

**LETTER OF AGREEMENT**  
**between**  
**PIEDMONT AIRLINES, INC.**  
**and**  
**THE FLIGHT ATTENDANTS IN ITS SERVICE**  
**as represented by**  
**THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

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**AMENDMENT TO LOA #4. PEAK PERIOD ATTENDANCE BONUS**

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THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between PIEDMONT AIRLINES, INC., (“the Company”) and the Flight Attendants in the service of PIEDMONT AIRLINES, INC., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL-CIO (the “Union” or “AFA”), with both the Company and Union referred to as “the parties.”

WHEREAS, during the negotiations that yielded the current collective bargaining agreement (“CBA”), the parties agreed to Letter of Agreement (LOA) #4 (Peak Period Attendance Bonus) which provided for an attendance bonus during certain peak periods, and

WHEREAS, on February 2, 2023, the Union filed a grievance alleging that the company violated the terms of LOA 4 by not paying the attendance bonus to Flight Attendants who were no longer on the seniority list when the payment was made, and

WHEREAS, the parties agree that the intention of the parties at the time LOA 4 was negotiated was to be consistent with similar provisions contained in other Sections of the CBA where Flight Attendants are no longer on the seniority list when attendance bonuses are paid, and

WHEREAS, the parties prefer to resolve this matter (including settling the aforementioned grievance) without further processing.

Now therefore the Parties agree as follows:

1. Letter of Agreement (LOA) #4 (Peak Period Attendance Bonus) shall be amended to read as follows:
  1. Flight attendants who miss no days of scheduled work during the following critical periods shall receive a \$500.00 bonus for each period:
    - June 16 through July 15
    - July 16 through August 15
    - Thanksgiving peak period (as defined by the Company)
    - Christmas peak period (as defined by the Company)
  2. Bonus payments will be made to eligible Flight Attendants not later than thirty (30) days following the period in which it is earned.

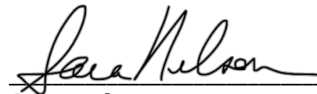
Note: flight attendants must be on the seniority list as of date of signing and remain on the seniority list on each of the payment dates in order to be eligible to receive the payments.

2. Former Piedmont Flight Attendant Robert Wentworth, Kimberly Rojas, and Blythe Wagner shall, within thirty (30) days of the date of signing of this agreement, be made whole for any bonus payment they did not receive as a result of their separation from Piedmont. In addition, any flight Attendant who is no longer on the seniority list and believes her/he/they were entitled to a bonus payment when they separated from the company may present a claim for such payment within sixty (60) days of the date of signing of this settlement agreement. Once verified, said Flight Attendant's claim will be paid within thirty (30) days of verification.
3. Upon full execution of this settlement agreement and completion of payments to affected Flight Attendants, AFA Grievance #58-99-2-1-23 MEC: Peak Bonus Payout Violation shall be considered settled.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement this \_\_\_\_ day of ~~February~~ 2023.

March

FOR ASSOCIATION OF FLIGHT  
ATTENDANTS-CWA, AFL-CIO



Sara Nelson  
International President

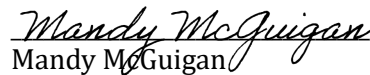
*Sheila Hubbard*

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Sheila Hubbard  
MEC President

FOR PIEDMONT AIRLINES, INC.



Edward Leverton  
Vice President, Operations



Mandy McGuigan  
Director, InFlight Services