

August 27, 2020

MEMORANDUM OF UNDERSTANDING

between

SPIRIT AIRLINES, INC.

and

THE FLIGHT ATTENDANTS

in the service of

SPIRIT AIRLINES, INC.

as represented by the

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

**NOVEL CORONAVIRUS (COVID-19) MOU #5
FURLOUGH MITIGATION**

This Memorandum of Understanding is made and entered into under the provisions of the Railway Labor Act, as amended, between Spirit Airlines, Inc. (the “Company”), and the Association of Flight Attendants-CWA, AFL-CIO (the “AFA”) (jointly, the “Parties”).

WHEREAS, the Company and the AFA are parties to a Collective Bargaining Agreement setting forth the rates of pay, rules, and working conditions for the Company’s Flight Attendants (“Agreement”) effective May 5, 2016;

WHEREAS, the Company and the AFA previously entered into four Memoranda of Understanding regarding the Novel Coronavirus (COVID-19), the first on March 9, 2020; the second on March 16, 2020; the third on March 27, 2020; and the fourth on August 12, 2020 (COVID-19 MOU #4);

WHEREAS, the Company and the AFA agree that the COVID-19 pandemic has had far-reaching and potentially long-term effects, which, in turn, have reduced demand for air travel; and

WHEREAS, the Company and the AFA agree that the EVTO’s recently bid under COVID-19 MOU #4 have significantly reduced the number of involuntary furloughs planned by the Company to take effect on October 1, 2020;

WHEREAS, by entering into the Memorandum of Understanding the Company and the AFA seek to further reduce the number of involuntary furloughs that will take effect on October 1, 2020;

NOW, THEREFORE, the Company and the AFA agree as follows:

A. Bid Timeline

The Section 8.G Bidding and Awarding Timetable for the October 2020 through and including the May 2021 bid months will be modified as follows:

EVTO Notice	same day	24th*
EVTO Bid Open (if applicable)	1200	27th*
EVTO Bid Close/Award (if applicable)	1200	30th*

	Time (ET)	Day (Calendar)
Preliminary Pairings and Lines Review	1200	11th
Monthly Bid Opens	1200	15th
Monthly Bid Closes	1200	20th
Initial Bid Awards Posted Bid Contest Begins	1800	20th
Bid Contest Ends	1800	21st
SAP Begins	1000	23rd
SAP Ends	1000	25th
SAP Award/Relief Line Build	1000	26th
Relief Awards	1800	26th
Final Award/DOT opens	1400	27th

B. Early Termination/Cancellation of EVTO Leaves

Provided no Flight Attendant, with a valid Right of Recall, is on Furlough; the Company may, based on its needs of service, terminate or cancel EVTO leaves, by Base and by EVTO leave duration at the Base. The Company first will solicit voluntary EVTO leave terminations or cancellations by Base and EVTO leave duration. Voluntary EVTO leave terminations or cancellations will be granted at each affected Base, within each specific EVTO leave duration(s), in seniority order. Should the Company not obtain a sufficient number of such voluntary terminations or cancellations, the Company may, at its discretion, involuntarily terminate or cancel Flight Attendant EVTO leaves by Base and

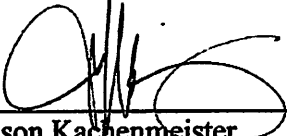
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EVTO leave duration in inverse seniority order after providing seven (7) days' notice to the Flight Attendant.

C. Right of Recall

In consideration of paragraph B above, the Parties' agree that Flight Attendants furloughed between October 1, 2020 and May 31, 2021, will not be permitted to defer Recall under Section 16.C of the Spirit/AFA Agreement.


Accepted and Agreed on behalf of the AFA and Spirit Airlines, Inc., respectively:



Jason Kachenmeister
Spirit AFA MEC President

08/27/2020


Date



Sara Nelson
AFA International President

08/27/2020


Date



John Bendoraitis
Executive Vice President & Chief Operating Officer
Spirit Airlines, Inc.

8/28/2020

Date



Lania Rittenhouse
Vice President, Inflight Experience
Spirit Airlines, Inc.

08/27/2020

Date