

MEMORANDUM OF UNDERSTANDING

between

SPIRIT AIRLINES, INC.

and

THE FLIGHT ATTENDANTS

in the service of

SPIRIT AIRLINES, INC.

as represented by the

THE ASSOCIATION OF FLIGHT ATTENDANTS – CWA,

AFL-CIO

MIA BASE RECURRENT TRAINING COMPLETED IN FLL

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

WHEREAS, the Company and 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 Parties’ Agreement became amendable on September 1, 2021;

WHEREAS, the Company intends to open a Flight Attendant Base in Miami, Florida;

WHEREAS, for a period of time, the Company intends primarily to train its Miami based Flight Attendants at its current Fort Lauderdale training facility (i.e. Sheltair Aviation on Lee Wagener Boulevard); and

WHEREAS, the current Fort Lauderdale training facility is 25.8 AAA miles from the Miami base, and pursuant to the definition of “Base” in Section 2 of the Agreement, a Flight Attendant’s training facility must be within twenty-five (25) AAA miles from her/his base to be considered training “in base”.

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

1. Given that the Miami-based Flight Attendants training facility is not located significantly outside the contractual 25 AAA mile limitation, AFA agrees that Miami-based Flight Attendants attending training at the current Fort Lauderdale training facility will not be entitled to a hotel, per diem, space-positive travel, etc. pursuant to Section 10.B. However, the Company agrees to compensate Miami based Flight Attendants, who attend their recurrent training at the current Fort Lauderdale training facility, with two (2.0) additional hours of credit above guarantee.

March 2022

2. This Memorandum of Understanding will remain in effect until such time the Company is able to conduct recurrent training of its Miami based Flight Attendants within 25 AAA miles of the Miami Base, in compliance with Section 2 of the CBA.
3. Other than the contractual waivers and/or exceptions explicitly outlined in this Memorandum of Understanding, all of the provisions of the Parties' Agreement shall remain in full force and effect.

Accepted and Agreed to on March 2, 2022.

FOR:

The Association of Flight Attendants-CWA

Spirit Airlines, Inc.



Sara Nelson
International President


John Ben (Mar 2, 2022 16:29 EST)

John Bendoritis
Chief Operating Officer, Executive VP



Jason Kachenmeister
MEC President



Paula Mastrangelo
Sr. Staff Negotiator