

AFA-CWA/SPIRIT AIRLINES
SYSTEM BOARD OF ADJUSTMENT

In the Matter of the Arbitration

between

ASSOCIATION OF FLIGHT ATTENDANTS - CWA

and

SPIRIT AIRLINES, INC.

Case #39-99-02-286-16
(meeting pay)

CONSENT AWARD

On February 7, 2019, the Association of Flight Attendants - CWA ("Association") and Spirit Airlines, Inc. ("Company") appeared before the undersigned Arbitrator for a hearing on the above-captioned grievance. In full and final settlement of this grievance, the Association and the Company agreed, and the Arbitrator hereby AWARDS, as follows:

(1) Each Flight Attendant who enrolled in a health insurance plan for 2017 through "Direct Path" (a third party vendor) shall receive thirty (30) minutes of pay above his/her guarantee at the employee's rate on the date of this Consent Award.

(2) The Association hereby withdraws with prejudice the following grievances: 39-99-02-118-17 (Look Book), and 39-99-02-050-17 (PRP Policy), and asserts that the requirement to electronically acknowledge receipt of a corporate policy or document ("click and accept") is not a "meeting" or "training" within the meaning of the pay provisions of the collective bargaining agreement.

(3) This Consent Award is entered without any admission or finding of wrongdoing by any party.

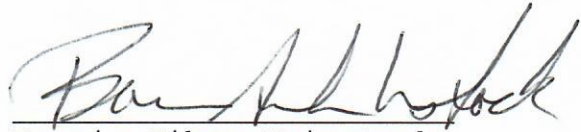
(4) Nothing contained in this Consent Award in any way waives any argument either party had or may have had pertaining to this grievance, other than as stated in paragraph 2 herein regarding the grievances withdrawn with prejudice.

(5) The monetary settlement contained in this Consent Award is motivated by the Company's acknowledgment that the roll out and enrollment process for 2017 benefits did not proceed as smoothly as the Company had planned due to no fault of its own. The payment described herein is a goodwill gesture by the Company and in no way shall it be construed as payment for a contract violation.

(6) This Consent Award is non-precedential except as to paragraph #2 above.

(7) The parties waived the tripartite System Board of Adjustment and agreed to submit this grievance to the undersigned Arbitrator.

February 8, 2019



Bonnie Siber Weinstock
Arbitrator

State of New York) ss.:
County of Suffolk)

I, BONNIE SIBER WEINSTOCK, do hereby affirm that I am the individual described in and who executed this instrument, which is my Consent Award.

February 8, 2019

