



2800 Executive Way  
Miramar, FL 33025

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May 8, 2019

Deb Crowley, AFA MEC President  
Matt Kucinski, AFA MEC Grievance Chair  
501 3rd Street NW  
Washington, DC 20001

Re: Section 8.H.5. – Lead-In Conflicts (Minimum Days Off)  
AFA Grievance Nos.: See Attached List

Dear Mr. Kucinski:

In accordance with the provisions of Section 22 of the Spirit Airlines/AFA Collective Bargaining Agreement (CBA), the above-referenced grievances were mediated before National Mediation Board (“NMB”) Director of Mediation Services Patricia Sims on May 6 - 8, 2019 in Miramar, Florida. Present for the mediation of these grievances for the AFA, in addition to you, were Deborah Crowley, MEC President; David Bedene, MEC Scheduling Chair; Kathryn Ayala, AFA System Board Member; and John Morse, Senior Staff Attorney. Present for the Company Jim Jordan, Director Crew Resources; Edna Bechara, Senior Manager Labor Relations; Gabe Cordova, Analyst II, Research & Analysis; Daniela Perez, Staff Analyst I, Research & Analysis; and myself, the undersigned.

During the mediated session, the Parties agreed to resolve the “Lead-In Conflict” grievances presented as follows:

- The Company agrees to pay each affected Flight Attendant 4.0 hours of credit (at their current rate) for each month in which they were affected.
- Further, moving forward, the Parties agree that the current language of Section 8.H.5. of their CBA shall be superseded and replaced with the following:



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If a Flight Attendant's trip overlaps into days off the following month and as a result he or she is scheduled for fewer than the minimum guaranteed days off, the Flight Attendant shall work the trip and be credited in addition to the monthly guarantee for the hours of the trip; and elect one of the following options:

1. Drop Reserve Days or a trip with the fewest number of calendar days necessary to restore the FA to minimum days off in the new month, subject to Critical Day and/or holiday weekend considerations, with credit protection; or
2. The FA may elect to be paid 4.0 hours of credit above guarantee for each Day Off Restoration (DOR). This credit will apply to Overtime Incentive Pay pursuant to Section 3.G.

Requests must be made between Initial Award and Final Bid Awards by contacting Crew Planning. If the Flight Attendant makes no selection within the required timeframe, the Flight Attendant shall be paid pursuant to paragraph 2 above.

Note: A pairing that spans more than one calendar day is a multiple day trip.

*Examples:*

1. *If a Flight Attendant is one day below minimum days off due to an overlapping trip, and the Flight Attendant has single day pairings on his/her schedule; the Flight Attendant must select to drop one of the single day pairings, subject to Critical Day and holiday weekend considerations. If the selected trip cannot be dropped due to Critical Day and/or holiday weekend considerations, the FA must select another one-day trip, or if none available, a trip with next fewest number of days.*
2. *If a Flight Attendant is two (2) days below minimum days off due to an overlapping trip, and the Flight Attendant has two-day pairings on his/her schedule; the Flight Attendant must select to drop one of the two-day pairings, subject to Critical Day and holiday weekend considerations. If the selected trip cannot be dropped due to Critical Day and/or holiday weekend considerations, the FA must select another two-day trip, or if none available, a trip with next fewest number of days.*



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- 3. *If a Flight Attendant is three (3) days below minimum days off due to an overlapping trip, and the Flight Attendant has three-day pairings on his/her schedule; the Flight Attendant must select to drop one of the three-day pairings, subject to Critical Day and holiday weekend considerations. If the selected trip cannot be dropped due to Critical Day and/or holiday weekend considerations, the FA must select another three-day trip, or if none available, a trip with next fewest number of days.*
  
- 4. *If a Flight Attendant is four (4) days below minimum days off due to an overlapping trip, and the Flight Attendant has four-day pairings on his/her schedule; the Flight Attendant must select to drop one of the four-day pairings, subject to Critical Day and holiday weekend considerations. If the selected trip cannot be dropped due to Critical Day and/or holiday weekend considerations, the FA must select another four-day trip, or if none available, a trip with next fewest number of days.*

Please indicate your agreement to this resolution by signing where indicated below.

Very truly yours,

Susan M. Kramer, Esq.  
Senior Director Labor Relations & Legal Counsel

Agreed to and Accepted by the Association of Flight Attendants this \_\_\_\_ May, 2019.

By: \_\_\_\_\_  
Deborah Crowley

By: \_\_\_\_\_  
Matthew Kucinski



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cc: AFA MEC  
Jim Jordan  
Crew Resources