



Association of Flight Attendants-CWA, AFL-CIO
International Brotherhood of Teamsters, Local 135
— *representing Republic and Mesa Flight Attendants* —

JCBA Summary

We achieved economic and quality of life improvements without giving up any right to negotiate. Our amendable date remains October 12, 2027, and full Railway Labor Act Section 6 negotiations are still scheduled to begin in January of 2027. This means that if this Tentative Agreement is ratified, we will be back at the bargaining table in less than one year. The Republic contract is the base of the agreement, which means that Mesa Flight Attendants will experience more changes. Those changes are detailed for Mesa Flight Attendants in their communications.

Article 3 Compensation

Boarding Pay

- 30 minutes paid per boarding at half (50%) of the Flight Attendant's applicable hourly rate.
- Paid for every boarding, including reboarding the same flight after a deplaning.
- Paid above guarantee.
- Implemented by six months after ratification, to allow for technological programming and payroll tracking.
- This on average increases Flight Attendant compensation by 15-16% and this will increase with the October 12, 2026 contractually scheduled pay raise. (We will have boarding pay calculators available for Flight Attendants to review pay increases. Look for this resource before voting opens.)

Article 6 Scheduling

Subcommittee on Reserve Issues

The Company and Union will meet to discuss reserve utilization and buffering, challenges, possible solutions, and counter-balances for better transparency on reserve utilization.

Adoption of Mesa Schedule Adjustment Period (SAP)

- One percent (1%) of flying in each base will be withheld from lines in PBS in order to facilitate Flight Attendant line adjustment trading with Open Time.
- After preliminary bids, lineholders (not GLT) may request to swap, drop, or add from Open Time before final line awards are posted in 48 hours.
- Requests will be granted in seniority order, subject to legalities and reserve coverage.
- Flight Attendants cannot fall below 30 hours during SAP only. (There is no minimum

hours requirement otherwise.)

- Trial period of 6 months, after which either party may cancel SAP if they reasonably determine it is not increasing productivity/flexibility.

Reduction of Trade Deadlines

- Flight Attendants can trade with each other until 4 hours before the Report Time of the earlier trip.
- Flights Attendants can swap, drop and pick up from Open Time until 24 hours before the Report Time of the earlier trip.

Adoption of Mesa Jet Bridge Trades

- Trades between Flight Attendants can be made between 1-4 hours before the Report Time of the earlier trip by having both Flight Attendants call crew scheduling.
- Flight Attendant giving away flying remains responsible for the trip if the other Flight Attendant does not show.

Lineholder-Reserve Trades

- A lineholder and a short-call reserve may trade a trip for a block or portion of a block of reserve days, as long as there is no loss of RAP availability and the trade does not result in any one-day reserve blocks.

Article 7 Reserve

Conversion of Long-Call Reserve to Short-call Reserve

LCR can be converted to SCR two times per month (currently 3), or after they have been given an assignment.

Article 8 Flight Attendant Training and Instructing Support (*formerly Flight Attendant Support Team*)

- Expanded to cover Line Instructors and Onboard Services Instructors in addition to FAST (OE) Flight Attendants.
- Sets forth duties for each position.
- States qualification required for instructors.
- Instructor assignments to be awarded by seniority, taking into consideration availability and qualifications.
- Instructors will be paid \$10 per Pay Credit Hour in addition to hourly rate when instructing, and \$11 when instructing other instructors (FAST Flight Attendants will still receive \$11 for OE).
- Pay will be the greater of trips missed if pulled from a trip, or 1 hour of pay at instructor

- rate for each two hours of training (minimum 5 hours)
- Instructors deadheading to another base to instruct may travel to/from any Republic domicile; will be paid as though they flew from their own base.
- IND-based instructors may request a hotel room in IND if:
 - There are fewer than 12 hours between trainings
 - Training ends after 22:00
 - Training starts before 07:00
- Instructors will receive per diem, including IND-based.
- Mesa Flight Attendant trainers are included in the training process.
- Company and Union will negotiate a sideletter for Mesa Flight Attendants training to transition to work on Republic aircraft.
 - The sideletter will cover bidding for training, training pay, travel logistics and inclusion of Mesa instructors in such training.
 - Once the FAA determines what training is necessary, the Company and the Union will set aside at least 3 days for negotiations.

Article 28 PDOs

Accrual rates

| Year | Current Rate Monthly | New Rate Monthly | Current Rate Annual | New Rate Annual |
|------|-------------------------|---------------------|------------------------|--------------------|
| 1 | 4.25 | 4.25 | 51 | 51 |
| 2 | 5.5 | 5.67 | 66 | 68.04 |
| 3 | 5.5 | 5.67 | 66 | 68.04 |
| 4 | 5.5 | 5.67 | 66 | 68.04 |
| 5 | 5.5 | 5.67 | 66 | 68.04 |
| 6 | 5.5 | 6 | 66 | 72 |
| 7 | 6 | 7.5 | 72 | 90 |
| 8 | 7.5 | 7.5 | 90 | 90 |
| 9 | 7.5 | 7.5 | 90 | 90 |
| 10 | 7.5 | 7.5 | 90 | 90 |
| 11 | 7.5 | 8 | 90 | 96 |
| 12 | 7.5 | 8 | 90 | 96 |
| 13 | 8 | 8 | 96 | 96 |
| 14 | 8 | 8 | 96 | 96 |
| 15 | 8 | 8 | 96 | 96 |
| 16 | 8 | 9.17 | 96 | 110.4 |
| 17 | 8 | 9.17 | 96 | 110.4 |
| 18 | 8 | 9.17 | 96 | 110.4 |
| 19 | 8 | 9.17 | 96 | 110.4 |
| 20 | 8 | 9.17 | 96 | 110.4 |
| 21+ | 8 | 10 | 96 | 120 |

- Can bid and use vacation at Flight Attendant choice of 18, 21 or 24 hours per week.

- Can bid up to 126 hours of vacation

PDO Transition sideletter

- Mesa sick banks will be transferred to a legacy sick bank to be used for sick calls, and to ensure no one loses accrued sick leave.
- Mesa vacation and vacation awards for 2026 will be honored.
- Mesa vacation banks will be converted to PDOs.
- Mesa Flight Attendants will have the choice of rollover, cash out, or contribute to 401k at the end of the 2026 year.
- Mesa Flight Attendants will begin accruing PDOs in 2026.
- No Mesa Flight Attendant will lose any sick or vacation because of the transition to a PDO system.

MOU for Commuter Clause

- Increases the current amount of usage from 4 to 6, per rolling 12 months.