

Letter of Agreement #1

Implementation

LETTER OF AGREEMENT
Between
AIR TRANSPORT INTERNATIONAL, INC.
And the
THE FLIGHT ATTENDANTS

IN THE SERVICE OF
AIR TRANSPORT INTERNATIONAL INC.
As represented by

THE ASSOCIATION OF FLIGHT ATTENDANTS- CWA

This Letter of Agreement is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between the Air Transport International, Inc. ("ATI" or "the Company") and the Flight Attendants in the service of Air Transport International, as represented by the Association of Flight Attendants- CWA ("AFA").

WHEREAS the parties have successfully negotiated a successor collective bargaining agreement with a basic effective date of **August 1, 2025** ("basic effective date"), which is the date of execution of this agreement; and

WHEREAS the parties recognize that certain sections of that successor collective bargaining agreement cannot be immediately implemented on the basic effective date of that agreement;

NOW, THEREFORE, the Company and the Union mutually agree as follows regarding the effective dates of the following sections of the successor collective bargaining agreement:

<u>Section</u>	<u>Effective date</u>	<u>Comments</u>
1 – Recognition	Basic effective date	
2 – Definitions	Basic effective date	

3 – Hours of Service, Scheduling and Reserve	For the Bid Cycle beginning on September 3, 2025	Contingent upon execution of CBA by August 1, 2025
4 – Compensation and Benefits	Basic effective date	
5 – Travel and Expenses	Basic effective date	
6 – Vacation	Basic effective date	
7 – Training	Basic effective date	
8 – Leaves of Absence	Basic effective date	Leaves of Absence initiated on or before the day prior to the effective date will be processed under and remain subject to the 2017 CBA
9 – Medical Exams	Basic effective date	
10 – Seniority	Basic effective date	
11 – Furlough and Recall	Basic effective date	
12 – Uniforms	Basic effective date	
13 – General	Basic effective date	
14 – Investigations, Grievances, and Arbitration	Basic effective date	
15 – Union Security and Dues Check Off	Basic effective date	

16 – Effective Date and Duration	Basic effective date	
LOA 1– Implementation	Basic effective date	

Signed this 9 day of July, 2025



 Sara Nelson
 International President
 Association of Flight Attendants-CWA



 John Vestal
 Vice President, Flight Operations
 Air Transport International, Inc.