

Memorandum of Understanding
Between Republic Airways, Inc.
And the
International Brotherhood of Teamsters
Local 135
Letter of Agreement #7
Time Off Without Pay (TOWOP)

This Memorandum of Understanding (“MOU”) is entered into by and between Republic Airways Inc. (the “Company” or “Republic”) and the International Brotherhood of Teamsters, Local 135 (the “IBT” or the “Union”) (collectively with Republic, the “Parties”).

WHEREAS, the Parties recently agreed to Letter of Agreement #7 that was ratified by the Flight Attendant group on September 20, 2020 “LOA #7”); and

WHEREAS, the Parties wish to clarify and confirm the application of certain terms of LOA #7 regarding the treatment of Time Off Without Pay (TOWOP) during the term of LOA #7.

NOW, THEREFORE, the Parties agree to the following:

1. For the duration of LOA #7 (until March 31, 2021), the Company will offer Flight Attendants that are awarded Time Off Without Pay (TOWOP) their current medical benefits at their current premium rate (instead of COBRA as provided in the CBA) and travel privileges for the duration of such TOWOP (not to extend beyond March 31, 2021).
2. Paragraph D.3 of LOA #7 shall apply to all Flight Attendants on TOWOP during the term of LOA #7 regardless of whether they bid into TOWOP before LOA #7 was ratified or during the October re-bid after LOA #7 was ratified.

This Memorandum of Understanding is entered into solely on a non-precedential basis. It may not be cited or used in any other dispute, proceeding or litigation except to enforce its terms.

Republic Airways Inc.
10/01/2020



Chad Pulley, Republic Airways Inc.

Teamsters Local Union No. 135
10/01/2020



Michael R Winegar, IBT Local 135