

December 28, 2021

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

2021 HOLIDAY PAY

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, on a one-time non-precedent setting basis the Company desires a method to incentivize and reward its Flight Attendants (“FAs”) working under the challenging conditions stemming from the airline’s expanded Christmas and New Years’ Holiday flight operations;

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

1. On a one-time, non-precedent setting basis the Company will pay each FA at 200% of his/her regular base rate of pay (“Holiday Pay”) for all pairings he/she works on December 28, 2021 through January 4, 2022, inclusive (“Holiday Period”), including pairings that “carry-into” and/or “carry-out of” the Holiday Period. However, there shall be no “stacking” of rates (e.g. if a FA is junior assigned to a pairing that falls within the Holiday Period, the FA will be paid at 200% for that pairing).
2. The Holiday Pay set forth in paragraph 1 above will be paid on the audit/reconcile pay date(s) covering the Holiday Period trip(s) flown.

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3. This MOU shall become effective upon the date of signing and shall continue in effect through and including February 28, 2022, and shall, by its own terms, automatically expire unless explicitly extended by the written mutual agreement of the Parties.
4. Other than the contractual waivers and/or exceptions explicitly outlined in this Memorandum of Understanding, all of the provisions of the Parties' Collective Bargaining Agreement shall remain in full force and effect.
5. Consistent with the provisions of the Parties' Agreement, FAs will not be pay-protected for any trips voluntary dropped.

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



Sara Nelson
International President
The Association of Flight Attendants – CWA, AFL-CIO

12/28/2021

Date



Jason Kachenmeister
Spirit MEC President
the Association of Flight Attendants – CWA, AFL-CIO

28 DEC 2021

Date



John Bendoraitis
EVP & COO
Spirit Airlines, Inc.

12/28/21

Date