



2022

**Endeavor Air
Tentative
Agreement**



September 19, 2022

Dear Fellow Flight Attendants,

After months of bargaining, we are pleased to present a Tentative Agreement (Letter of Agreement 20) for your consideration.

We launched our “Endeavor Flight Attendants need better pay, NOW” petition campaign in June with the goal of getting to the bargaining table so we could obtain the pay we need. Flight Attendants were successful in helping us get to the bargaining table with your signatures! We started negotiations with management in late June, and by July we negotiated an increase to our per diem to \$2.15 and a \$5,000 retention bonus.

Even after these initial improvements we continued to bargain for more, obtaining additional compensation. Starting on October 31, 2022, most Flight Attendants will receive a 4% raise, with the initial steps receiving up to a 26% raise. Our per diem will continue to increase in years to come, tracking the pilot increases. We obtained an additional pay credit for 5-day trips, and the possibility of a geographic stipend.

The value of just the raises and additional per diem is over \$20 Million to Flight Attendants over the life of the Tentative Agreement. This compensation puts us in front of the pack with our regional airline peers.

The Tentative Agreement extends our collective bargaining agreement two additional years, through March 31, 2027. This extension is the “price” of the improvements we achieved – it was a key term from management’s perspective. We could not have achieved these unprecedented mid-term gains without an extension, but we didn’t have to trade away any work rules or benefits for these improvements.

As in all negotiations, we were not able to attain everything we wanted. Boarding pay and trip/duty rigs were on the table for many months, but we could not push management to agree on either of those. However, the value we obtained for increased pay and per diem eclipsed either of those items, which met the goal of getting increased compensation.

Ultimately, the choice is yours! We have great sources of information on the "Our Contract" website (ourcontract.org). The Negotiating Committee will also be hosting virtual roadshows. Look also for in-person crew room sits and/or concourse walks.

The Tentative Agreement contains real and critical mid-term money for Endeavor Flight Attendants. The Master Executive Council (MEC) supports this Tentative Agreement.

In Solidarity,

Your Master Executive Council



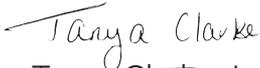
Kerry Huebbers, MEC President



Tahja Roberts, MEC Vice President



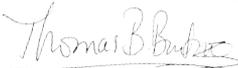
Elizabeth Mullins, MEC Secretary-Treasurer



Tanya Clarke, Local Executive Council (LEC) President 45



Oscar Ochomogo, LEC President 46



Thomas Burton, LEC President 48

Pay

- 4% pay increases for Flight Attendants with one year of service or more on October 31, 2022.
- First-year Flight Attendants pay rate will increase to \$24.71 on October 31, 2022, a 26% for the first step and a 20% increase for the second step.
- Beginning in 2023 through 2026, Flight Attendants will receive two pay raises per year: one of their anniversary date, and another 1.5% increase on April 1st of those years.
- On April 1, 2027, after the Contract's Amendable Date, Flight Attendants will receive a 2.0% pay increase.
- Over \$20 Million in pay increases.

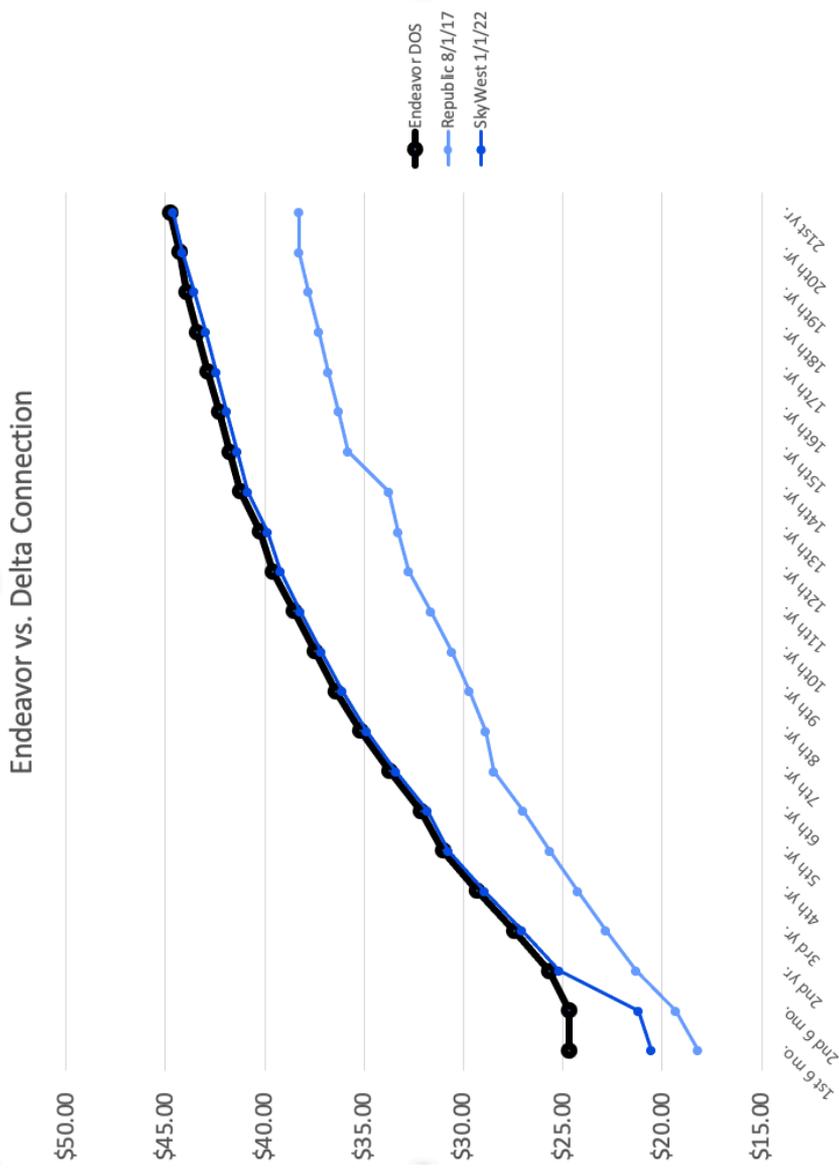
	<u>Book</u>	<u>10/31/2022</u>	<u>4/1/2023</u>	<u>4/1/2024</u>	<u>4/1/2025</u>	<u>4/1/2026</u>	<u>4/1/2027</u>
		4.00%	1.50%	1.50%	1.50%	1.50%	2.00%
0 - 6 mo	\$19.57	\$24.71	\$25.08	\$25.46	\$25.84	\$26.23	\$26.75
6 mo - 1	\$20.60	\$24.71	\$25.08	\$25.46	\$25.84	\$26.23	\$26.75
1 - 2	\$24.71	\$25.70	\$26.09	\$26.48	\$26.88	\$27.28	\$27.83
2 - 3	\$26.38	\$27.44	\$27.85	\$28.27	\$28.69	\$29.12	\$29.70
3 - 4	\$28.18	\$29.31	\$29.75	\$30.20	\$30.65	\$31.11	\$31.73
4 - 5	\$29.85	\$31.04	\$31.51	\$31.98	\$32.46	\$32.95	\$33.61
5 - 6	\$30.91	\$32.15	\$32.63	\$33.12	\$33.62	\$34.12	\$34.80
6 - 7	\$32.45	\$33.75	\$34.26	\$34.77	\$35.29	\$35.82	\$36.54
7 - 8	\$33.84	\$35.19	\$35.72	\$36.26	\$36.80	\$37.35	\$38.10
8 - 9	\$35.05	\$36.45	\$37.00	\$37.56	\$38.12	\$38.69	\$39.46
9 - 10	\$36.07	\$37.51	\$38.07	\$38.64	\$39.22	\$39.81	\$40.61
10 - 11	\$37.08	\$38.56	\$39.14	\$39.73	\$40.33	\$40.93	\$41.75
11 - 12	\$38.07	\$39.59	\$40.18	\$40.78	\$41.39	\$42.01	\$42.85
12 - 13	\$38.71	\$40.26	\$40.86	\$41.47	\$42.09	\$42.72	\$43.57
13 - 14	\$39.66	\$41.25	\$41.87	\$42.50	\$43.14	\$43.79	\$44.67
14 - 15	\$40.18	\$41.79	\$42.42	\$43.06	\$43.71	\$44.37	\$45.26
15 - 16	\$40.69	\$42.32	\$42.95	\$43.59	\$44.24	\$44.90	\$45.80
16 - 17	\$41.21	\$42.86	\$43.50	\$44.15	\$44.81	\$45.48	\$46.39
17 - 18	\$41.72	\$43.39	\$44.04	\$44.70	\$45.37	\$46.05	\$46.97
18 - 19	\$42.24	\$43.93	\$44.59	\$45.26	\$45.94	\$46.63	\$47.56
19 - 20	\$42.60	\$44.30	\$44.96	\$45.63	\$46.31	\$47.00	\$47.94
20+	\$43.07	\$44.79	\$45.46	\$46.14	\$46.83	\$47.53	\$48.48

Reading the Payscale

CALCULATIONS ASSUME NO ADVANCE THRU PAY STEPS BETWEEN DOR AND 4/1/23									
	4/1/2022	10/31/2022	4/1/2023	4/1/2024	4/1/2025	4/1/2026	4/1/2027		
		4.00%	1.50%	1.50%	1.50%	1.50%	2.00%		
0-6mos.	\$19.57	\$24.71	\$25.08	\$25.46	\$25.84	\$26.23	\$26.75		
6mos.-1	\$20.60	\$24.71	\$25.08	\$25.46	\$25.84	\$26.23	\$26.75		
1-2 yr.	\$24.71	\$25.70	\$26.09	\$26.48	\$26.88	\$27.28	\$27.83		
2-3 yr.	\$26.38	\$27.44	\$27.85	\$28.27	\$28.69	\$29.12	\$29.70		
3-4 yr.	\$28.18	\$29.31	\$29.75	\$30.20	\$30.65	\$31.11	\$31.73		
4-5 yr.	\$29.85	\$31.04	\$31.51	\$31.98	\$32.46	\$32.95	\$33.61	\$15.23	77.8%
5-6 yr.	\$30.91	\$32.15	\$32.63	\$33.12	\$33.62	\$34.12	\$34.80	\$14.20	68.9%
6-7 yr.	\$32.45	\$33.75	\$34.26	\$34.77	\$35.29	\$35.82	\$36.54	\$11.83	47.9%
7-8 yr.	\$33.84	\$35.19	\$35.72	\$36.26	\$36.80	\$37.35	\$38.10	\$11.72	44.4%
8-9 yr.	\$35.05	\$36.45	\$37.00	\$37.56	\$38.12	\$38.69	\$39.46	\$11.28	40.0%
9-10 yr.	\$36.07	\$37.51	\$38.07	\$38.64	\$39.22	\$39.81	\$40.61	\$10.76	36.0%
10-11 yr.	\$37.08	\$38.56	\$39.14	\$39.73	\$40.33	\$40.93	\$41.75	\$10.84	35.1%
11-12 yr.	\$38.07	\$39.59	\$40.18	\$40.78	\$41.39	\$42.01	\$42.85	\$10.40	32.0%
12-13 yr.	\$38.71	\$40.26	\$40.86	\$41.47	\$42.09	\$42.72	\$43.57	\$9.73	28.8%
13-14 yr.	\$39.66	\$41.25	\$41.87	\$42.50	\$43.14	\$43.79	\$44.67	\$9.62	27.4%
14-15 yr.	\$40.18	\$41.79	\$42.42	\$43.06	\$43.71	\$44.37	\$45.26	\$9.19	25.5%
15-16 yr.	\$40.69	\$42.32	\$42.95	\$43.59	\$44.24	\$44.90	\$45.80	\$8.72	23.5%
16-17 yr.	\$41.21	\$42.86	\$43.50	\$44.15	\$44.81	\$45.48	\$46.39	\$8.32	21.9%
17-18 yr.	\$41.72	\$43.39	\$44.04	\$44.70	\$45.37	\$46.05	\$46.97	\$8.26	21.3%
18-19 yr.	\$42.24	\$43.93	\$44.59	\$45.26	\$45.94	\$46.63	\$47.56	\$7.90	19.9%
19-20 yr.	\$42.60	\$44.30	\$44.96	\$45.63	\$46.31	\$47.00	\$47.94	\$7.76	19.3%
20-21 yr.	\$43.07	\$44.79	\$45.46	\$46.14	\$46.83	\$47.53	\$48.48	\$7.79	19.1%
								\$7.27	17.6%
								\$6.76	16.2%
								\$6.24	14.8%
								\$5.88	13.8%
								\$5.41	12.6%

Delta Connection Comparison

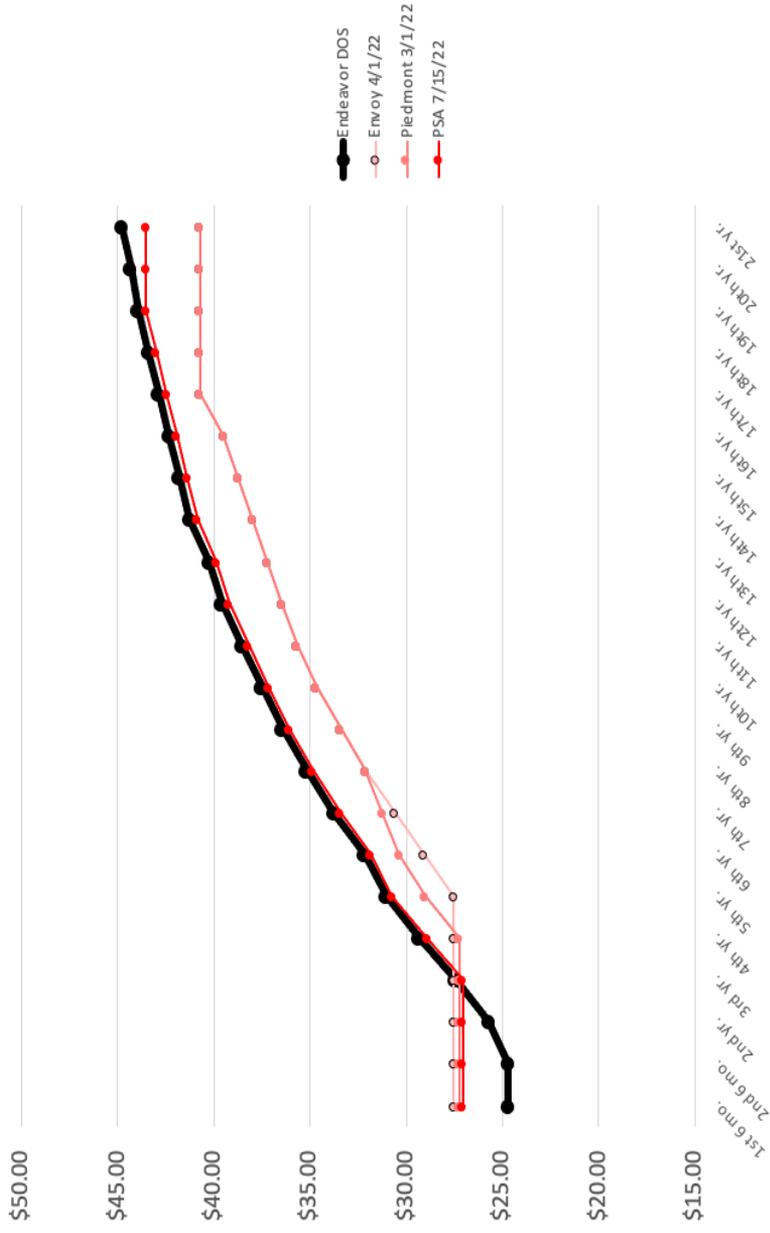
- Endeavor Flight Attendants will top other Delta Connection carriers' pay.



American Eagle Comparison

- Endeavor Flight Attendants will, overall, be in front of the American Eagle carriers' pay.

Endeavor vs. American Eagle



Back at the Front - Regional Comparison

	Endeavor	Republic	SkyWest	Envoy	Piedmont	PSA	AirWisconsin	Commair	GoJet	Horizon	Mesa
	DOS	8/1/17	1/1/22	4/1/22	3/1/22	7/15/22	10/1/20	1/1/22	7/1/21	5/1/21	TA - DOS
1st 6 mo.	\$24.71	\$18.20	\$20.55	\$27.54	\$27.25	\$27.06	\$17.86	\$19.06	\$19.29	\$20.50	\$17.94
2nd 6 mo.	\$24.71	\$19.33	\$21.22	\$27.54	\$27.25	\$27.06	\$18.86	\$20.09	\$19.29	\$20.76	\$19.45
2nd yr.	\$25.70	\$21.32	\$25.20	\$27.54	\$27.25	\$27.06	\$20.54	\$21.12	\$21.74	\$24.62	\$21.35
3rd yr.	\$27.44	\$22.85	\$27.06	\$27.54	\$27.25	\$27.06	\$21.91	\$22.15	\$23.42	\$26.38	\$23.24
4th yr.	\$29.31	\$24.24	\$28.93	\$27.54	\$27.25	\$28.93	\$22.98	\$23.44	\$24.84	\$28.17	\$25.85
5th yr.	\$31.04	\$25.66	\$30.74	\$27.54	\$29.00	\$30.74	\$24.18	\$24.47	\$26.27	\$29.34	\$27.91
6th yr.	\$32.15	\$27.03	\$31.84	\$29.07	\$30.35	\$31.84	\$25.47	\$25.76	\$27.72	\$30.84	\$29.41
7th yr.	\$33.75	\$28.45	\$33.43	\$30.60	\$31.25	\$33.43	\$27.11	\$26.79	\$29.08	\$32.02	\$30.43
8th yr.	\$35.19	\$28.87	\$34.86	\$32.13	\$32.13	\$34.86	\$28.43	\$28.07	\$29.64	\$32.91	\$31.46
9th yr.	\$36.45	\$29.72	\$36.10	\$33.41	\$33.41	\$36.10	\$30.17	\$29.39	\$30.68	\$33.79	\$32.60
10th yr.	\$37.51	\$30.58	\$37.15	\$34.68	\$34.68	\$37.15	\$31.08	\$30.43	\$31.71	\$34.69	\$33.49
11th yr.	\$38.56	\$31.64	\$38.19	\$35.70	\$35.70	\$38.19	\$31.95	\$31.47	\$32.73	\$36.17	\$34.68
12th yr.	\$39.59	\$32.77	\$39.21	\$36.47	\$36.47	\$39.21	\$32.54	\$32.77	\$33.89	\$37.06	\$35.64
13th yr.	\$40.26	\$33.27	\$39.87	\$37.23	\$37.23	\$39.87	\$32.85	\$34.33	\$35.51	\$37.65	\$35.96
14th yr.	\$41.25	\$33.73	\$40.86	\$37.98	\$37.98	\$40.86	\$33.13	\$35.89	\$36.62	\$38.25	\$36.70
15th yr.	\$41.79	\$35.79	\$41.39	\$38.73	\$38.73	\$41.39	\$33.45	\$37.45	\$37.73	\$39.13	\$37.08
16th yr.	\$42.32	\$36.29	\$41.92	\$39.48	\$39.48	\$41.92	\$33.72	\$37.45	\$37.73	\$40.92	\$37.81
17th yr.	\$42.86	\$36.79	\$42.45	\$40.73	\$40.73	\$42.45	\$33.98	\$37.45	\$37.73	\$41.52	\$38.56
18th yr.	\$43.39	\$37.29	\$42.98	\$40.73	\$40.73	\$42.98	\$34.23	\$37.45	\$37.73	\$42.11	\$39.22
19th yr.	\$43.93	\$37.79	\$43.54	\$40.73	\$40.73	\$43.51	\$34.49	\$37.45	\$37.73	\$42.69	\$39.40
20th yr.	\$44.30	\$38.29	\$44.15	\$40.73	\$40.73	\$43.51	\$34.74	\$37.45	\$37.73	\$43.28	\$39.68
21st yr.	\$44.79	\$38.29	\$44.62	\$40.73	\$40.73	\$43.51	\$35.00	\$37.45	\$37.73	\$43.28	\$40.26
22nd yr.	\$44.79	\$38.29	\$45.09	\$40.73	\$40.73	\$43.51	\$35.25	\$37.45	\$37.73	\$43.28	\$40.87
23rd yr.	\$44.79	\$38.29	\$45.56	\$40.73	\$40.73	\$43.51	\$35.51	\$37.45	\$37.73	\$43.28	\$41.47
24th yr.	\$44.79	\$38.29	\$46.03	\$40.73	\$40.73	\$43.51	\$35.76	\$37.45	\$37.73	\$43.28	\$42.12
25th yr.	\$44.79	\$38.29	\$46.50	\$40.73	\$40.73	\$43.51	\$36.02	\$37.45	\$37.73	\$43.28	\$42.75
26th yr.	\$44.79	\$38.29	\$46.97	\$40.73	\$40.73	\$43.51	\$36.27	\$37.45	\$37.73	\$44.28	\$42.75
27th yr.	\$44.79	\$38.29	\$46.97	\$40.73	\$40.73	\$43.51	\$36.53	\$37.45	\$37.73	\$44.28	\$42.75
28th yr.	\$44.79	\$38.29	\$46.97	\$40.73	\$40.73	\$43.51	\$36.78	\$37.45	\$37.73	\$44.28	\$42.75

Back at the Front

- Overall the pay raises will put us in front of the pack for all regional airlines.
- The highlighted rates, on the previous page, are the highest rates among the regional airlines.
- The Tentative Agreement will give Endeavor Flight Attendants the overall #1 pay rates.

Per Diem

- Our per diem will be increase on the same schedule and rate as the pilots' per diem:

DATE	PER DIEM
09/01/22	\$2.15
01/01/24	\$2.20
01/01/26	\$2.25

"25-in-5" Trip Credit

- All 5-day trips will now be paid at a minimum of 25 hours, instead of today's 20 hours.
- This will be a pay credit, not schedule credit.

Geographic Stipend

- The Company may select specific bases to pay an additional monthly stipend of up to \$300.
- The Company will give Flight Attendants at least 60 days notice before it starts or increases a stipend. This notice is to provide Flight Attendants to chance to bid for any vacancies at that base or bases.
- The Company will give Flight Attendants at least 120 days notice prior to stopping or decreasing a stipend. This notice is to provide Flight Attendants the chance to transfer to another base, if they are able.
- In order to be eligible for the base stipend, a Flight Attendant at that base must be in "active service" for at least 15 days in a month. "Active service" has the same definition as our \$5,000 Retention Bonus Payment.

New Aircraft Certification

- When the Company needs to certify a new aircraft type, it will have the ability to choose the Flight Attendants to conduct the initial certification flying.

Commuter Issues Discussion

- Because positive space travel for commuters will be ending soon, the Company has agreed to discuss commuter issues with AFA in the immediate future.

Contract Extension

- The Contract will be extended two years, until March 31, 2027.
- There will be an “early open” date for negotiations three months prior to the March 31, 2027 amendable date.

Voting Questions and Answers

1. When can I cast my vote?

- Voting opens Tuesday, October 4, 2022 at Noon ET
- Voting closes Tuesday, October 25, 2022 at Noon ET

2. How do I cast a vote?

Voting is done electronically by phone or internet. Balloting is conducted electronically through VoteNet Solutions, the leading provider of secure on-demand voting and balloting software and telephone voting for unions, membership, trade and other organizations. The member voting credentials are provided directly to the printer used by VoteNet and do not pass through AFA. Duplicate instructions are also only provided by the VoteNet system. A link to the VoteNet secure site is accessible through OurContract.org once balloting opens. Simple voting instructions are included on the back cover of this booklet.

3. Once I cast a vote, can I access the system again if I change my mind?

Once a ballot is cast, it cannot be changed.

4. What should I do if my voting instructions don't arrive or I lose them?

Call the AFA Ballot Help Line Monday-Friday from 9:30 am to 5 pm ET at 844-232-2228 EXT 2. Outside of office hours, leave a message. Your message will be returned the following business day.

5. Who Votes on a Tentative Agreement?

Eligibility to vote will be determined prior to the ballot mailing. The Tentative Agreement (TA) summary and balloting instructions will be provided to all members eligible to vote, including members who have the opportunity to become eligible during the voting process.

- All active AFA Members in good standing (dues current, active AFA member) are eligible to vote. Members ineligible due to non-payment of dues will be notified when attempting to vote and will be directed to the AFA Membership Department to become current in order to vote.
- Inactive Members (Leaves of Absence of more than 3 months, etc.) may choose to “leave and remain active” to continue payment of dues during the leave in order to be eligible to vote. Contact the AFA Ballot Help Line 844-232-2228, EXT 2 to complete the process to “leave and remain active.”
- New Flight Attendants who are scheduled to become a dues paying member (four months of flying) before the ballot closes will be able to vote during the entire period the ballot is open.

2022 Tentative Agreement Quick Reference Voting Guide

Steps to Vote by Telephone:

1. Dial 1-888-488-7288.
2. Enter your Activation Code.
3. Write down your Username.
4. Create, confirm and write down your password, 4-number minimum.
5. Follow the prompts to cast your vote.
6. Write down your confirmation number.

Steps to Vote by Internet:

1. Go to OurContract.org click on "Endeavor Air Tentative Agreement 2022"
2. Enter your activation code.
3. Write down your Username.
4. Create, confirm and write down your password, 8-number minimum (only numbers).
5. Follow the prompts to cast your vote.
6. Print your confirmation.

Important Voting Notes

- **Remember, once your vote is cast, you cannot change it.**
Get all of your questions answered before you cast your vote.
- If you need a new Activation Code or technical assistance call the Ballot Help Line at 844-232-2228 EXT 2 or members can reach out and request a new activation code via: afacwa.org/elections.
- Please note the Ballot Help Line is open M-F, 930AM ET to 500PM ET.

For more information, go to:
OurContract.org