionally, LOSA data shall not be used for disciplinary reasons, and no observed Pilot shall be subject to any instruction, checking (or any form of additional training), discipline, discharge or enforcement action by the Company as a result of their participation in the LOSA program.

MEMORANDUM OF UNDERSTANDING NO. 9: LOSA

- f. **Inadmissibility:** Any and all LOSA Program information shall be considered inadmissible in perpetuity in any dispute, grievance, System Board of Adjustment, Arbitration or legal proceeding between the Parties or between either party or a Company pilot. Said LOSA program information in any format and including but not limited to Observer notes, Observer assignments, Observer completion feedback, operational notes, records of any communication, LOSA collaborative analysis, and email communications will not be admissible. Furthermore, no LOSA Observer will testify in any such proceeding concerning a LOSA observation, a LOSA observation request, or a pilot's response to a LOSA observation request.
- g. **Targeted Observation Form:** A standard process to record data approved by the LOSA Steering Committee will be used during observation rides. No other notes or records outside of this approved process will be maintained.
- h. **Trusted Data Repository:** In order to preserve confidentiality, the LOSA Steering Committee will maintain a trusted data repository in an agreed upon location (including off-site storage) and format. Only the LOSA Steering Committee's final analysis, consisting entirely of de-identified and aggregate data and analyses, which will not identify individual observations, will be disseminated outside the LOSA Steering Committee.
- i. **Targets for Enhancement.** The final product of a LOSA is the data derived targets for enhancement based on emergent patterns resulting from such data. It is then up to the LOSA Steering Committee to develop an action plan based on these targets, which will include best methods for disseminating said information learned to all pilots. Any recommendations for corrective actions will be sent to the Company Safety Department for review.

D. Information Security and Use:

- 1. Any special studies or evaluations shall require mutual agreement by the LOSA Steering Committee members.
- 2. No data derived from the LOSA Program shall be shared with any government agencies, including, but not limited to, any FAA personnel, unless required by law, regulation, court order, or legally binding directives of said responsible government

MEMORANDUM OF UNDERSTANDING NO. 9: LOSA

agencies or unless expressly agreed to in writing by the Parties. Government agencies may be given access to de-identified data on Company property if expressly agreed to in writing by the Parties, or if otherwise required by law, regulation, court order or directive.

3. Any information that could be used to identify the crew shall not be recorded.
4. LOSA participants, including the Company, the Association, Steering Committee Members, Observers, and vendors shall enter into confidentiality agreements prior to their participation in the LOSA Program. Any individual who has contact with any Identifying Data used in the LOSA Program shall be prohibited from divulging any Identifying Data outside the LOSA Steering Committee, except as required by law.

E. General:

1. LOSA Observers shall be boarded as jumpseaters after Company jumpseaters (including those Company pilots commuting to or from a reserve, flight, or training assignment) at the Captain's discretion. A pilot commuting to or from work in uniform may, at that pilot's discretion, voluntarily agree to give up a cockpit jumpseat and occupy a Flight Attendant jumpseat, if available in order to accommodate a LOSA Observer.
2. There shall be 12 LOSA Observers involved in the LOSA Program. LOSA Observers will be released from line flying and may not pick up Open Time flying for the month they are serving as LOSA Observers. Each LOSA Observer will be compensated (85) credit hours for the bid period that he/she serves as a LOSA Observer. Per Diem will be calculated and paid as specified in the Collective Bargaining Agreement.
3. LOSA observers will be provided comparable overnight lodging as on-duty crew members. If any LOSA Observer is unable to return to their home domicile from any outstation city for any reason while acting as a LOSA Observer then the company is responsible for their transportation and lodging accommodations just as with any other assigned required operating or dead heading crew member to include transportation on other airlines and/or limo accommodations.
4. Flying required to be removed from a pilot's schedule outside of the LOSA Audit period as defined by the LOSA Steering Committee and referred to in C.6.c of this MOU, to facilitate support to the LOSA program, and directed to be removed by

MEMORANDUM OF UNDERSTANDING NO. 9: LOSA

the LOSA Steering Committee, shall be pay protected.

This Memorandum of Understanding will become effective on December 7th, 2021.

IN WITNESS WHEREOF, the parties have signed this Memorandum of Understanding this 7th day of December, 2021.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Captain Brian Ketchum, Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 29 – PBS ALV

LETTER OF AGREEMENT No. 29

between

FRONTIER AIRLINES, INC.

and

THE AIR LINE PILOTS

in the service of

FRONTIER AIRLINES, INC.

as represented by the

AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the Parties wish to modify certain provisions related to the Preferential Bidding System (PBS).

NOW, THEREFORE, it is mutually agreed:

A. Section 25.AE.1. shall be modified to read as follows:

1. The initial Threshold value of the Normal Credit Window shall be equal to the published ALV for each Category and can be adjusted by ALPA as necessary while exploring bid run solutions. The initial Normal Credit Window shall be a range of fourteen (14) hours and will be based off of the published ALV minus seven (7) hours up to published ALV plus seven (7) hours. The Association may adjust the bottom of the Normal Credit Window to any value between ALV minus seven (7) hours and ALV minus three (3) hours, as needed, while exploring bid run solutions. If the lower value of the Normal Credit Window is below seventy-five (75) hours, all line awards will be subject to the Monthly Pay Guarantee set forth in Section 4.A.

This Letter of Agreement shall become effective on February, 2022 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

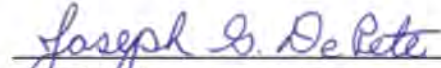
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 1st day of February, 2022.

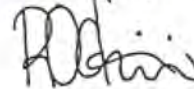
LOA 29.1

LETTER OF AGREEMENT No. 29 – PBS ALV

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight OperationsFor AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL

Joseph G. DePete, President

Captain Alan Christie
Chairman
Master Executive Council (FFT)

**FRONTIER AIRLINES MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

3950 Lewiston Street, Suite 210 | Aurora, CO 80011 | 303-373-2572 | Fax 303-307-4759

THE WORLD'S LARGEST PILOTS UNION | WWW.ALPA.ORG**MEMORANDUM OF UNDERSTANDING No. 10****Implementation of the My Crew Care Web-Enabled Portal & Application for Pilots**

April 5, 2022

Bradley J. Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239

Re: Memorandum of Understanding
My Crew Care Web-Enabled Portal & Application implementation

Dear Brad,

This Memorandum of Understanding represents the Parties' agreement for implementation, processing of hotel/transportation related feedback and access to reporting information within the My Crew Care Web-Enabled Portal and Application (MCC WEP/A).

The Company will make the MCC WEP/A available to all Pilots through the Company provided EFB or for download onto a Pilot's personal electronic device, beginning on or before April 15, 2022, at no cost to the Pilot.

1. Pilots will have the option to submit hotel reports via the MCC WEP/A or by submitting an Association Data Action Report (DART). However, DARTs will not be considered as actionable by the Company, if not forwarded by the Association. The Association and the Company will promote the MCC WEP/A as the main venue for reporting hotel issues.
2. The Company will provide unedited hotel reports submitted through the MCC WEP/A to the Association via an automated email address, FFTHotelGroup@alpa.org, but no later than (72) hours after the report is filed.
3. The Company will continue to provide the automatic email acknowledging the submission of a forwarded ALPA hotel report (DART) into the MCC WEP/A system.
4. When a hotel report from the MCC WEP/A is received it will generate an automated email (with a copy to the Association) with the unedited narrative and any other identifying data. This report is then forwarded to the hotel for resolution, if required. If a response or resolution is received, then API (or another hotel vendor) will input this information to the MCC WEP/A, and a copy of this resolution will be sent to the Association.

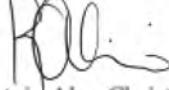
**FRONTIER AIRLINES MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

3950 Lewiston Street, Suite 210 | Aurora, CO 80011 | 303-373-2572 | Fax 303-307-4759

THE WORLD'S LARGEST PILOTS UNION | WWW.ALPA.ORG

5. The foregoing will apply to the MCC WEP/A and any similar future application that may be developed by API or by another vendor.
6. Any data a Pilot inputs into the MCC WEP/A cannot be used for disciplinary purposes if this system is the sole source of the information.
7. The Association will be provided with agreed upon reports (e.g. hotel complaint rates in a city adjusted for layover volume). Administrative access to these reporting functions within the MCC WEP/A will be provided to the Association when functionality becomes available.
8. The first 30 days shall be considered a trial period, and if unanticipated technical difficulties are encountered, the Association and the Company agree to meet and discuss, and the Company shall bear the cost of the meeting. In addition, should Frontier choose to change hotel vendors that do not support a similar application, bring hotel sourcing in house, or if the current vendor no longer supports this application, the Company and the Association will meet to discuss potential alternatives (including sole use of the ALPA DART system).

Sincerely,



Captain Alan Christie, Chairman
Master Executive Council (FFT)
Air Line Pilots Association, International

Accepted and agreed to on this 5th day of April, 2022



Bradley J. Lambert
Vice President – Flight Operations
Frontier Airlines, Inc.

MOU - 10

LETTER OF AGREEMENT No. 30 – Amendment to System Board Panel

LETTER OF AGREEMENT No. 30
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties wish to amend the System Board of Adjustment panel found in Appendix 3 of the CBA.

NOW, THEREFORE, it is mutually agreed:

1. Appendix 3 shall be modified to remove the following Arbitrators from the System Board of Adjustment panel.
 - a. Gil Vernon
 - b. Mark Burdette
 - c. Herb Fishgold
2. Appendix 3 shall be modified to add the following Arbitrators to the System Board of Adjustment panel.
 - a. Margaret Brogan
 - b. Frederick Horowitz
 - c. Marlene Gold

This Letter of Agreement shall become effective on July 12, 2023 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 12th day of July 2023.

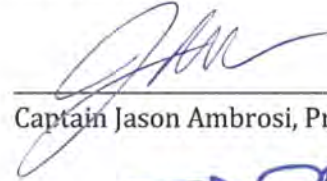
LETTER OF AGREEMENT No. 30 – Amendment to System Board Panel

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Captain Jason Ambrosi, President



Captain Tracy Smith
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 31 – SJU Moving Expenses

LETTER OF AGREEMENT No. 31
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as “the Company”) and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as “the Association” or “ALPA”).

WHEREAS, the parties wish to establish moving expenses to be provided for the San Juan, Puerto Rico Domicile (“SJU”);

NOW THEREFORE, it is hereby agreed as follows as to the establishment of a new SJU Domicile in accordance with Section 6.D.6. No provisions of Section 6 of the CBA shall apply to moves to or from the SJU Domicile unless they are specifically referenced in Section 6.E as set forth in this Letter of Agreement.

6.E.1 Eligibility:

- a) Only a Pilot who is Displaced to the SJU Domicile for any reason or a Pilot who is recalled from furlough to the SJU Domicile but who did not hold the SJU Domicile at the time of the furlough, and, in either case, who is moving his primary residence to Puerto Rico, shall be eligible for the benefits and expenses in this Section 6.E.
- b) Successful Vacancy bidders, Pilots moving to the SJU Domicile upon initial employment, and Pilots making Domicile swaps are not eligible for the benefits and expenses provided in this Section 6.E.

6.E.2 Moving Expenses:

An eligible Pilot shall be entitled to actual residential moving expenses by a professional mover approved by the Company, including packing materials, packing, shipping, loading, unloading, storage of household goods up to thirty (30) Days, and insurance for household goods and effects, up to a total weight of eighteen thousand (18,000) pounds. Pre-approval of the moving vendor shall be requested by the Pilot. Upon approval by the Company, the moving vendor shall be paid directly by the Company.

LETTER OF AGREEMENT No. 31 – SJU Moving Expenses

- a) A Pilot is eligible for actual relocation expenses for up to two (2) vehicles per Pilot. The vehicles shall be shipped from the Pilot's primary residence or any current Domicile that is closer to SJU than the Pilot's primary residence. Pre-approval of the vehicle relocation vendor shall be requested by the Pilot. Upon approval by the Company, the vehicle relocation vendor shall be paid directly by the Company. At the Pilot's discretion, a vehicle may be relocated prior to the planned move, in conjunction with the actual move, or within sixty (60) Calendar Days after the actual move.
- b) A Pilot also will receive a one-time stipend of \$500 for other expenses associated when actually relocating their vehicles.

6.E.3 Moving Days:

- a) A Pilot eligible under 6.E.1.a. will be entitled to eight (8) paid Days Off. These Days Off may be taken in either one (1) block of eight (8) Days Off, or two (2) blocks of four (4) Days Off. These Days Off must be taken within one (1) year of the bid award. These Days Off will be handled in accordance with 6.C.2. and 6.C.3. above. Consistent with current practice, if these Days Off are designated as Known Absences in accordance with 6.C.2., they will be prorated in accordance with 25.E.1.

6.E.4 Additional Benefits:

A Pilot eligible under 6.E.1. will receive the following:

- a) Up to Ten (10) nights of hotel stays at the Company hotel, or hotel accommodations similar to the accommodations customarily used by airline pilot crews, in the new Domicile to be used within one (1) year of the Pilot's scheduled flying in the new Domicile (such nights can be used before the beginning of his scheduled flying in the new Domicile).
- b) A one-time stipend of two thousand five hundred dollars (\$2,500), paid to the Pilot within one (1) month of establishing a date with the Company for moving their primary residence.
- c) Six (6) one-way COBUS Positive Space Must Ride tickets on Frontier to be used within one (1) year of the Effective Date.
- d) Three (3) one-way COBUS Positive Space Must Ride tickets on Frontier for the Pilot's spouse or domestic partner and each of the Pilot's dependents (as defined in the Company Employee Travel Handbook), traveling to or from SJU, to be used within (1) year of

LOA 31.2

LETTER OF AGREEMENT No. 31 – SJU Moving Expenses

the Effective Date.

6.E.5 General:

- a) A Pilot who is eligible for benefits and expenses under 6.E.1. who does not elect to move his primary residence to Puerto Rico, will be eligible for the benefits and expenses provided in 6.D.1. above.
- b) The provisions of 6.A.3 will apply to Pilots under 6.E.1.b.
- c) The provisions of 6.B.6, 6.B.7., 6.B.8., 6.D.2, 6.D.3, and 6.D.4 apply to eligible Pilots under 6.E.1.a.
- d) If a Pilot avails himself of any of the benefits outlined in this Section 6.E, and fails to move his primary residence within one (1) year (which may be extended by mutual agreement), that Pilot will reimburse the Company for benefits received, exclusive of COBUS travel.
- e) The Company will reimburse the cost of any excise, import or export taxes incurred by Pilots who move up to two vehicles, up to a vehicle value of \$50,000 USD per vehicle. The moving Pilot will be responsible for any additional excise, import or export taxes above this vehicle value limit for the vehicle(s).
- f) The Pilot will seek an exemption on sales and use taxes from change of residence for taxable items that are reasonably and effectively part of a change of residence under Puerto Rico Code Section 4030.09.
- g) The total cost of the benefits and expenses payable by the Company under Section 6, inclusive of all benefits received, except COBUS Travel, ten (10) hotel nights provided in 6.E.4.a, and the stipend under 6.E.4.b, shall not exceed \$70,000 USD. The moving Pilot will be responsible for all additional costs above this limit.

This Letter of Agreement shall become effective on May 2, 2024 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

LETTER OF AGREEMENT No. 31 – SJU Moving Expenses

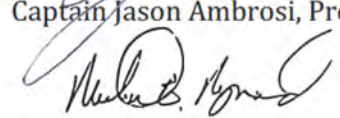
IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 2nd day of May, 2024.

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL

Captain Jason Ambrosi, President

Captain Michael Maynard
Chairman, FFT MEC

LETTER OF AGREEMENT No. 32 – Amendment to System Board Panel**LETTER OF AGREEMENT No. 32**

between

FRONTIER AIRLINES, INC.

and

THE AIR LINE PILOTS

in the service of

FRONTIER AIRLINES, INC.

as represented by the

AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as the "Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as the "Association").

WHEREAS, the parties wish to amend the System Board of Adjustment panel found in Appendix 3 of the CBA.

NOW, THEREFORE, it is mutually agreed:

1. Appendix 3 shall be modified to remove the following Arbitrators from the System Board of Adjustment panel.
 - a. Steven Crable
 - b. Gerald Wallin
 - c. Frederick Horowitz
 - d. Marlene Gold
2. Appendix 3 shall be modified to add the following Arbitrators to the System Board of Adjustment panel.
 - a. Steven Bierig
 - b. Andrew Strongin
 - c. Josh Javits
 - d. Lynne Gomez

This Letter of Agreement shall become effective on [Month] November 2024 and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provision pertaining to duration and amendment contained in Section 31.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 22nd day of November, 2024.

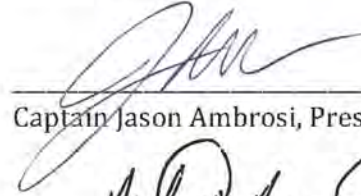
LETTER OF AGREEMENT No. 32 – Amendment to System Board Panel

For FRONTIER AIRLINES, INC.



Bradley J. Lambert
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL



Captain Jason Ambrosi, President



Captain Michael Maynard
Chairman
Master Executive Council (FFT)

LETTER OF AGREEMENT No. 33: Training Completion Date and Reserve Duty

LETTER OF AGREEMENT No. 33
between
FRONTIER AIRLINES, INC.
and
THE AIR LINE PILOTS
in the service of
FRONTIER AIRLINES, INC.
as represented by the
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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 referred to as "the Company") and the AIR LINE PILOTS in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (hereinafter referred to as "the Association" or "ALPA").

WHEREAS, the parties wish to modify provisions relating to upgrade, new hire or transition training footprint determination; and

WHEREAS, the parties wish to eliminate Reserve Duty Periods for Pilots completing the upgrade, new hire, or transition training program early.

NOW THEREFORE, it is hereby agreed as follows:

A. *Section 25.A1.1. shall be modified to read:*

A Pilot who undergoes upgrade, new hire or transition training will be eligible to be awarded a schedule in PBS starting two (2) Days after the projected training completion date. The projected completion date for each class and type of training (i.e., new hire, transition, or upgrade) will be determined by the company and will be provided to the Association no later than fourteen (14) Days prior to the training class start date. Additionally, the projected training completion date will be provided to New Hire Pilots by the Company during the first five (5) Days of New Hire Ground Training and published by the Company to all Pilots on the NavBlue information page. This information will be placed on the NavBlue information page no later than fourteen (14) Days prior to the training class start date and will remain on the NavBlue information page until at least the projected training completion date (e.g., a New Hire, Upgrade or Transition training class commences on January 25, 2026 and is projected to conclude forty days later, the footprint information will be made available on the NavBlue Information page no later than January 11, 2026 and will remain on the NavBlue information page until at least the projected training completion date).

B. *Section 25.A1.3. shall be modified to read:*

A Pilot who completes training before the projected training completion date plus two (2) Days will be on Days Off until he begins a Sequence, Reserve Day or Reserve Duty Period (RDP) that was awarded during the Navblue monthly bid award. If a Pilot has

LETTER OF AGREEMENT No. 33: Training Completion Date and Reserve Duty

not completed training by the projected training completion date plus two (2) Days, then any RDPs, Reserve Days, or Sequences that conflict with the Pilot's training will be dropped and Sequences will be placed into Open Time and the Pilot will be Pay protected at his applicable Pay rate.

C. *Section 26.E.1. shall be modified to read:*

The Company shall provide to the Association a list of New Hire Pilots no later than three (3) business Days after the start of the New Hire Pilot class. This list shall include the full name, complete address, and phone number date, and projected training completion date of every Pilot in the class.

This Letter of Agreement shall become effective on December 10th, 2025, and shall run concurrently with the principal employment agreement effective January 16, 2019 and shall be concurrently subject to the provisions pertaining to duration and amendment contained in Section 31.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 11th day of December, 2025.

For FRONTIER AIRLINES, INC.

Andrew Lotter

Andrew Lotter
Vice President – Flight Operations

For AIR LINE PILOTS ASSOCIATION,
INTERNATIONAL

Jason Ambrosi
Jason Ambrosi, President

Michael B. Maynard
Captain Michael Maynard, Chairman
Master Executive Council (FFT)

**FRONTIER AIRLINES MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

3950 Lewiston Street, Suite 210 | Aurora, CO 80011 | 303-373-2572 | Fax 303-307-4759

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May 26, 2021

Bradley Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, Colorado 80239

Re: ALPA Case No. FFT.MEC.2020.0209

Brad,

I am writing to confirm that we have agreed to settle the above-referenced matters in accordance with the following terms:

1. The Parties agree that Section 5 and MOU 1 of the CBA applies to all hotel accommodations, including but not limited to, day rooms, training hotels, short stay and long stay layovers.
2. Upon notification from the Company of its intent to train in a city, the Association will ensure the Pre-Approved Hotel List includes a minimum of four (4) hotels which may be used for training as Temporary Hotels in accordance with MOU 1. The Company will initiate a Request For Proposal (RFP), including at least one extended stay hotel, in order to source a Primary Hotel to be used for training, if it intends to utilize a training facility for such training, for more than two calendar months. Upon execution of this Letter of Settlement, the Association will designate a minimum of four (4) hotels for training in Miami, Philadelphia, Chicago, Atlanta, Orlando, Tampa, Las Vegas, Dallas, Minneapolis, San Francisco, Fort Lauderdale, and Phoenix that will be included on the Pre-Approved Hotel List.
3. Following an unfulfilled request for ground transportation, should a Pilot have to wait for more than twenty (20) minutes after the scheduled end time of the training event, twenty (20) minutes after a disruption (e.g. simulator inoperative), or in the case where transportation is not available (e.g. hotel van driver has gone home for the night), the Pilot shall be permitted to arrange for alternate transportation to the hotel. The Pilot will seek reimbursement from the hotel, and if denied, will submit an expense report including the reason for the alternate transportation expense. The Company will reimburse the Pilot within thirty (30) Days after the submission of the receipts.
4. The Parties agree this settlement will be incorporated as Appendix A.2 of MOU 1.
5. The Company agrees to process the following remedies based on each nightly occurrence for the violations of Section 5 and MOU 1 of the CBA. This remedy will be processed on a one-time, non-precedent setting basis exclusive of the standing remedy of \$150 per nightly occurrence.
*See attached chart with affected pilot and \$75.00 per night remedy for each violation.
6. The parties agree the foregoing settles the above-referenced grievance on a full, final and complete basis.

If I have correctly stated the terms of our agreement, please sign in the space provided below and return an executed copy of this letter to me.



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AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

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Sincerely,



Jordan Urbanczuk, Chairman
FFT MEC Grievance Committee

Accepted and agreed to this 26th day of May 2021



Bradley Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.

**FRONTIER AIRLINES MEC
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October 28, 2025

Via Email

Andrew Lotter
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239
Andrew.Lotter@flyfrontier.com

Re: FFT.MEC.2025.0253 and all similarly situated disputes; all individual Grievances
supplied in Appendix A of this document

Andrew,

I am writing to confirm that we have agreed to settle the above-referenced matters in
accordance with the following terms:

1. The parties agree to resolve grievance FFT.MEC.2022.0375, concerning the use of sick leave within fourteen (14) calendar days of a Pilot's retirement, resignation, or termination, pursuant to the following terms.
2. Effective upon the date of this Settlement, a Pilot who utilizes sick leave in accordance with Section 14.A.1 of the Collective Bargaining Agreement within fourteen (14) calendar days of retirement, resignation, or termination will be paid for such sick leave upon providing documentation consistent with this agreement.

A. Acceptable Documentation- Pilot's Own Illness

Documentation may include, but is not limited to: a doctor's note, telehealth record, written confirmation of an unplanned medical appointment from a licensed medical provider's office, hospital admission/discharge paperwork, or other written verification from a licensed medical, dental, or mental health professional or facility.

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For sick leave used to care for an immediate family member under Section 14.A.1.b of the CBA, documentation may include, but is not limited to: written confirmation of an unplanned medical appointment from a licensed medical provider's office, hospital or care facility admission or discharge paperwork, or dependent-care/school notice confirming the need for parental care or transportation. Such documentation shall not require disclosure of any medical diagnosis or protected health information.

C. Failure to Provide Documentation

A Pilot who does not provide documentation as described above will not receive pay for sick leave used within the fourteen (14) calendar day period. However, no discipline shall be imposed solely for the use of such sick leave.

3. Remedies for Prior Grievances and affected Pilots

A. The Company agrees to pay the Pilots identified in Appendix A, including those who were affected but unable to file individual grievances due to separation from employment, as follows:

- Pilots who provided documentation supporting legitimate use of sick leave, consistent with the provisions of this Settlement Agreement, will be paid the credit value of the sick leave used.
- Pilots who did not provide such documentation will be paid the lesser of ten (10) hours or the actual credit value of the sick leave used.

Payment to Pilots who did not provide documentation is without precedent and is made solely in recognition that no contractually defined restriction on the use of sick leave within the final fourteen (14) days was in effect at the time such leave was used.

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B. In addition, the Company will credit the Association six (6) days of Flight Pay Loss (5.5 hours of credit per day), to be allocated at the discretion of the FFT MEC, in recognition of time and resources expended in the administration and resolution of these disputes.

4. The parties agree that the foregoing settles the above-referenced grievance(s) on a full, final, and complete basis. Nothing in this paragraph waives the Association's right to pursue arbitration based on noncompliance with the terms of this Settlement Agreement;

5. Upon execution of this agreement, the parties shall cancel the arbitration scheduled for November 12-13, 2025, with Arbitrator Bloch. Any cancellation fees invoiced by Arbitrator Bloch shall be split equally between the parties.

If I have correctly stated the terms of our agreement, please sign in the space provided below and return an executed copy of this letter to me.

Regards,

Eric Boyko
Chairman, FFT MEC Grievance Committee

Accepted and agreed to this 28th of October 2025.



Andrew Lotter
Vice President, Flight Operations



Eric Boyko
Chairman, FFT MEC Grievance Committee

**FRONTIER AIRLINES MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

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June 11, 2021

VIA Email

Bradley Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239
Bradley.Lambert@flyfrontier.com

**Re: ALPA Case Nos: FFT.163.2020.0153, FFT.165.2020.0262, FFT.165.2020.0263,
FFT.167.2020.0270, FFT.167.2020.0280, FFT.169.2020.0287, FFT.163.2020.0332,
FFT.169.2020.0333, FFT.169.2021.0113**

Dear Brad,

I am writing to confirm that we have agreed to settle the above-referenced matters in accordance with the following terms:

1. If a Lineholder is determined to have been misawarded Open Time due to a scheduling conflict the Company will have twenty-four (24) hours to remove the Sequence from the Pilot's schedule without pay protection, pursuant to Section 25.L.1.c. If the Company removes the Sequence after twenty-four (24) hours or if the Pilot is not immediately notified of the removal (limited only by FAR rest period legalities), then the Pilot shall be Pay Credited for the net difference between Sequence(s) removed and/or added to correct the error. This will also apply to any Trades or Swaps.
2. If a Reserve Pilot is misawarded Open Time, or awarded Open Time and a scheduling conflict is discovered as a result of a subsequent Pilot initiated transaction, the Company will remove the Sequence from the Pilot's schedule at or before 09:30 LDT the Day prior to the start of the Sequence without pay protection. If the Company removes the Sequence and the Pilot is not immediately notified of the removal (limited only by FAR rest period legalities), then the Pilot shall be Pay Credited for the net difference between Sequence(s) removed and/or added to correct the error. Following 09:30 LDT the Day prior to the start of the Sequence, the Company may remove the Sequence with Pay protection or require the Pilot to operate the Sequence. This will also apply to any Trades or Swaps.

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3. The Company agrees to process the following remedies in accordance with this letter:
4. The parties agree the foregoing settles the above-referenced case numbers on a one-time, non-precedent setting basis.
5. The parties agree this agreement will be memorialized in a future MOU.

If I have correctly stated the terms of our agreement, please sign in the space below and return an executed copy of this letter to me.

Sincerely,



Jordan Urbanczuk, Chairman
FFT MEC Grievance Committee

Accepted and agreed to this 11th day of June 2021.



Bradley Lambert
Vice President, Flight Operations

**FRONTIER AIRLINES MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

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March 24, 2025

Via Email

Andrew Lotter
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239
Andrew.Lotter@flyfrontier.com

**Re: FFT.167.2023.0129 and all similarly situated disputes; all individual Grievances
supplied on Appendix A of this document:**

Dear Andrew,

I am writing to confirm that we have agreed to settle the above-referenced matters in
accordance with the following terms:

1. In addition to the current 25.P.2.b language, the parties agree that any delayed segment that results in a Rest Period not originally scheduled in the Sequence will be considered a Reassignment.
2. The Company agrees to pay [REDACTED] three and one half (3.5) credit hours plus any applicable Monthly Credit Override for January 2023.
3. The Company agrees to process the remedies attached in Appendix A for similarly situated disputes.
4. The parties agree the foregoing settles the above-referenced grievance(s) on a full, final and complete basis.
5. The parties agree to cancel the April 1 & 2, 2025, arbitration scheduled with Arbitrator Andrew Strongin.
6. The parties agree to equally split any cancellation fees invoiced by Arbitrator Andrew Strongin.



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If I have correctly stated the terms of our agreement, please sign in the space provided below and return an executed copy of this letter to me.

Regards,



Eric Boyko
Chairman, FFT MEC Grievance Committee

Accepted and agreed to this 24th day of March, 2025.



Andrew Lotter
Vice President, Flight Operations
Frontier Airlines, Inc.

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June 11, 2021

VIA Email

Bradley Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239
Bradley.Lambert@flyfrontier.com

Re: ALPA Case Nos: FFT.169.2020.0107, FFT.165.2020.0110, FFT.169.2020.0112,

Dear Brad,

I am writing to confirm that we have agreed to settle the above-referenced matters in accordance with the following terms:

1. For Reassignments beyond a Pilot's Footprint in accordance with Section 25.Q.2.b., the Company will:
 - a. During the notification of the Reassignment, provide the Pilot with the reasons for the Reassignment beyond the Footprint.
 - b. Workload permitting, capture supporting documentation.
2. The Parties agree to meet and discuss any outstanding disputes alleging violations of Section 25.Q.2.b. at the monthly System Scheduling Committee meeting. The Parties will share any documentation they have available.
3. If the parties are unable to resolve any outstanding disputes alleging violations of Section 25.Q.2.b. within an SSC meeting referenced in Paragraph 2., above, then the Vice President of Flight Operations and his designee, and the MEC Chairman and his designee will promptly confer to discuss and resolve the disputes within seven (7) days of the deadlock in an effort to resolve the dispute.
4. After the Parties review and the Parties cannot resolve the dispute, the matter will be submitted to the System Board of Adjustment in accordance with Section 21 of the CBA.

SCHEDULE WITH SAFETY  AFFILIATED WITH AFL-CIO AND CLC



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5. The Company agrees to process a remedy for the following Reassignments on a one-time, non-precedent setting basis:
6. The parties agree to memorialize this agreement in a future MOU.
7. The parties agree this agreement resolves the above captioned grievances on a full, final, and complete basis.

If I have correctly stated the terms of our agreement, please sign in the space below and return an executed copy of this letter to me.

Sincerely,



First Officer Jordan Urbanczuk
Chairman, FFT MEC Grievance Committee

Accepted and agreed to this 11th day of June 2021.



Bradley Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.

**FRONTIER AIRLINES MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

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December 5, 2025

Via Email

Patrick Ryan
Vice President, System Operations Control
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239
Patrick.Ryan@flyfrontier.com

Re: FFT.167.2023.0358 and all similarly situated disputes;

Patrick,

I am writing to confirm that we have agreed to settle the above-referenced matters in accordance with the following terms:

1. The parties agree that the "New Language" for Sections 25.X.1 and 25.R.2 set forth below shall become effective immediately upon execution of this Settlement Agreement and shall govern the parties' conduct from that date forward.

**Current Language:
25.R.2**

Any Open Time or simulator training event not awarded or assigned through the Aggressive Reserve or Reassignment processes may be assigned according to the Extension provisions of Paragraph R.4., below. If not assigned according to the Extension provisions, the Sequence (or portion thereof) shall be assigned in accordance with the following order (except that if assignment of a Reserve Pilot excluding Aggressive Reserve awards, will result in Pay Credits in excess of seventy-five (75) hours for a Monthly Bid Period, that Reserve Pilot may, at Crew Scheduling's option, be bypassed for assignment):

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25.X.1 Scheduling

The Company may place open Sequences or Reserve Days (including blocks of Reserve Days) into the Premium Add Folder (PAF) in FLICA at any time. If a Sequence(s) remains unassigned following reserve assignments for that day and/or the following day, it must be placed in the PAF. Once a Sequence is placed in the PAF, it cannot be removed until it (or a portion thereof) is voluntarily awarded to a Pilot from the PAF, or until it is assigned to a Reserve Pilot (from any Domicile). If a portion of a Sequence is removed from the PAF, the remainder will be returned to the PAF and if any Incentive Pay has been applied to the Sequence, the remainder of the Sequence that is returned to the PAF would be no less than the average daily Pay Credit associated with the Sequence when it was first placed into the PAF. This required average daily Pay Credit applies to any Sequence(s) placed back into the PAF that contains flight segments that were part of the incentivized Sequence when it was first placed into the PAF. However, a Sequence may be removed if the flying or a portion of the flying is not operated. If part of a Sequence in the PAF is not operated and is removed pursuant to this provision, any remaining portion of the Sequence must be returned to the PAF, and any Incentive Pay that had been applied will be recalculated and applied in accordance with this paragraph.

If an additional Duty Period is added to the Sequence when it is rebuilt and placed in the PAF, then the total Pay Credit, including any Incentive Credit added, of the new Sequence will be no less than the average daily Pay Credit of the Sequence that was originally placed into the PAF.

Example: A 3-day Sequence has a value of 6 hours per day including the Incentive Pay (but without including the Premium Pay). If the Company splits the Sequence on the second day, and assigns the first portion of the Sequence to a Reserve, then the value of the 2-day Sequence that is returned to the PAF, with Incentive Pay, will not be less than 12 hours.

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New Language:

25.R.2

Any Open Time or simulator training event not awarded or assigned through the Aggressive Reserve or Reassignment processes (subject to 25.X.1.) may be assigned according to the Extension provisions of Paragraph R.4., below. If not assigned according to the Extension provisions, the Sequence (or portion thereof) shall be assigned in accordance with the following order (except that if assignment of a Reserve Pilot excluding Aggressive Reserve awards, will result in Pay Credits in excess of seventy-five (75) hours for a Monthly Bid Period, that Reserve Pilot may, at Crew Scheduling's option, be bypassed for assignment):

25.X.1 Scheduling

The Company may place open Sequences or Reserve Days (including blocks of Reserve Days) into the Premium Add Folder (PAF) in FLICA at any time. After Aggressive Reserve bidding opens, any Sequence(s) that is unassigned will be placed on a Reserve Pilot's schedule or it must be placed in the PAF. Provided no Pilot legal and available bids to be awarded this Sequence from the PAF and the Sequence has been in the PAF for a minimum of one (1) hour, then a Lineholder may be Reassigned to that Sequence if the Reassignment is within their original Sequence Footprint. If a Sequence is removed from the PAF solely to increase Incentive Credit and the subsequent Sequence identifier change, the one (1) hour minimum time will reset for this Sequence upon being returned to the PAF. If a Sequence is or becomes unassigned within two (2) hours of the first leg's scheduled departure time, the one (1) hour minimum time in the PAF will not apply. Additionally, a Pilot cannot be Reassigned to a flight that is scheduled to depart more than twenty four (24) hours in advance of the originally scheduled departure time. Once a Sequence is placed in the PAF, it cannot be removed until it (or a portion thereof) is voluntarily awarded to a Pilot from the PAF, Reassigned, or until it is assigned to a Reserve Pilot (from any Domicile). If a portion of a Sequence is removed from the PAF, the remainder will be returned to the PAF and if any Incentive Pay has been applied to the Sequence, the remainder of the Sequence that is returned to the PAF would be no less than the average daily Pay Credit associated

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with the Sequence when it was first placed into the PAF. This required average daily Pay Credit applies to any Sequence(s) placed back into the PAF that contains flight segments that were part of the incentivized Sequence when it was first placed into the PAF. However, a Sequence may be removed if the flying or a portion of the flying is not operated. If part of a Sequence in the PAF is not operated and is removed pursuant to this provision, any remaining portion of the Sequence must be returned to the PAF, and any Incentive Pay that had been applied will be recalculated and applied in accordance with this paragraph.

If an additional Duty Period is added to the Sequence when it is rebuilt and placed in the PAF, then the total Pay Credit, including any Incentive Credit added, of the new Sequence will be no less than the average daily Pay Credit of the Sequence that was originally placed into the PAF.

Example: A 3-day Sequence has a value of 6 hours per day including the Incentive Pay (but without including the Premium Pay). If the Company splits the Sequence on the second day, and assigns the first portion of the Sequence to a Reserve, then the value of the 2-day Sequence that is returned to the PAF, with Incentive Pay, will not be less than 12 hours.

2. The parties agree to incorporate the New Language for Sections 25.X.1 and 25.R.2 into the 2019 Collective Bargaining Agreement following the execution of this Settlement.
3. The parties agree to review other open grievances filed prior to the execution of this settlement with similarly situated fact patterns. Disputes which the parties agree are similar to the settled dispute will be considered resolved in accordance with this Agreement.
4. The parties agree that the foregoing settles the above-referenced grievance(s) on a full, final, and complete basis. Nothing in this paragraph waives the Association's right to pursue arbitration based on noncompliance with the terms of this Settlement Agreement;

**FRONTIER AIRLINES MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

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5. Upon execution of this agreement, the parties shall cancel the arbitration scheduled for December 10-11, 2025, with Arbitrator Javits. Any cancellation fees invoiced by Arbitrator Javits shall be split equally between the parties.

If I have correctly stated the terms of our agreement, please sign in the space provided below and return an executed copy of this letter to me.

Regards,

Eric Boyko
Chairman, FFT MEC Grievance Committee

Accepted and agreed to this 5th of December 2025.



Patrick Ryan
Vice President, System Operations Control



Eric Boyko
Chairman, FFT MEC Grievance Committee

**FRONTIER AIRLINES MEC
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL**

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June 11, 2021

VIA Email

Bradley Lambert
Vice President, Flight Operations
Frontier Airlines, Inc.
4545 Airport Way
Denver, CO 80239
Bradley.Lambert@flyfrontier.com

Re: ALPA Case No. FFT.163.2021.0131

Dear Brad,

I am writing to confirm that we have agreed to settle the above-referenced matters in accordance with the following terms:

1. Annual Election**A. Annual Parking enrollment:**

1. Passive election unless a Pilot makes change during annual enrollment period.
2. The annual parking enrollment period will be from NOV 1- DEC 1 and will be effective Jan 1 of the following year.

Domicile Change**B. For Each System Bid Award:**

1. Following the award of a Domicile change, if a Pilot wishes to change his current election, the Pilot will:
 - a. Be advised of the deadline for parking election on the System Bid Award notice. The deadline will never be less than 30 Days after the System Bid Award is posted, which normally will be 30 Days prior to the Effective Date for Domicile transfers.



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- b. Use the form or electronic means provided by the Chief Pilots Office (available via DocuNet or a successor system).
 - c. Upgrading Reserve Pilots who finish training early and have been assigned additional RDP's/Reserve Days will be provided reimbursable parking in their new Domicile prior to the Effective Date of the Domicile transfer.
 - d. Denver Pilots transferring to a new Domicile will be considered to have been receiving a stipend.
 - e. Pilots transferring to DEN will receive a stipend in accordance with Section 26.A.2. of the CBA.
2. The Company agrees to process the following remedies on a one-time non-precedent setting basis in accordance with this letter.
3. The parties agree this will be incorporated into the CBA.

If I have correctly stated the terms of our agreement, please sign in the space provided below and return an executed copy of this letter to me.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Urbanczuk", is written over a horizontal line.

Jordan Urbanczuk, Chairman
FFT MEC Grievance Committee



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Accepted and agreed to this 11th day of June 2021.



Bradley Lambert
Vice President, Flight Operations