

TENTATIVE AGREEMENT

PURPOSE OF AGREEMENT

- A. The purpose of this Agreement is in the mutual interest of the Company and the employees, to provide for operation of the services of the Company under methods which will further, to the fullest extent possible, the safety of air transportation, the efficiency of operation, and the continuation of employment under conditions of reasonable hours, proper compensation and working conditions. It is recognized by this Agreement to be the duty of the Company and of the employees to cooperate fully for the attainment of these purposes. To further these purposes, the Company may request a meeting with the Union, or a Representative of the Union may request a conference with the Company at any time to discuss and deal with any general condition that may arise under the application of this Agreement.
- B. No employee covered by this Agreement will be interfered with, restrained, coerced, or discriminated against by the Company, its officers or agents, because of membership in or lawful activity on behalf of the Union.
- ~~C. It is understood wherever in this Agreement employees are referred to in the masculine gender, it shall be recognized as referring to both male and female employees.~~ AGREE 10/12/23
- C. Should any part or provision of this Agreement be rendered invalid by reason of any existing or subsequently enacted legislation, such invalidation of any part or provision of this Agreement shall not invalidate the remaining portions thereof, and they shall remain in full force and effect.
- D. The Company and the Union agree to comply fully with all applicable Federal and State statutes and regulations prohibiting discrimination with respect to all aspects of employment with the Company.

Mary Krueger
UNION

10/12/2023
DATE

[Signature]
COMPANY

10/12/2023
DATE

Note: The Company reserves the right to modify, delete, or add proposals during negotiations

ARTICLE 1**RECOGNITION**

In accordance with Certification Case No. R-7252 by the National Mediation Board, the Communications Workers of America (CWA) is the representative union of the craft or class of Fleet and Passenger Service employees.

ARTICLE 2**SCOPE & SUCCESSORSHIP**

- A. This Agreement will be binding upon any successor or assign of the Company, unless and until changed in accordance with the provisions of the Railway Labor Act, as amended.
- B. In the event of any merger of the Company with another airline which affects the seniority rights of employees covered by this Agreement, provisions will be made for the integration of seniority lists in a fair and equitable manner, including, where applicable, agreement through collective bargaining among or between the surviving airline and the representatives of the employee groups. In the event of a failure to agree, the dispute may be resolved in accordance with Sections 3 and 13 of the Allegheny-Mohawk Labor Protective Provisions provide, however, said procedures will not be provided, if and to the extent they are in conflict with applicable law.
- C. The following additional requirements shall be applicable in the event of a merger:
1. Unless and until any operational merger is finally effectuated, the Union will continue to be recognized as the representative of the pre-merger Company employees, so long as such recognition is not inconsistent with the Railway Labor Act, as amended, and any applicable rulings or orders of the National Mediation Board.
 2. The Company will notify the Union in writing of the merger in a timely manner.
 3. The Company or surviving carrier, if different than the Company, shall meet promptly with the Union upon request to discuss the implementation of the requirements of paragraph B, above.
- D. The Company agrees to give the Union thirty (30) days' notice of station opening and station closing unless force majeure, or where such notice is not possible, provide notice as soon as possible. AGREE 10/12/23

Maryorie Krueger
UNION

10/12/23
DATE

[Signature]
COMPANY

10/12/23
DATE

ARTICLE 3**SENIORITY**

- A. Company-wide seniority will be based upon length of active service with the Company and will begin to accrue on an employee's date of hire, **defined as the date the employee is first paid by** with the Company. Agree 10/12/2023
- B. Fleet and Passenger Service seniority will be based upon length of active service in a position covered by this Agreement and will begin to accrue on an employee's date of hire in a position covered by this Agreement. Nothing herein will be deemed to affect the relative seniority within a particular station in effect prior to the date of signing of this Agreement.
1. ~~Except where prohibited by law, Fleet and Passenger Service Seniority shall be adjusted to account for any Medical Leave of Absence exceeding ninety (90) cumulative days in a one (1) year period and any approved Personal Leave of Absence per Article 14.A. This provision shall not apply to team members on Union Leave of Absence or military leave. Agree 4/24/24~~
- C. The relative Fleet and Passenger Service seniority of employees whose date of hire in a position covered by this Agreement is the same will be determined by the employees' dates of birth, oldest first.
- D. Except as may otherwise be provided in this Agreement, Fleet and Passenger Service seniority will govern employees in the case of bidding work schedules, vacation preference, furlough, recall, job reassignment (including location movement) based on the needs of the operation and early release.
1. ~~This paragraph only applies to Customer Operations Departments in Hub stations. In cases where awarded VTO will be less than two hours, the Company may release in seniority order within the Work Area (for example but not limited to: Bagroom, T-point, ABR Work Areas could all be part of a Baggage Bidded Work Group). ****(Tied to 9.K.) Agreed 9/18/24**~~
- E. ~~Bidded Work Group Seniority will be defined as the Fleet and Passenger Service Seniority for each employee within each work schedule bid (for example, but not limited to: BSO, Gate, Baggage, Utilities, Ramp, Counter could all be separate "bidded work groups"). AGREED 4/23/24~~
1. Except as may otherwise be provided in this Agreement, Bidded Work Group Fleet and Passenger Service Seniority will govern employees in the case of bidding work schedules, vacation preference, advance voluntary time off (vto) (VTO that is awarded no less than 72 hours prior) ~~by bidded work group.~~ **Agree 4/24/24.**
2. ~~Within each Bidded Work Group there may be separate Work Areas (for example, but not limited to: Lavatory, Water service, Turn clean work areas~~

~~could all be part of a Utilities Bidded Work Group). VTO awarded less than 72 hours prior will be awarded by Work Area. Agree 4/23/24~~

- F. The Company will post and make available to the Union an updated station seniority list prior to a work schedule bid. The seniority list will contain the name of each employee, his position, and Company and Fleet and Passenger Service seniority dates. An employee will be permitted a period of fourteen (14) calendar seven (7) consecutive days after the posting in which to protest any omission or inaccuracy affecting his seniority. If no protest is made within this fourteen (14) seven (7) day period, the list, as published, will be deemed correct and no changes will be made thereafter. Should the Company not be able to produce the Seniority lists electronically, the above time frame shall be increased to fourteen (14) calendar days (Agreed 4/25/24)
- G. An employee who transfers to a Fleet and Passenger Service supervisor position after the date of signing of this Agreement will retain and accrue Fleet and Passenger Service seniority for the first one hundred and eighty (180) consecutive days in such position and thereafter will retain but not accrue Fleet and Passenger Service seniority. An employee holding a Fleet and Passenger Service supervisor or manager position as of the date of signing of this Agreement will retain and accrue Fleet and Passenger Service seniority for the first one hundred and eighty (180) consecutive days after the date of signing and thereafter will retain but not accrue Fleet and Passenger Service seniority. An employee who transfers to any other position with the Company that is not covered by this Agreement will retain, but not accrue, Fleet and Passenger Service seniority. An employee who transfers to a position not covered by this Agreement may exercise his Fleet and Passenger Service seniority to return to a vacancy covered by this Agreement but may not displace an employee.
- H. Company and classification seniority will be forfeited under the following circumstances:
1. Resignation
 2. Discharge for just cause
 3. Failure to return to service at the expiration of a leave of absence
 4. Retirement
 5. Expiration of recall rights
 6. Or as otherwise provided in this Agreement

Maureen Kruger
9/19/24

T. J. [Signature]
9/19/24

ARTICLE 4

FILLING OF VACANCIES

- A. A list of current job assignments covered by this Agreement will be posted online on a Company website by location. Such list will be updated when job assignments are modified at any particular location. An employee who is interested in being considered for a specific job assignment may submit a standing bid, which will be reviewed at the time that a vacancy occurs, **but filled no later than the next bid for the new workgroup than thirty (30) days (See Paragraph 4. C below for clarity).** AGREE 1/16/24
- B. When a vacancy occurs, and there are insufficient standing bids, the Company will post it online on a Company website for a period of seven (7) days.
1. Except as provided in paragraph **Article 5.C**, below, bids for vacancies will be awarded no later than the next schedule bid **for the vacancy being bid new work group** in the following order: Agreed 1/15/24
- a.** The most senior-**qualified furloughed** employee at the same station who bids the vacancy; **Agree**
 - b.** The most senior **furloughed** employee in the system who bids the vacancy; Agree
 - c.** **Most senior active employee at the same station who bids the vacancy; Agree**
 - d.** **Most senior active employee in the system who bids the vacancy; Agree**
 - e.** If no employee bids a vacancy, the Company may fill the vacancy by hiring a new employee. Agreed (book)
 - f.** **The Company shall provide the Local President, or designee, a minimum of fourteen (14) days notice for a new closed bid area.** (accept CWA proposal) Agree
 - g.** When an employee places a standing bid they shall be notified in writing (electronically) that the bid is on file and is active. The Union shall view the standing bid list upon request. Agree
2. **If theAn employee who bids for the a vacancy in another station and is on a level three (3) will be prohibited from transferring unless section 2.a.applies, and the vacancy is in a different department (requiring Corporate Training), or a different station, the accepting manager can accept or deny the bid based on review of the employee's file, unless section 2.a. applies.**

a. The above provision shall not apply to an employee with a level 3 that is, at the time the vacancy is awarded: 1) the subject of a pending grievance; and 2) has yet to go through a Step 1 or Step 2 hearing, pursuant to Article 19(D)(1) and (2). AGREE 4/25/24

C. If a vacancy becomes available prior to a new schedule bid, the Company may fill the vacancy temporarily by hiring a new employee. An incumbent employee who has a vacancy bid on file will not be negatively impacted by this process and will be moved to the position temporarily filled by the new hire ~~with the next schedule bid or~~ as soon as he is trained or twenty one (21) thirty (30) days whichever is sooner from the award to fill the position, whichever occurs first. Agreed 12/18/23

D. Bids for the positions of Operations Agent, POC, or other specialty positions as determined by the General manager in each station, will be awarded by the Company at the Company's discretion on the basis of qualifications. Seniority will be considered in the award process. Agreed 12/18/23

E. The successful bidder of a vacancy will be promptly notified of the award and its effective date by telephone or in writing (including electronic communication). A written record of the award will be contained in the employee's personnel file. The employee will be given the written record on request. The successful bidder may be held in his current position until his replacement is trained up to a maximum of six (6) weeks. (Book)

F. An employee awarded a vacancy will be prohibited from bidding for another vacancy for a period of six (6) months from the effective date of the award. This prohibition may be waived by the Company. (Book)

G. An employee awarded or assigned a vacancy will be subject to a sixty (60) day probationary period for evaluating the employee's ability to perform the duties of the awarded or assigned vacancy. If the Company determines that the employee does not have the ability to perform such duties competently, the employee will be returned to his former position. Agree

1. The evaluation period begins after the successful completion of all required corporate training for the awarded position. Agree

H. Temporary Duty

1. The distribution of temporary duty assignment (TDY) will be governed by the procedures as determined by the Company. The Company shall consider Qualifications, Seniority and Availability when assigning TDY. Agree 3/13/24.

2. All Temporary Duty opportunities will be posted. All Temporary Duty opportunities will be posted at work locations where there is availability without an impact to the current schedule. Once a quarter the Company will solicit interest from agents that

are interested in temporary duty opportunities. These agents will be trained if necessary and will be considered for available openings. Agree 3/14/24

3. When an employee hereunder is required to perform work away from their base station, they will be paid at least eight (8) hours or ~~ten (10)~~ applicable at their base rate for each scheduled workday. ~~Agree contingent to 8 below~~ Agree if company agrees to 8

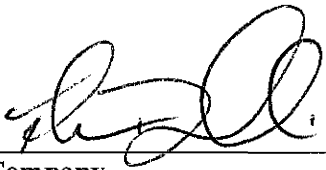
4. When an employee is required to perform work away from his base station on his scheduled day off, they will be paid for hours worked at his base rate of pay. Agree

5. During such assignment, the employee will, while away from his base be reimbursed expenses for meals, lodging and transportation in accordance with Company policy. Agree

~~6. Temporary duty assignments (TDY) will be awarded to the most senior Volunteer. Agreed 1/15/24~~

7. No employee will be assigned to a temporary duty assignment (TDY) against their wishes. Agree

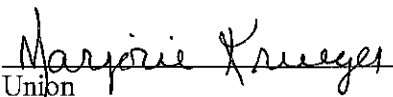
8. No TDY shall be approved if, at the time the TDY assignment is awarded, mandatory overtime would be required to cover the open shift(s) created by the TDY award.



Company

11/13/24

Date



Union

11/13/24

Date

ARTICLE 5**FURLOUGH AND RECALL****A. Furlough**

1. If an insufficient number of employees accept voluntary furlough in accordance with paragraph B., below, employees will be involuntarily furloughed in inverse order of seniority at the station and position where the furlough is necessary.
2. An employee to be furloughed will be notified at least twenty-one (21) days in advance of the furlough or receive pay in lieu thereof for any period less than the twenty-one (21) days' notice, except in cases of emergency, strikes, Acts of God or other circumstances beyond the control of the Company. The Company will notify the Union of the reason for the furlough.
3. An employee to be furloughed will have the following options:
 - a. Exercise his seniority to fill a vacancy for which the employee is qualified in the station; if none, then;
 - b. Exercise his seniority to fill a vacancy for which the employee is qualified at another station; if none, then;
 - c. Exercise his seniority to fill any vacancy in the system; if none, then;
 - d. An employee with at least two (2) years of service may bump a more junior employee with less than two (2) years of service anywhere in the system, provided he is qualified to perform the job of the employee he intends to bump;
 - e. Accept furlough at his station.
4. An employee must notify his Station Manager or designee within five (5) days after receipt of notice of furlough as to which of the above options he elects. An employee who fails to provide such notice will be deemed to have elected to be placed on furlough at his station.
5. An employee who is furloughed will accrue seniority, but not longevity, during the furlough.

B. Voluntary Furlough

Prior to involuntary furloughing employees, the Company will offer voluntary furloughs.

1. Voluntary furloughs will be granted in order of seniority at the station and position where the furlough is necessary.
2. An employee on voluntary furlough will accrue seniority, but not longevity, during the furlough.
3. The initial voluntary furlough will be for ninety (90) days unless the employee is recalled sooner. An employee on voluntary furlough may request an extension. Any such extensions will be in thirty (30) day increments.
4. Upon the expiration of the voluntary furlough, the employee will return to the station and position he held immediately prior to the voluntary furlough. If the station is closed, the employee will be considered furloughed and may exercise his rights in accordance with this Article.

C. Recall

1. A furloughed employee will retain recall rights for four (4) years from the date of the furlough.
2. A furloughed employee must keep Human Resources advised of his current address and telephone number.
3. Recall from furlough will be in order of seniority at the station and position from which furloughed. Recall will be attempted first by phone. If telephone attempts fail, a written notice will be sent to the last address on file with the Company. Refusal to accept delivery constitutes delivery. Once telephone contact is made or the written notice is delivered, the employee will have seven (7) days to notify the Station Manager or designee of his intent to accept recall. Unless otherwise extended by the Company, a furloughed employee will have no less than fourteen (14) days after telephone contact or the delivery of the recall notice to return to service.
4. Furloughed employees will be given preference for vacancies at any station while on furlough. Employees who accept such a vacancy will retain recall rights to their original station and position.
5. If the employee is not recalled to the station and position held at the time of furlough or does not accept a vacancy at another station within four (4) years, all recall rights will be extinguished.

D. Vacation Bank Pay Out

Accrued, unused vacation time will be paid to employees who are furloughed.

E. Health, Dental & Life Insurance

The Company will continue to pay the Company's portion of the cost of applicable medical/dental and life insurance until the end of the month in

which the employee is furloughed. Thereafter, the employee may continue to participate in the group plan by paying for coverage in accordance with COBRA, including the applicable administrative fee.

F. Furlough Pay

Employees will be paid furlough pay in accordance with terms no less favorable than the Company policy in effect July 2017 for those employees covered by this Agreement. Employees who transfer due to a station closing will receive furlough pay in accordance with such Company policy provided they remain through the furlough date.

G. Travel in Furlough Status

The Company will provide furloughed employees with the maximum **benefits privileges** and duration of pass privileges that the Company ~~American Airlines~~ is authorized to offer. **Agree**

H. Pension & Retirement

In accordance with the Piedmont Airlines Inc. 401(k) Savings Plan and the Internal Revenue Code, participants' vested accounts may be distributed to the participant, rolled into another qualified plan, or maintained in the plan.

Margie G. Knecht

UNION

12/20/23

DATE

[Signature]

COMPANY

12/20/23

DATE

10:42 AM

ARTICLE 6**HOURS OF SERVICE****A. Work Hours**

The normal scheduled work week for full time employees will consist of forty (40) hours with either five (5) scheduled work days and two (2) consecutive days off, or and for employees normally scheduled for four (4) work days of ten (10) hour shifts, three (3) consecutive days off, at least two (2) of which will be consecutive and the other will be a weekend day off. No more than ~~140-20-3025~~% of the 10-hour bid lines shall be non-consecutive days off. Part time employees may normally be scheduled for varied hours depending on operational needs a minimum of ten (10) hours and up to a maximum of thirty (30) hours per week. This does not apply to any required initial classroom corporate training. Part time employees will be required to work fifty percent (50%) sixty percent (60%) seventy-five (75) percent of their scheduled hours. There will be a lookback period on a quarterly basis that will identify if an employee has worked the required hours. If in any quarter an employee fails to meet their hours, they will be given a warning. If the employee fails to meet their hours in the next quarter, they will have their swaps suspended for one quarter and each successive quarter they fail to meet the minimum hours requirement. (Example: employee fails to work 50% of their scheduled hours in quarter 1, they will be given a warning. If the employee again falls short of their hours in quarter 2, their swaps will be suspended for each successive quarter until they meet their minimum hours requirement). After the first quarter the employee will be notified, they have not met the hours, the next quarter an employee will be warned this could affect their ability to swap and the next quarter action can be taken. (pending agreement on implementation). An employee may be released from work in **Bidder Work Group** Seniority order by Bidder work area group and shift when flight schedules are cancelled or changed for any reason. If an insufficient number of volunteers agree to be released, employees will be released in inverse **Bidder Work Group** Seniority order, except as provided in Article 3, paragraph D. 1. by shift and out time. The same method will be used to assign advanced voluntary time off (VTO). (held for economics) Agree 9/19/24.

B. Meal Periods

For shifts scheduled for six (6) hours or more, an employee will be given a thirty (30) minute unpaid meal period. Reasonable attempts will be made to provide an uninterrupted meal period between the 3rd and the 6th hour of the shift. An employee who is required to work through his meal period will either be paid at the applicable rate for his meal period or, upon mutual agreement of the employee and his manager, released from work thirty (30) minutes before the scheduled end of the shift. An employee who is not provided his full thirty (30) minute meal period will be paid at the applicable rate for the entire meal period or, upon mutual agreement of the employee and his manager, released from the work thirty (30) minutes before the scheduled end of the shift. (BOOK)

C. Rest Breaks

1. The Company will make every reasonable effort to ensure that **employees** are ~~will be~~ provided two (2) ~~a~~ fifteen (15) minute break periods ~~for every four hours of work not interrupted by a lunch period~~ for a scheduled shift of at least eight (8) hours. ~~A shift of less than 8 hours will be provided a fifteen minute break.~~ **Agree book 4/24/24.**
2. Employees may use non-work periods as break time, or if there is no non-work down-time, an employee on a scheduled shift of at least eight (8) hours and his supervisor will mutually agree on a break period. **Agree book 4/24/24.**
3. To the extent applicable law requires that employees covered by this Agreement be provided with different meal periods than are set forth above, and such law cannot be waived by the parties, an employee shall be entitled to the more generous meal period schedule required by law or this Agreement.

D. Schedule Bids

1. The Company will post at each station a work schedule bid, which will include shift start times and days off other than open time lines in D.7. If applicable, separate work schedule bids will be posted for each position required at a station. Work schedules will be bid at least once every six (6) months. The Company will meet with the Union (telephonically or in person) to consider input from the Union when establishing shift schedules at each location; provided however, that the Company may proceed without the Union's input if a Union representative is not available.

a. The local General Manager and Union may mutually agree to extend, shorten, or conduct an emergency schedule bid to meet the needs of the operation. Agree 11-7-23
2. Work schedule bids will be posted and will remain open for at least fourteen ~~(14) days~~ **seven (7) days. The local General Manager and the Local Union President or designee may mutually agree to shorten the bid window.** **(AGREED 4/24/24)**
3. Work schedule bids will be awarded in order of **adjusted Fleet and Passenger service** classification seniority and based on their full time or part time status to employees who have completed any necessary training, ~~and~~ are qualified to perform the work being bid **and prior to the seniority list being finalized posted. Schedule** Bids will be awarded at least fourteen (14) days before the start of the next bid period. **Once awarded, an employee's bidded shift will not be changed, unless by mutual agreement between the employee, the Union representative and the Company. AGREE 3/12/24.**

4. Permanent shift trades ~~will be "hour for hour" and for the entire bid.~~ (i.e., for the entire bid) ~~Permanent shift trades~~ will be considered provided they are received no later than the seventh (7th) day of the posting period and are cost neutral to the Company. ~~Permanent shift trades between full and part time employees are allowed however a permanent shift trade may not cause a full-time employee's bid line to fall below thirty two (32) forty (40) hours per week. No additional hours can be added to the original shift due to the permanent swap. Back to Book~~
5. If no **schedule** bid is received from an employee by the bidding deadline, he will be assigned a work schedule in an open position for which he is qualified, if available. Such assignments will be made in seniority order after all submitted lines have been awarded. **Agreed 11/7/23**
6. An employee on an authorized leave of absence will **only** not be eligible to bid a work schedule if his projected date of return to service is **on or before the effective date of the new schedule bid, with required documentation received by the station by the first day of the posting date of the seniority list** ~~later than the end of the current bid period.~~ Such an employee who returns to service during a bid period for which he was ineligible to bid will be assigned a work schedule. If multiple work schedules are available, the employee may select the work schedule. ~~If an employee is on a Leave of Absence for more than thirty (30) days, they will lose any awarded bid line and the Company may re-assign.~~ **Agree 12/19/23**
7. Open time lines may be used to cover vacation, leave of absence, training and terminations. If more than one (1) open line exists, open time employees may select from such lines in seniority order. **The schedule for open time lines will be awarded seven (7) fourteen (14) days in advance. AGREE 12/19/23**
8. **If schedule bids overlap, upon notice from the employee, the Company will ensure that employee has one (1) day off in a seven (7) day period. Agree 11/7/23**

E. Shift Start Times

The Company will establish shift start times based on the needs of the service.

F. Shift Trades

1. Qualifications permitting, employees will be permitted to trade shifts with each other.
2. A shift trade must be requested with reasonable advance notice on the appropriate form or method and approved by the manager or the designee. Approval for shift trades will not be unreasonably withheld.

3. Each employee will be responsible for his own attendance on the date and times of the approved trade. Once approved, the shift trade shall not revert back to the original owner unless: by mutual agreement between the employees involved and the Company. ~~or (2) any employee who has accepted more than three (3) four (4) swaps at the time of their separation from the Company will have all swaps revert back to the original owner in situations where the swap is scheduled to take place more than 72 hours from the date of separation.~~ **AGREE 3/14/24**
4. The number of shift trades that an agent may work is not limited except that each employee must have at least one (1) day off in every seven (7) consecutive days and no employee may **swap into, or be assigned more than eighteen (18) hours per day or twenty-eight (28) four (24) hours in any forty-eight (48) hour period. (Agreed 4/23/24)**
5. Shift trades between full time and part time agents are permitted, no additional hours will be added or changed by the Company. **Agree 12/19/23**
6. ~~Permanent shift trades shall be administered in accordance with Paragraph D.4 above.~~ Partial shift trades, one way shift trades, and multiple shift trades are subject to management approval. Agree 12/19/23
7. Full time employees are expected to average thirty-two (32) hours to maintain full time status. If an employee does not maintain these hours over a three (3) month period, the Manager will address the issue individually with the employee. The employee will be given a three (3) month period to increase his hours. If the employee fails to maintain the necessary number of average hours, the employee will be required to bid on a part time line at the next bid. The employee will be prohibited from bidding on a full time line for twelve (12) months.
8. A shift trade between a supervisor and an agent is permitted subject to manager approval. If the swap is allowed, no pay adjustment will be made.
9. No overtime will be paid as a result of a shift trade.

The Company may deny any trade request if granting the request would require the Company to pay overtime to either or both employees under applicable law.
10. Violations of the shift trade policy, ~~no call no show, call out within three (3) days of picking up a shift~~ may result in the loss of shift trade privileges however no policy shall violate the contract ~~when the violation applies to shift trades only.~~ Agree 11-10-24

G. Minimum Hours

An employee who is called to report to work on his day off will receive a minimum of four (4) hours of pay.

H. Severe Weather, or Acts of God, ~~National, State, or Local States of Emergency~~

1. ~~Airline employees are considered essential workers by the Federal government.~~ Employees must make every reasonable effort to report to work during ~~these~~ periods ~~(Severe weather, acts of God and National, State, or Local States of Emergency)~~, of inclement weather. Employees are not required to report to work if travel is prohibited by state or local authorities. (Agreed 3/13/2024)
2. The Company will inform the employees as soon as practical when operations are reduced or cancelled and employees are not required to report to work. If less than a full complement of employees is required due to severe weather ~~these events (as described in paragraph 1 above)~~, employees may be granted time off ~~by request~~ within the Bidded work ~~area~~ group and shift in ~~Bidded Work Group~~ Seniority order. (Agreed 3/13/24)
3. In the event an employee is late or fails to report due to ~~these events (as described in paragraph 1 above)~~ severe weather conditions (as described in 1 above), the absence will be unpaid unless he opts to use a DAT vacation day or personal day. (Agreed 3/13/24)
4. The Company will inform employees of any transportation news of which it knows that may affect their ability to arrive or leave the airport. (Agreed 3/13/24)


Maryjo Hueyer

11/13/24
11/13/24

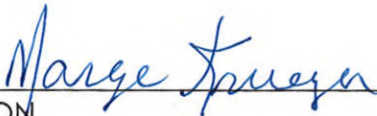
TENTATIVE AGREEMENT

ARTICLE 7

PROBATION

- A. An employee will be on probation for the first ninety (90) days, in a position covered by this Agreement. This period may be extended for an additional ninety (90) days at the Company's discretion. **Such extensions shall be in writing and shall state a legitimate reason(s) for the extension. A copy will be provided to the employee and to the local Union.**
- B. If days of work are missed due to sickness, injury, leave of absence or any other reason, the probationary period will be adjusted to meet the probationary requirement **by the equivalent amount of time.**
- C. Employees may be disciplined or discharged at the sole discretion of the Company during the probationary period. The grievance/arbitration procedure will not apply to the discipline or discharge of probationary employees.
- D. **All new hires are represented by the Union on Day one of employment and have the rights to union representation in any meeting that a the employee reasonably believes could lead to result in discipline and disciplinary meetings.**

UNION



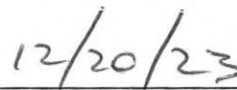
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COMPANY



DATE



ARTICLE 8**OVERTIME**

- A. The Company shall solicit volunteers for awarding of overtime prior to mandatory overtime being assigned. The Company shall notify employees of voluntary and mandatory overtime as soon as it is determined that such overtime is required.
- B. Overtime made available for bid at a station will be awarded/assigned in the following order:
1. To the most senior qualified part time employee at the station who volunteers for the assignment; then.
 2. If no qualified part time employee volunteers, to the most senior qualified full time employee at the station who volunteers for the assignment; then
 3. If no qualified full time employees volunteer, shall be assigned to qualified part time employees in inverse order of seniority; then
 4. If no qualified part time employees to be assigned, shall be assigned to qualified full time employees in inverse order of seniority.

Mandatory overtime consisting of a shift extension will be assigned first to part time employees on the shift and in the work group where the overtime is needed in inverse seniority order and then to full time employees on the shift and in the work group where the overtime is needed in inverse seniority order. Nothing in this paragraph will prevent the Company from assigning the work to another employee who volunteers for the assignment in lieu of it being assigned to an employee involuntarily **(BACK TO BOOK)**

~~The Company shall maintain for each shift(s) a list, in inverse seniority order, of qualified employees subject to the assignment of mandatory overtime. An employee assigned and who works a day of mandatory overtime shall have their name moved to the bottom of the next day's list for use in consecutive days of mandatory overtime. Each subsequent day of mandatory overtime shall be assigned beginning with the employee at the top of the list for such day. The particular list shall be reset when there is a break in days in the assignment of mandatory overtime. Agreed 8/20/24~~

~~Mandatory overtime hours will be paid at one and one-half (1.5) times the employee's applicable rate of pay. If an employee is required to work mandatory overtime on two or more consecutive days, the second and subsequent days will be paid at two (2) times the applicable rate of pay. If any provision in the Article would result in a higher rate of pay, the higher rate will apply.~~

~~1. The above provision applies except in cases where known mandatory overtime assignment is expected to be less than two hours. In such cases the~~

~~Company may award mandatory overtime in inverse seniority order within the Work Area (for example but not limited to: Lavatory, Water service, Turn clean Work Areas could all be part of a Utilities Bidded Work Group). (HOLD FOR ECONOMICS) AGREED 8/20/24~~

- C. No employee shall be required to work more than twelve (12) hours per day, unless required to remain on duty (e.g., To cover the last flight of the day, **Diverted flights, flights returned to gate, System outages**) **Agreed 12/19/23**
- D. An employee who volunteers to work a minimum of five (5) hours of overtime on a regularly scheduled day off prior to the Company contacting the employee to assign mandatory overtime shall not be mandatorily assigned overtime on that shift.
- E.
1. The Company will assign mandatory overtime not made available for bid (other than mandatory overtime consisting of a shift extension) first to qualified part time employees at the station in inverse seniority order and then to full time employees at the station in inverse seniority order as soon as practical after becoming aware of the need for such involuntary overtime. In the event that current day mandatory overtime is needed, employees will be given as much notice as possible and at a minimum one (1) hour notice prior to the beginning of the mandatory overtime assignment, excluding acts of God, diversions, mechanical delays, return to field/gate, force majeure, or other operational delays not known to the Company more than one (1) hour before the mandatory overtime is deemed to be required.
 2. Except for the exclusions specified in F.1. above, in the event that mandatory overtime is assigned with less than one (1) hour notice, the mandatory overtime worked will be paid at one and one-half (1 ½) time rate.
 3. Nothing in this paragraph will prevent the Company from assigning the work to another employee who volunteers for the assignment in lieu of it being assigned to an employee involuntarily.
- F. A rotation method for the assignment of mandatory overtime may be established locally when mandatory overtime coverage is known in advance for specified periods of time. The rotation method will be implemented when mutually agreed to by the Company and ~~Union~~ **the Local Union President or designee. requests rotation.** **Agree 12/19/23**
- G. In the event that an individual employee disputes whether he should have been awarded a specific overtime assignment, and the Company agrees with the employee, the employee shall be entitled to receive the next available overtime **assignment.** **Agree 11/12/23**

H. Overtime will be paid at one and one-half (1 ½) times an employee's straight time rate of pay for all hours worked:

1. over forty (40) for the work week.
2. ~~For all hours worked over eight (8) or ten (10) hours twelve (12) depending on regular scheduled shift hours in a single shift, worked in a day. Any Shift Swap hours will NOT count towards overtime. Tied to I.2.~~
3. Even Shift swap hours in the same payroll work week shall count toward the forty (40) hour qualifier.
4. ~~There will be no pyramiding of overtime rates. Agree 11/11/24~~
5. ~~A part time employee on an involuntary shift extension will be paid at time and one-half. Agreed 10/23/24~~

I. The following will be deemed as hours worked for purposes of overtime calculations:

1. Paid vacation time taken by an employee;
2. Paid holiday **worked** time;
3. Paid bereavement, leave of absence
4. Extension of a scheduled shift due to participation in a grievance hearing
5. ~~Any combination of the above paid hours will be considered hours worked for the purpose of overtime calculations. Agree 12/19/23~~

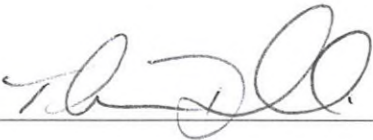
J. Overtime will not be worked without prior authorization or direction from the Company.

K. An employee who is given a mandatory shift extension will be paid for thirty (30) minutes for the first thirty (30) minutes of the shift extension or fraction thereof, and will be paid for an additional thirty (30) minutes for each subsequent thirty (30) minutes of the shift extension or fraction thereof.

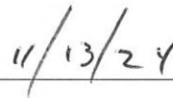
L. ~~At the station manager's discretion, employees will be given the option of using compensatory time off in lieu of overtime pay. At stations that have decided to permit employees the option of using compensatory time off in lieu of overtime pay, such requests will not be unreasonably denied. Agreed 11/8/23~~

M. All mandatory overtime assigned to employees who are off duty must be confirmed by the employee.

- N. An employee called in for work on a scheduled day off will be paid a minimum of four (4) hours for such call-in. An employee will be given as much advance notice as possible when called in to work on his day off, **except as outlined in Article 9 paragraph H. Agreed 11/8/2023**
- O. An employee who has been assigned mandatory overtime will be afforded a period of not less than eight (8) hours rest from the completion of the mandatory overtime until the start of the employee's next scheduled shift. In the event that this rest period extends into the employee's next scheduled shift, the Company may elect to have the scheduled start time of his next shift delayed to provide for the above minimum eight (8) hour rest period. The employee will be pay protected for the portion of the shift missed, unless the Company extends the entire shift by the amount of the delay. The foregoing minimum rest does not apply in situations where any employee volunteers to work back-to-back shifts. An employee may elect to waive the rest period if the shift is extended.
- P. Overtime lists will be established in Roster Apps for each work group. Only those employees signed up on the overtime list will be contacted during the award process. The Company will maintain two (2) voluntary lists: One (1) list for those employees volunteering to work less than four (4) hours of anticipated overtime, which shall be referred to as the "shift extension overtime list", and one (1) list for those employees volunteering to work four (4) or more hours of voluntary overtime, which shall be referred to as the "overtime list". Paragraph B above shall apply in the award of extension of shift overtime pursuant to this Paragraph .



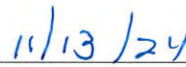
Tom Dombroski
Piedmont Airlines



Date



Marjorie Krueger
Communications Workers of America



Date

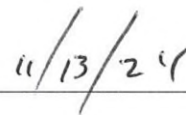
ARTICLE 9**TRAINING**

- A. Employees may be required to be trained on job functions performed at their station.
- B. Employees who have completed their probation period and are required to attend training away from their base will be provided with single-room accommodations lodging during training.
- C. All employees attending training away from their base will be paid a per diem allowance for meals in accordance with Company policy. Effective on the first day of the first full pay period following the date of ratification of the renewal Collective Bargaining Agreement, the IRS per diem allowance **of \$30.00 \$40.00 \$41.00, in accordance with the IRS Per Diem rates. Agree 9/19/24**
- D. Employees must successfully complete training **as determined by the Company**. A non-probationary employee who fails a first attempt at training will receive coaching after the first attempt to instruct them on the areas they are not passing in writing. They will be given a second training attempt and if they fail they shall be informed of the reason they failed. If the employee does not successfully complete the second attempt at required training, he may return to his previous position, if qualified. **and if available** If there is no such position for which the employee is qualified, **and available** his continued employment is at the Company's discretion. Agreed 12/19/23
- E. Employees who attend training are expected to act professionally. Employees absent or late for class are subject to the Company's dependability program.
- F. Time spent in scheduled training classes or approved travel to and from training will be considered hours worked for the purposes of Article 8 (Overtime) and Article 13 (Compensation).
- G. Employees are expected to remain current **with all assigned training**. On a timely basis (i.e., by its due date as published by the Company), each employee shall be required to successfully complete Computer-based Training Courses or the equivalent. The Company will provide at least thirty (30) days' notice of all such required training. The Company shall provide ten (10) days' notice for read and sign and ad-hoc training as agreed to with the Union. Agreed 11/8/23
- H. Employees who attend training **or training testing** on a scheduled day off will be paid the greater of the actual time in training or two (2) hours. Agreed 11/8/2023

- I. Employees shall be allotted time during work hours to complete Company required training.
- J. ~~All stations must follow the corporate training guidelines. Station Specific rules shall be agreed upon discussed with the Local Union. (Agreed 4/23/24)~~
- K. For any employee that has completed their probationary period, the Company shall make an effort to schedule any required refresher or return to work training during their normal work schedule. For clarity, this provision does not apply to corporate training, or change in department training.
- L. ~~**The company will make every reasonable effort to provide**~~ The schedule for training will be provided at least seven ~~(7)~~ fourteen (14) days in advance, any employee that is waitlisted shall be provided seven (7) days' notice or be rescheduled. **AGREE 3/14/24**
- M. ~~Part time agents will be scheduled no more than thirty (30) hours when scheduled for on the job training.~~ Withdraw without prejudice.
- N. Agents shall not be required to train other agents.



Tom Dombroski
Piedmont Airlines



Date



Marjorie Krueger
Communications Workers of America



Date

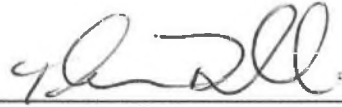
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10/23/24

ARTICLE 10 UNIFORMS

- A. An employee will wear the standard uniform and adhere to the appearance standards prescribed by the Company at all times while on duty. Provision and purchase of the initial standard uniform:
- B. The Company shall provide a new employee with two (2) uniform tops, two (2) uniform bottoms, **one (1) scarf or one (1) tie and one (1) belt** and a jacket appropriate to the location and position. The employee will have the option of long or short sleeve tops and pants or shorts. **Unless prohibited by law** The employee will be responsible for the purchase of the balance of the initial standard uniform items.
- C. The amounts owed by an employee for any additional uniform items **will be paid by** payroll deductions. Minimum payroll deductions will be \$25 per pay period until paid in full.
- D. Upon resignation or termination, any remaining balance for the employee's initial standard uniform will become immediately due and payable. The remaining balance may be deducted from the employee's final paycheck.
- E. The Company will make available **hearing protection**, safety vests, lav suits, knee pads and disposable gloves to those employees required to have such equipment to perform their duties.
1. **The Company will provide up to 3 (three) replacement Safety Vests and knee pads in a calendar year.**
 - i. **This does not include wear and tear replacements**
 - ii. **Any additional safety vests or knee pads after three (3) will be payroll deducted.**
- F. Uniform Allowance
1. On the first day of the employee's anniversary month, he shall receive a \$425 credit to be used to purchase new uniform pieces.
 2. **\$150** of the \$425 credit will be paid to the employee to be used for the purchase of gloves, shoes and uniform cleaning.
 3. The credit will carry over from year to year up to a maximum of **\$425** and will replenish on the first day of the anniversary month each year

Company



Date

10/23/24

Union



Date

10/23/24

ARTICLE 11**HOLIDAYS**

A. The following dates are designated as paid holidays:

New Year's Day

~~MLK Day~~

~~President's Day~~

Memorial Day

Independence Day

Labor Day

~~Election Day~~

~~*Juneteenth~~

~~Columbus Day~~

Thanksgiving Day

The day after Thanksgiving

Christmas Day

~~Veterans Day~~

**** The Company's offer for a 18yr+ Part-time vacation is contingent upon the Union dropping their proposal for Juneteenth in Art 11.A. and Part-time floating Holidays in 11.H.3. Agree 5/11/2026**

- B. A full time employee who does not work the designated holiday as part of his scheduled shift or who is given the holiday off (including vacation and floating holidays) will receive eight (8) hours of holiday pay. *Book
- C. A full time employee who works the hHoliday as part of his scheduled forty (40) hours will receive eight (8) hours of Holiday pPay and overtime pay at time and a half for all hours worked on the hHoliday. Agree 11/8/2023
- D. A part time employee who does not work the designated holiday as part of his scheduled shift or who is given the holiday off (including vacation) will receive four (4) hours of holiday pay. *Book
- E. A part time employee who works the Holiday will receive four (4) hours of holiday pay and overtime pay for all hours worked on the holiday. *Book
- F. In order to be eligible for holiday pay, full and part time employees must work their scheduled shift both immediately preceding and following the holiday, unless the employee presents proof of illness from a qualified medical examiner or for other reasons submitted (ex: death in family) and proof is accepted by local management personnel, with approved supporting documentation. An employee on a leave of absence will not be eligible for holiday pay, nor will an employee who fails to report for work on a holiday as scheduled or directed. Agree 1/13/25
- G. If a holiday falls during a vacation, an employee shall be paid for the holiday in addition to vacation. *Book

H. Floating Holidays

1. **In addition to the holidays specified in paragraph A above, a full time Employees with at least one (1) year of active service with the Company will receive one (1) floating holiday per year. Floating holiday(s) will be awarded on the Employee's anniversary date and must be used within 12 months. Agree 2/5/25**
2. **A full time Employees with at least two (2) years of active service with the Company will receive a second floating holiday per year. Floating holiday(s) will be awarded on the Employee's anniversary date and must be used within 12 months. per calendar year. Agree 2/5/25**

~~A part time employee with at least three (3) two years of active service with the company will receive one (1) floating holiday per calendar year. *(Contingent upon PDI accepting Item H.3 with CWA striking Juneteenth in Item A.) Agree 5/11/2026~~
3. Employees will be paid at his applicable straight time rate of pay for hours of work missed while on a floating holiday. **A maximum of eight (8) hours will be paid. Agree 1/13/25**
4. An employee eligible for a floating holiday will request it in writing at least forty-eight (48) hours in advance, and such floating holiday will be scheduled by mutual agreement of the employee and the Company.

*Book

Agreed


Sylvia J. Ramos
Communications Workers of America5/12/26

May 12, 2026

Tom Dombroski
Piedmont Airlines5/12/26
May 12, 2026

ARTICLE 12**VACATION****A. Vacation Accrual**

1. A full time employee will accrue vacation according to the following schedule:

<u>Year of Hire</u>	<u>Hours Accrued</u> <u>Prorated based on</u> <u>month-hired</u>
<u>1st full Year</u>	<u>80 hours</u>
<u>5 Years</u>	<u>120 hours</u>
<u>10 Years</u>	<u>160 hours</u>
<u>15-18 or more Years</u>	<u>200 hours</u>

AGREE 12/12/24

~~15 or more Years~~ ~~200 hours~~

2. On his anniversary date, **based on Passenger Service seniority**, a full time employee will earn vacation hours accrued during the previous year. Only earned vacation may be taken. **Agree 6/4/2024**
3. A part time employee will accrue vacation according to the following schedule:

<u>Years of Completed Service</u>	<u>Hours Accrued</u>	
2027 <u>1 Year</u>	10 hours	Taken as one (22) two (5) hour days
3 <u>2 Years</u>	40 hours	Taken as two (2) twenty hour weeks
8-7 <u>Years</u>	60 hours	Taken as two (2) thirty (30) hour weeks
13 <u>10 Years</u>	80 75 60 hours	Taken as Four (4) Twenty (20) Hour weeks , three (3) twenty-five (25) hour weeks four (4) twenty (20) hour weeks or two (2) thirty and one (1) twenty hour week
18 <u>15 or more Years</u>	100-80 hours	Taken as two (2) thirty hour weeks and then one (1) twenty (20) hour week. five (5) twenty (20) hour weeks or four (4) twenty-five hour

~~weeks. Taken as four (4) twenty-five (25) hour weeks or five (5) twenty hour (20) weeks~~

18 or more Years

100 hours

Taken as four (4) twenty-five (25) hour weeks.

**** The Company's offer for a 18yr+ Part-time vacation is contingent upon the Union dropping their proposal for Juneteenth in Art 11.A. and Part-time floating Holidays in 11.H.3. Agree 5/11/2026**

B. Pay for Vacation

1. Except for Day-at-a-Time ("DAT") vacation under paragraph D full time employees. below, vacations may be split into periods of not less than forty (40) hours each. *Agree 10/22/24*
2. An employee will be paid at his applicable straight time rate of pay for all hours of vacation. **Book*
3. An employee may elect to rollover one (1) week of vacation from one (1) year to the next. **Book*
4. Employees may swap for a day off and use a DAT to be paid up to the applicable maximum DAT vacation specified in paragraph D or E below. The employee must notify the Company in writing of his intention to utilize DAT vacation for this purpose no later than the day of the swap. **Book*

C. Vacation Bidding and Awarding

1. The Company will post requests for vacation preferences by **bid** workgroup (**Bid work group is define as all employees that bid on the same bid**) who bid on the same for the following year on Company bulletin boards and by electronic method at each station no later than October 15 of each year. *Agree 6/4/2024*
2. Employees must list their vacation preferences no later than November 15. When necessary, an employee may use a proxy to list his vacation preferences. *Employees will be eligible to bid and be awarded their entire vacation accrual at the time of their vacation selection. (No round robin) (Agree 10/22/24)*
3. Vacation schedules will be arranged by the Company according to employee preference in order of Company seniority, except that the number of employees who may be on vacation at the same time will be limited by the requirements of the service. The vacation periods awarded or assigned by the Company will be posted on Company bulletin boards

and by electronic method at each station no later than December 1.

*Book

4. An employee who does not list his vacation preferences by the bid closing date may choose from available vacation weeks on a first come first serve basis throughout the year. If employees fail to schedule vacation, the Company may assign vacation to ensure use. *Book
5. An employee may trade his awarded or assigned vacation with an available open vacation period after December 1 by submitting a written request at least fifteen (15) days prior to the awarded or assigned vacation or the available open vacation period he wishes to trade for, whichever is earlier. The written request must indicate the awarded or assigned vacation period(s) to be traded and select the vacation period(s) from available open vacation periods in the same calendar year. Trades will be awarded on a first come, first serve basis. *Book

~~Any alternate method to bid and award vacations must be agreed upon by the Union. Local President or their designee. Agree 1/13/25~~

6. If a full time employee transfers to a part time employee the employee shall be scheduled as a part time employee and paid out the remainder of their accrual at the end of the year (Agree 10/22/24)
7. Any unused vacation that is not rolled over shall be paid out at the end of the year (Agree 10/22/24)

D. Day-at-a-Time ("DAT") Vacation for Full time Employees

1. At the time an employee lists his vacation preferences, he may elect to reserve ~~forty eight (40 80)~~ hours of vacation for the purpose of taking one (1) to ~~five ten (55 10)~~ days of vacation at a time. DAT vacation must be taken in increments equal to the number of hours in the employee's normal ~~bid~~ shift. Agree 11/13/24
2. Requests for DAT vacation will be granted in order of Company seniority, unless the requirements of the service prevent such requests from being granted. *Book
3. Requests for DAT vacation will be granted or denied by the Company no less than forty-eight (48) hours in advance of the day the employee is requesting off. Dat will not be awarded more than thirty (30) days in advance. Agree 1/13/25
4. DAT vacation may be rolled over from one year to the next pursuant to paragraph B.3 above; however in no case shall an employee be able to

roll over more than one (1) week of vacation from one (1) year to the next. *Book

E. Day-at-a-Time ("DAT") Vacation for Part time Employees

1. At the time an employee lists his vacation preferences, he may elect to reserve one (1) week of vacation for the purpose of taking DAT vacation, to be paid at ~~ten (10)~~ Five (5) hours per day. Agree 11/13/24
2. Requests for DAT vacation will be granted in order of Company seniority, unless the requirements of the service prevent such requests from being granted. Agree 10/22/24
3. Requests for DAT vacation will be granted or denied by the Company no less than forty-eight (48) hours in advance of the day the employee is requesting off. Dat will not be awarded more than thirty (30) days in advance. Agree 1/13/25

F. Cancellation of Vacation

1. The Company will make every reasonable effort to honor awarded vacation. In the case of unpredicted operational necessity, the Company will give at least two (2) weeks' notice of vacation cancellation, if the circumstances leading to such cancellation are known sufficiently in advance. If the circumstances are not known sufficiently in advance, as much notice as possible will be given. *Book
 2. If an employee's vacation is canceled by the Company, he will be paid one and one half times (1 ½) for all hours worked during the cancelled vacation week and permitted to reschedule the vacation by selecting from the remaining available open vacation periods. If there are no such periods by the end of the calendar year, the employee will carry his vacation over to the next year. The employee will be given priority in choosing one (1) week of his vacation in the next year. *Book
 3. If an employee's vacation is canceled and the employee immediately advises the Company that cancellation of the vacation will result in the forfeiture of deposits, the Company will reimburse the employee for all reasonable and actual non-refundable deposits made by the employee in reliance upon the originally scheduled dates. The Company may, at its discretion, require the employee to submit documentation of the forfeited deposits. Vacations will be canceled in inverse order of seniority at a station. *Book
- G. If an employee is awarded or assigned a station vacancy or displaced to a new station from his present station, he will reschedule his vacation by selecting from available open vacation periods at the new station. If there are no such periods

by the end of the employee's vacation year and a mutual agreement cannot be reached, the employee will carry his vacation over to the next year. If an employee is displaced, the Company will honor one (1) week of his previously scheduled vacation time from his prior station. *Book

- H. If an employee with at least one (1) year of active service voluntarily leaves the Company, he will be paid for all earned but unused vacation time. *Book
- I. In the event of an employee's death, his earned but unused vacation time will be paid to his estate. *Book
- J. If an employee on vacation is hospitalized because of a medical emergency, he may elect to charge the period of hospitalization to sick leave rather than vacation. *Book
- K. Awarded vacation periods will be scheduled on consecutive days beginning on Monday and ending Sunday. Consistent with operational needs the bid period may be adjusted to permit scheduled days off prior to and following the vacation period. *Book
- L. Before choosing a vacation slot that involves a prime holiday vacation period, management at a station will give due consideration to the vacation preferences of bargaining unit employees by **bid** workgroup at the station with more seniority. Management and the shop steward at a station will meet and confer over any concerns regarding the award of vacation. Agree 6/4/2024

Agreed



Sylvia J. Ramos

Communications Workers of America

5/12/26

May 12, 2026



Tom Dombroski
Piedmont Airlines

5/12/26

May 12, 2026

A. See Scales.

B. An employee will have the opportunity to earn up to a ~~\$200~~ \$300.00 lump sum performance bonus payment on June 1 and December 1 of each year. An employee who meets the dependability metrics below shall be eligible for a ~~\$100, \$250 \$200~~ \$150.00 payment for dependability and a ~~\$50 \$150 \$100.00~~ \$150.00 payment for training. The lump sum performance bonus will be earned as follows: **AGREE 6/11/25**

1. Dependability

If the employee has two (2) or less Dependability Occurrences in the previous six (6) months ~~including FMLA leave~~.

2. Training

If he successfully completes all of the Company-mandated training within the time frames specified.

C. If a city, state or local ordinance rate is higher than the start rate on the scale, the employee will be paid the rate until his/her seniority exceeds the ordinance rate, at which point the employee shall progress on the scale annually. This will apply to any other city, state or local ordinance that is higher than the start rate on the scale. The Union shall be notified of any differential applied as a result of any required city, state or local ordinance.

D. ~~All seasonal stations will be a flat rate. All seasonal stations will be staffed by TDY. Employees working in seasonal stations shall be selected by seniority and shall be paid their current rate of pay. If the Company decides to staff the station with employees, they shall meet with the Union to bargain a rate for that station. (Discuss with Company)~~ (Agree 6/11/25)

E. In the event that the Company, in its sole discretion, finds that any or all of its starting pay rates as specified in this Article, are noncompetitive with local market starting rates for similarly situated jobs, the Company may hire applicants at any station at rates of pay higher than those starting rates specified in this Article. As market conditions change, the Company may, in its sole discretion, change its designated starting rate. The designated starting rate may be higher or lower than previous designated starting rates; however, the starting rate may not be lower than Step 1 or higher than the maximum hourly rate in the applicable pay scale. The Company shall notify the Union prior to implementation. **Agreed 7/16/24**

- F. (1) In those stations/base/locations where higher starting rates of pay are designated in accordance with this Article, all employees in that classification(s) at that station who are receiving less than the new designated starting rate of pay will have their rate of pay concurrently increased to the new designated higher starting rate for that classification(s) in that station/base/location effective the date of hire of a new employee at the higher starting rate. Flex rates must be within the scale where the increase is occurring. The Union will receive a copy of the entire scale prior to implementation. No new scale can be added to the contract without the agreement of the Union. **AGREED**
11/12/24

(2) ~~Any agents not affected by the new flex rate will receive a quarterly bonus of one half (1/2) one third (1/3) one quarter (1/4) the percentage of increase in a lump sum bonus.~~

- G. The Company may determine ~~bargain with the Union~~ to pay a city differential in an amount and at stations that it designates using the existing scales in this Agreement. The Union will receive a copy of the entire scale prior to implementation. No new scale can be added to the contract without the agreement of the Union. for that station ~~and discuss discuss with the Union prior to implementation.~~ Agree 1/13/25
- H. An employee will be paid for actual time worked in hours and fractions of an hour, in minutes, properly reported and verified. An employee may be required to punch in and out at time clocks or other electronic time tracking device.
- I. Paychecks will be distributed via direct deposit bi-weekly (every other Friday).
- J. Paychecks will include an itemized statement of all hours, wages, adjustments and deductions for the pay period, year to date wages, FICA and withholding taxes.
- K. Pay rate increases will be effective with the pay period beginning nearest the employee's anniversary date.
- L. An employee will be eligible for 401K in accordance with the Piedmont Airlines, Inc., Employee Savings Plan.
- M. An employee who successfully completes training and remains proficient to work airline computer reservations systems for two or more carriers will receive \$250 per quarter.
- N. An employee who works a scheduled split shift will receive an extra hour of pay at his straight time rate of pay if the break in his shift is at least two (2) hours in length.

- O. Employees working in the Operations or Tower area in CLT, DCA, PHL or PHX shall receive an Operations differential of one dollar (\$1.00) per hour for all hours worked in these areas. Should the Company determine that an additional location(s) has reached a capacity or level of complexity to warrant an Operational differential, such determination shall be communicated in writing to the Union and the location will also become eligible for the Operations differential.
- P. The rates of pay for any new station not covered by the wage scales in this Agreement shall be established by the Company using the existing scales in the Agreement and ~~discussed~~ ~~negotiated~~ with the Union prior to the commencement of the recruiting for any positions covered by this Agreement.

~~Q. Effective on the first anniversary date of signing, and each anniversary date thereafter the Company shall designate each calendar year no less than ten (10) Revenue Premium Days ("RPD") by location, to be paid at time and one-half (1.5) to employees who would otherwise be paid at straight time rates. Employees who work on a designated RPD who would otherwise be paid at overtime rates for the RPD will be paid double time (2) for the RPD. This provision shall expire on December 31, 2022. AGREED 7/17/2024~~

Q. Provided a renewal agreement is ratified no later than ~~November 30, 2018,~~ ~~all employees active on day of signing and day of payout bonus with at least one (1) year of completed service as of the date of signing of the Agreement~~ will receive a lump sum date of signing payment equal to 6% of the employee's ~~2017-2024~~ W-2 earnings, less applicable taxes and deductions. ~~If an employee returns to active status within six months (6) and remains active until pay out they will also receive the bonus.~~ Such payment shall be made within thirty (30) days of ratification of this Agreement. All employees eligible for a lump sum date of signing payment under this paragraph shall receive a minimum lump sum payment of ~~\$400-500,~~ less applicable taxes and deductions.

R. **As soon as practicable, but no later than seventy-five (75) days after the date of signing (DOS), all employees who are active on DOS and who remain in active status on the payout date and have completed at least one (1) year of active service as of the date of signing of the Agreement, will receive a Signing Bonus equal to 6% of the employee's 2025 W-2 earnings, less applicable taxes and deductions.**

Inactive employees who are otherwise eligible for a Signing Bonus and who return from a leave of absence within six (6) months of DOS and remain active and employed through the date of the payment will be paid the Signing Bonus within 60 days after they return from the leave of absence.

~~R.S.~~ If any employee with at least one year of completed service as of the date of signing and each DOS anniversary date would not receive at least a **3%**

~~6 5.5 5~~ increase to his total hourly pay rate based on his longevity on the new scale, he will receive a lump sum calculation payment in an amount that would equate to a ~~3 6 5.5 5~~ % annual increase (based on prior year W-2 earnings). The same lump sum would apply on DOS and each DOS anniversary date thereafter for the duration of the Agreement.

S.T. ~~Shift Differentials and Premiums~~

~~Shifts are defined based on the scheduled starting time, as follows:~~

~~1.a. Shift 1: Employees scheduled to report to work at or after 0500, but before 1200, are on Shift 1. There is no shift premium paid for work beginning at or after 0500, but before 1200. Agreed 12/10/24~~

~~2.b.~~

~~2. Shift 2: Employees scheduled to report to work at or after 1200, but before 1800, are on Shift 2. Employees on Shift 2 are paid Shift 2 rates for the entire shift. The Shift 2 premium is \$0.55 per hour. Agreed 12/10/24~~

~~3. Shift 3: Employees scheduled to report to work at or after 1800, but before 0500, are on Shift 3. Employees on Shift 3 are paid Shift 3 rates for the entire shift. The Shift 3 premium is \$0.62 \$0.50 per hour. Agreed 2/25/26~~

~~4. Shift 4: Open time/relief employees are on Shift 4. The Shift 4 premium is \$0.65 per hour and shall be paid for all hours worked during the work week. Agreed 12/10/24~~

~~5 Crew chiefs will receive a premium of \$1.50 \$1.25 per hour while working in that title.~~

~~6 Agents that train or mentor other agents (“Trainers/Mentors”) will receive a premium of \$1.50 per hour while performing that assignment. Trainers/Mentors shall not have authority to evaluate, grade or issue discipline to another agent. Trainers/Mentors shall not have the authority to determine whether an agent fails training, such determinations must be made by a member of management. Agent Trainers shall not be held responsible for agent’s performance. Only shifts designated by the General Manager or Department Head will be paid this premium. AGREED 6/11/26~~

~~7 Agents who are GSC qualified will receive a premium of \$1.50 in addition to their hourly wage. Agreed 12/10/24.~~

T. The American Airlines Group Inc. Amended and Restated Global Profit Sharing Plan (the “Profit Sharing Plan”) provides a profit sharing arrangement for eligible employees. The terms and conditions set forth in the **most recent** Profit Sharing Plan shall apply and shall govern the participation of employees covered by this Agreement. **Agreed 2/3/2025**

Tentative Ageement

Scale 1

BFL,BOS,BTV,DCA, FAT,FLG, IAD,MHT,PWM,PVU,SBP

	Year 1	Year 2	Year 3	Year 4	Year 5
YOS	DOS	DOS +12	DOS +24	DOS +36	DOS +48
0	\$18.40	\$18.77	\$19.15	\$19.63	\$20.12
1	\$18.50	\$18.87	\$19.25	\$19.73	\$20.22
2	\$18.60	\$18.97	\$19.35	\$19.83	\$20.33
3	\$18.70	\$19.07	\$19.45	\$19.94	\$20.44
4	\$18.80	\$19.18	\$19.56	\$20.05	\$20.55
5	\$18.90	\$19.28	\$19.67	\$20.16	\$20.66
6	\$19.00	\$19.38	\$19.77	\$20.26	\$20.77
7	\$19.11	\$19.49	\$19.88	\$20.38	\$20.89
8	\$19.50	\$19.89	\$20.29	\$20.80	\$21.32
9	\$20.00	\$20.40	\$20.81	\$21.33	\$21.86
10	\$21.00	\$21.42	\$21.85	\$22.40	\$22.96
11	\$21.75	\$22.19	\$22.63	\$23.20	\$23.78
12	\$22.25	\$22.70	\$23.15	\$23.73	\$24.32
13	\$22.75	\$23.21	\$23.67	\$24.26	\$24.87
14	\$23.50	\$24.09	\$24.81	\$25.55	\$26.32

Scale 2

PHL

	Year 1	Year 2	Year 3	Year 4	Year 5
YOS	DOS	DOS +12	DOS +24	DOS +36	DOS +48
0	\$18.54	\$18.91	\$19.29	\$19.77	\$20.26
1	\$18.54	\$18.91	\$19.29	\$19.77	\$20.26
2	\$18.54	\$18.91	\$19.29	\$19.77	\$20.26
3	\$18.54	\$18.91	\$19.29	\$19.77	\$20.26
4	\$18.64	\$19.01	\$19.39	\$19.87	\$20.37
5	\$18.74	\$19.11	\$19.49	\$19.98	\$20.48
6	\$19.00	\$19.38	\$19.77	\$20.26	\$20.77
7	\$19.15	\$19.53	\$19.92	\$20.42	\$20.93
8	\$19.65	\$20.04	\$20.44	\$20.95	\$21.47
9	\$20.25	\$20.66	\$21.07	\$21.60	\$22.14
10	\$20.75	\$21.17	\$21.59	\$22.13	\$22.68
11	\$21.25	\$21.68	\$22.11	\$22.66	\$23.23
12	\$21.75	\$22.19	\$22.63	\$23.20	\$23.78
13	\$22.25	\$22.70	\$23.15	\$23.73	\$24.32
14	\$22.75	\$23.32	\$24.02	\$24.74	\$25.48

Tentative Agreement

Scale 3

BOI, CLT, ECP, HPN

	Year 1	Year 2	Year 3	Year 4	Year 5
YOS	DOS	DOS +12	DOS +24	DOS +36	DOS +48
0	\$17.65	\$18.00	\$18.36	\$18.82	\$19.29
1	\$17.75	\$18.11	\$18.47	\$18.93	\$19.40
2	\$17.85	\$18.21	\$18.57	\$19.03	\$19.51
3	\$17.95	\$18.31	\$18.68	\$19.15	\$19.63
4	\$18.05	\$18.41	\$18.78	\$19.25	\$19.73
5	\$18.15	\$18.51	\$18.88	\$19.35	\$19.83
6	\$18.60	\$18.97	\$19.35	\$19.83	\$20.33
7	\$19.15	\$19.53	\$19.92	\$20.42	\$20.93
8	\$19.65	\$20.04	\$20.44	\$20.95	\$21.47
9	\$20.20	\$20.60	\$21.01	\$21.54	\$22.08
10	\$20.75	\$21.17	\$21.59	\$22.13	\$22.68
11	\$21.25	\$21.68	\$22.11	\$22.66	\$23.23
12	\$21.75	\$22.19	\$22.63	\$23.20	\$23.78
13	\$22.25	\$22.70	\$23.15	\$23.73	\$24.32
14	\$22.75	\$23.32	\$24.02	\$24.74	\$25.48

Scale 4

DTW,OMA,RIC,VPS

	Year 1	Year 2	Year 3	Year 4	Year 5
YOS	DOS	DOS +12	DOS +24	DOS +36	DOS +48
0	\$17.00	\$17.34	\$17.69	\$18.13	\$18.58
1	\$17.25	\$17.60	\$17.95	\$18.40	\$18.86
2	\$17.50	\$17.85	\$18.21	\$18.67	\$19.14
3	\$17.75	\$18.11	\$18.47	\$18.93	\$19.40
4	\$18.00	\$18.36	\$18.73	\$19.20	\$19.68
5	\$18.25	\$18.62	\$18.99	\$19.46	\$19.95
6	\$18.50	\$18.87	\$19.25	\$19.73	\$20.22
7	\$18.75	\$19.13	\$19.51	\$20.00	\$20.50
8	\$19.00	\$19.38	\$19.77	\$20.26	\$20.77
9	\$19.50	\$19.89	\$20.29	\$20.80	\$21.32
10	\$20.00	\$20.40	\$20.81	\$21.33	\$21.86
11	\$20.50	\$20.91	\$21.33	\$21.86	\$22.41
12	\$21.00	\$21.42	\$21.85	\$22.40	\$22.96
13	\$21.50	\$21.93	\$22.37	\$22.93	\$23.50
14	\$22.00	\$22.55	\$23.23	\$23.93	\$24.65

Tentative Agreement

Scale 5

AVL,ALB,BGR, DRO,STS,SYR

	Year 1	Year 2	Year 3	Year 4	Year 5
YOS	DOS	DOS +12	DOS +24	DOS +36	DOS +48
0	\$16.80	\$17.14	\$17.48	\$17.92	\$18.37
1	\$17.17	\$17.51	\$17.86	\$18.31	\$18.77
2	\$17.61	\$17.96	\$18.32	\$18.78	\$19.25
3	\$18.05	\$18.41	\$18.78	\$19.25	\$19.73
4	\$18.25	\$18.62	\$18.99	\$19.46	\$19.95
5	\$18.50	\$18.87	\$19.25	\$19.73	\$20.22
6	\$18.75	\$19.13	\$19.51	\$20.00	\$20.50
7	\$19.00	\$19.38	\$19.77	\$20.26	\$20.77
8	\$19.25	\$19.64	\$20.03	\$20.53	\$21.04
9	\$19.50	\$19.89	\$20.29	\$20.80	\$21.32
10	\$19.75	\$20.15	\$20.55	\$21.06	\$21.59
11	\$20.00	\$20.40	\$20.81	\$21.33	\$21.86
12	\$20.25	\$20.66	\$21.07	\$21.60	\$22.14
13	\$20.50	\$20.91	\$21.33	\$21.86	\$22.41
14	\$20.75	\$21.27	\$21.91	\$22.57	\$23.25

Scale 6

PHX

	Year 1	Year 2	Year 3	Year 4	Year 5
YOS	DOS	DOS +12	DOS +24	DOS +36	DOS +48
0	\$16.50	\$16.83	\$17.17	\$17.60	\$18.04
1	\$16.80	\$17.14	\$17.48	\$17.92	\$18.37
2	\$17.10	\$17.44	\$17.79	\$18.23	\$18.69
3	\$17.35	\$17.70	\$18.05	\$18.50	\$18.96
4	\$17.60	\$17.95	\$18.31	\$18.77	\$19.24
5	\$17.85	\$18.21	\$18.57	\$19.03	\$19.51
6	\$18.10	\$18.46	\$18.83	\$19.30	\$19.78
7	\$18.35	\$18.72	\$19.09	\$19.57	\$20.06
8	\$18.60	\$18.97	\$19.35	\$19.83	\$20.33
9	\$19.23	\$19.61	\$20.00	\$20.50	\$21.01
10	\$19.30	\$19.69	\$20.08	\$20.58	\$21.09
11	\$20.50	\$20.91	\$21.33	\$21.86	\$22.41
12	\$21.25	\$21.68	\$22.11	\$22.66	\$23.23
13	\$21.50	\$21.93	\$22.37	\$22.93	\$23.50
14	\$21.75	\$22.29	\$22.96	\$23.65	\$24.36

Tentative Agreement

Scale 7

AGS,ANC,AVP,CHO,GSP,HSV,ILM,MCI,MDT,MYR,OAJ,OKC,PGV,SAT,SBY,SDF,SRQ,TUS,TYS,YUM

	Year 1	Year 2	Year 3	Year 4	Year 5
YOS	DOS	DOS +12	DOS +24	DOS +36	DOS +48
0	\$16.00	\$16.32	\$16.65	\$17.07	\$17.50
1	\$16.25	\$16.58	\$16.91	\$17.33	\$17.76
2	\$16.50	\$16.83	\$17.17	\$17.60	\$18.04
3	\$16.75	\$17.09	\$17.43	\$17.87	\$18.32
4	\$16.90	\$17.24	\$17.58	\$18.02	\$18.47
5	\$17.25	\$17.60	\$17.95	\$18.40	\$18.86
6	\$17.50	\$17.85	\$18.21	\$18.67	\$19.14
7	\$17.75	\$18.11	\$18.47	\$18.93	\$19.40
8	\$18.00	\$18.36	\$18.73	\$19.20	\$19.68
9	\$18.25	\$18.62	\$18.99	\$19.46	\$19.95
10	\$18.50	\$18.87	\$19.25	\$19.73	\$20.22
11	\$18.75	\$19.13	\$19.51	\$20.00	\$20.50
12	\$19.00	\$19.38	\$19.77	\$20.26	\$20.77
13	\$19.25	\$19.64	\$20.03	\$20.53	\$21.04
14	\$19.75	\$20.24	\$20.85	\$21.48	\$22.12

Scale 8

ABE,CAE,CAK,CRW,DAB,ERI,EWN,FAY,FLO,GNV,GPT,HHH,HTS,LYH,MGM,ORF,PHF,ROA,SCE,TRI,TUL

	Year 1	Year 2	Year 3	Year 4	Year 5
YOS	DOS	DOS +12	DOS +24	DOS +36	DOS +48
0	\$15.00	\$15.30	\$15.61	\$16.00	\$16.40
1	\$15.20	\$15.50	\$15.81	\$16.21	\$16.62
2	\$15.35	\$15.66	\$15.97	\$16.37	\$16.78
3	\$15.50	\$15.81	\$16.13	\$16.53	\$16.94
4	\$15.75	\$16.07	\$16.39	\$16.80	\$17.22
5	\$16.00	\$16.32	\$16.65	\$17.07	\$17.50
6	\$16.50	\$16.83	\$17.17	\$17.60	\$18.04
7	\$16.75	\$17.09	\$17.43	\$17.87	\$18.32
8	\$17.00	\$17.34	\$17.69	\$18.13	\$18.58
9	\$17.25	\$17.60	\$17.95	\$18.40	\$18.86
10	\$17.50	\$17.85	\$18.21	\$18.67	\$19.14
11	\$18.00	\$18.36	\$18.73	\$19.20	\$19.68
12	\$18.50	\$18.87	\$19.25	\$19.73	\$20.22
13	\$19.00	\$19.38	\$19.77	\$20.26	\$20.77
14	\$19.50	\$19.99	\$20.59	\$21.21	\$21.85

Examples of the 3% Lump Sum Calculation Provision using scale below:**Example 1:**

An employee at DTW who has completed one year of service as of the DOS and is covered by the following wage scale will be earning \$17.25 per hour. Assuming the employee completes the second year of service on February 1, 2027, the employee will receive an anniversary date step increase on February 1, 2027. The employee's hourly rate will increase to \$17.50 on February 1, 2027. On DOS+12, the employee's hourly rate will increase from \$17.50 to \$17.85. A 3% increase to \$17.25 would be \$17.77 ($\$17.25 \times 1.03 = \17.77). The actual annual increase this employee will receive is 3.47% ($\$17.25 \times 1.0347 = \17.85). Since the employee is receiving at least a 3% annual increase as measured between the DOS hourly rate of \$17.25 and the DOS+12 hourly rate of \$17.85, the amount of the DOS+12 increase will not trigger a 3% lump sum minimum adjustment payment.

Example 2:

An employee at CLT who has completed one year of service as of the DOS and is covered by the following wage scale will be earning \$17.75 per hour. Assuming the employee completes the second year of service on February 1, 2027, the employee will receive an anniversary date step increase on February 1, 2027. The employee's hourly rate will increase to \$17.85 on February 1, 2027. On DOS+12, the employee's hourly rate will increase from \$17.85 to \$18.21. A 3% increase to \$17.75 would be \$18.28 ($\$17.75 \times 1.03 = \18.28). The actual annual increase this employee will receive is 2.59% ($\$17.75 \times 1.0259 = \18.21). Since the employee will not be receiving at least a 3% annual increase as measured between the DOS hourly rate of \$17.75 and DOS + 12 hourly rate of \$18.21, the amount of the increase will trigger a 3% lump sum minimum adjustment payment as of DOS + 12. Therefore, the employee will receive a minimum 3% lump sum adjustment payment and it will be calculated as follows:

- 3% minimum increase minus 2.59% actual increase = .41% required lump sum adjustment payment
- Assuming this employee's 2026 W-2 earnings are \$30,000, the employee will receive a lump sum adjustment payment of \$123.00 ($\$30,000 \times .0041$).

Example 3:

An employee at DCA who has completed 20 years of service as of the DOS and is covered by the following wage scale will be earning \$23.50 per hour. Since the employee is at the top-of-scale rate, there will be no additional wage increase on the employee's anniversary date. However, on DOS+12, the employee's hourly rate will increase from \$23.50 to \$24.09. A 3% increase to \$23.50 would be \$24.21 ($\$23.50 \times 1.03 = \24.21). The actual annual increase this employee will receive is 2.5% ($\$23.5 \times 1.025 = \24.09). Since the employee will not be receiving at least a 3% annual increase as measured between the DOS hourly rate of \$23.50 and the DOS+12 hourly rate of \$24.09, the amount of the increase will trigger a 3% lump sum minimum adjustment payment as of DOS+12. Therefore, the employee will receive a minimum 3% lump sum adjustment payment and it will be calculated as follows:

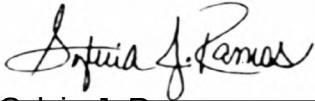
- 3% minimum increase minus 2.5% actual increase = .5% required lump sum adjustment payment
- Assuming this employee's 2026 W-2 earnings are \$30,000, the employee will receive a lump sum adjustment payment of \$150.00 ($\$30,000 \times .005$).

Example 4:

An employee at DCA who has completed 20 years of service as of the DOS+12 and is covered by the following wage scale will be earning \$24.09 per hour. Since the employee is at the top-of-scale rate, there will be no additional wage increase on the employee's anniversary date. However, on DOS+12, the employee's hourly rate will increase from \$24.09 to \$24.81. A 3% increase to \$24.09 would be \$24.81 ($\$24.09 \times 1.03 = \24.81). Since the employee is receiving at least a 3% annual increase as measured between the DOS+12 hourly rate of \$24.09 and the DOS+24 hourly rate of \$24.81, the amount of the DOS+24 increase will not trigger a 3% lump sum minimum adjustment payment.

Tentative Agreement

July 8, 2026



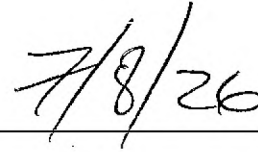
Sylvia J. Ramos
Communications Workers of America

7.16.26

Date



Tom Dombroski
Piedmont Airlines



Date

ARTICLE 14**LEAVES OF ABSENCE****A. Personal Leave of Absence**

Upon written request to a Company designated representative, the Company may, at its discretion, grant an employee an unpaid personal leave of absence. Such request will not be unreasonably denied. An employee will retain and ~~but not~~ accrue Fleet and Passenger Service seniority ~~nor~~ but not longevity for purposes of pay and benefits during the leave. No employee on a personal leave of absence may be gainfully employed without first receiving written approval from the Company. **Agree 2/6/25**

B. Medical Leave of Absence

Upon written request to a ~~the~~ Company designated representative accompanied by satisfactory medical evidence of his inability to perform the duties of his position, ~~or an approved block FMLA for one's own medical condition,~~ an employee, who is either ineligible for or has exhausted his sick leave ~~time and vacation time,~~ will be granted an unpaid medical leave of absence not to exceed a continuous period of ~~one~~ two (2) years. During such leave, an employee will retain and ~~but not~~ accrue Fleet and Passenger Service seniority ~~nor longevity for purposes of pay and benefits once the cumulative ninety (90) days have passed.~~ An employee will accrue longevity for purposes of pay and benefits for the first ninety (90) days of such leave and thereafter retain longevity. ~~This shall provision shall apply unless prohibited by law.~~ **Agree 2/6/25**

C. Union Leave of Absence

At the request of the Union and with thirty (30) days' written notice to the Director of Benefits, an employee will be granted an unpaid leave of absence to accept employment with the Union. ~~for a minimum duration of thirty (30) days up to three (3) years.~~ No more than twelve (12) employees may be on Union leave of absence at any one time. During such leave, an employee will retain and accrue Fleet and Passenger Service seniority. An employee will accrue longevity for purposes of pay and benefits while on such leave. The Union will provide an estimated return date for each employee on Union leave and the employee will provide a minimum of seven (7) days' notice of intent to return at the end of the leave. **AGREE 11/8/23**

D. Family and Medical/Military Leaves of Absence Family Leave (approved FMLA care for someone other than themselves)

Requests for military, and family and medical leaves of absence ~~to care for someone other than themselves~~ will be granted in accordance with applicable law. Such leaves will be unpaid except as provided herein. Employees must exhaust sick and then vacation time if the leave is for their own illness. Employees ~~on Family Leaves of Absence~~ must exhaust vacation time if the leave is to care for a family member. An employee on a military or family and medical leave of absence will retain and ~~but not~~ accrue Fleet and Passenger Service seniority ~~nor~~ and longevity for the purposes of pay and benefits. Agreed 2/6/25

~~Employees will be eligible for leave from work pursuant to the terms of the Family Medical Leave Act (FMLA) of 1993, as amended. When approved FMLA leave is taken for an employee's own qualifying serious health condition, the employee must exhaust all sick time, after which the employee may elect either to use any earned vacation time or be placed on unpaid status. When approved FMLA leave is taken for any other reason provided for under FMLA, the employee must exhaust all earned vacation time, but cannot use sick time unless required by state law.~~

Military Leave

~~Requests for Military Leave of Absence will be granted in accordance with applicable law.~~

E. Workers' Compensation

The Benefits Coordinator will administer Worker's Compensation claims in accordance with the applicable rules and regulations. It is the responsibility of the employee to report any occupational injury or illness within forty-eight (48) hours or as soon as possible. A co-worker may report an injury to a supervisor or Company representative should the employee be physically unable. *Book

F. Jury Duty

1. An employee who is summoned to jury duty will notify a Company designated representative as far in advance as possible of the scheduled jury duty. *Book
2. An employee will be granted an excused absence to serve jury duty. An employee will be paid at his straight time rate of pay for all scheduled hours of work missed while on jury duty, minus any amount the employee receives from the court. No salary adjustment will be made for transportation, meals or other allowances granted by the court. *Book
3. When jury duty has ended, an employee will not be required to report to work until his next scheduled duty assignment after the day on which he was released from jury duty. An employee called for jury duty whose services in

court are not required on a day that he was scheduled to work must report to work. *Book

4. When jury duty has ended, the employee must furnish the Company with a written statement provided by the court validating his dates of attendance. *Book
5. Employees who are required to appear in court as a result of a subpoena, court ordered notice, to give a deposition to an attorney or to appear before a law enforcement official may request time off without pay. The employee summoned to appear shall provide a copy of the summons to their General Manager or designee as soon as practicable immediately upon receiving it. Their request will not be denied as long as at least seven (7) days' notice has been provided to the Company. may request time off without pay which will not be unreasonably denied. Agree (5/27/2026).

G. Bereavement Leave

1. In the event of the death of his spouse, child, step-child, parent, step-parent, brother, sister, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandparent or grandchild, or legal guardian, ward or domestic partner, an employee will be granted a bereavement leave of absence for up to three (3) days. A death certificate or an obituary notice from a church or newspaper will be accepted as proof of eligibility for bereavement leave. *Book
2. An employee will be paid at his regular straight-time rate of pay for scheduled hours missed because of bereavement leave. *Book
3. Upon request, the Company may grant, at its discretion, additional leave in the event of unusual circumstances. An employee will use earned vacation time, if available, to be paid at his straight time rate of pay for scheduled work hours missed while on such additional leave, or such leave will be unpaid. *Book
4. If a death in the immediate family occurs during an employee's vacation, bereavement leave under this provision will commence on the date of death. The vacation will be rescheduled by mutual agreement of the employee and the Company. *Book

H. Parental Leave

1. An employee will be allowed two (2) paid and one (1) unpaid day off from work due to the birth or adoption of a child. The foregoing days off for the birth of a child shall not be provided to any employee who takes an equivalent or greater number of days off for maternity leave (STD). *Book
2. An employee will be paid at his regular straight time rate of pay for scheduled hours missed for the two (2) paid days because of parental leave. *Book
3. ~~Part-time employees will be allowed three (3) unpaid one (1) paid and two (2) unpaid days off from work due to the birth or adoption of a child. The foregoing days off for the birth of a child shall not be provided to any employee who takes an equivalent or greater for maternity leave (STD).~~ Agree 5/12/2026

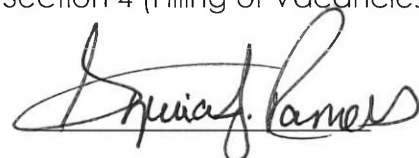
I. General

~~The Company will provide the Union a list of all employees on leave of absence monthly.~~ This language is covered in Article 24. (Confirmed 5/12/2026)

1. An employee's return to work after a leave of absence must be coordinated with a Company designated representative. The Company may shall require, if applicable, a physician's statement verifying that the employee is able to perform the duties of the position to which he is returning. (Agree back to book - 3/4/25)
2. An employee returning from a leave of absence will return to the position and station to which he was assigned immediately before the leave began, subject to any necessary training in accordance with Section 9 (Training) of this Agreement. After thirty (30) days of leave an employee's bid line will no longer be held and may be re-assigned, subject to applicable law. and provided the employee has sufficient seniority to hold the former position and station. If the employee cannot hold the position or the station no longer exists, the provisions of Section 4 (Filling of Vacancies) will apply. (Agree back to book - 3/4/25)


6/11/26

Piedmont Airlines


6/11/26
CWA

ARTICLE 15**SICK LEAVE TIME**

- A.** A full time employee will accrue one (1) hour of sick time for every thirty (30) hours worked up to a maximum of fifty-six (56) hours per year. Any unused sick hours may be carried over into the following calendar year(s) up to a maximum of three hundred (300) hours. ~~four (4) hours of sick leave for each month of active service with the Company up to a maximum of three hundred (300) hours. Sick leave time is earned and will be credited to the employee's sick leave time bank on the last day of the month in which it accrues and may be taken in following months. A part time employee will accrue one (1) hour of sick leave time for each thirty (30) hours worked up to a maximum of forty (40) hours per year. Any unused sick hours may be carried over into the following calendar year(s) up to and may roll over a maximum of one hundred fifty (150) up to 300 hours. forty (40) hours per year.~~ Agreed 4/23/24
- B.** Provided he has sufficient time in his sick leave time bank, an employee who is absent from work because of illness or non-occupational injury will receive sick leave time pay for the number of hours of work missed, calculated at his straight time rate of pay. An equivalent number of hours will be deducted from the employee's sick leave time bank. An employee who has exhausted his sick leave time may elect to use earned vacation time to be paid for any additional hours of work missed because of illness or non-occupational injury. Agree 1/16/24
- C.** An employee who is unable to report to work because of illness or injury must notify his immediate supervisor at least one (1) hour prior to the scheduled start of his shift on the first day of the absence and each day thereafter if he remains unable to report for work, unless otherwise mutually agreed between the supervisor and the employee. (Book agreed)
- D.** In addition to Article 16 Medical Examinations, the Company will require a medical examiner's written release before the employee is allowed to return to work after an illness or injury when a medical examiner previously provided such note holding them out of service or when the Company has reason to suspect the misuse or abuse of sick leave time. The statement will verify the date of the employee's full release to return to full duty. Agree 1/16/24
- E.** Benefits for occupational injuries will be in accordance with the applicable Workers' Compensation laws. (Book agreed)
- F.** Employees' existing sick leave time banks on the date of signing of this Agreement will not be altered as a result of this Agreement. Agree 1/16/24
- G.** Sick Leave Time Repurchase Program (Agreed 3/23/24)

1. An ~~full time~~-employee who has more than fifty six (56) hours in his sick leave ~~time~~ bank is eligible for the Sick Leave ~~Time~~ Repurchase Program. A part time employee who has more than twenty-~~eight~~ (20~~8~~) hours in his sick leave- time bank is eligible for the Sick Leave-time Repurchase Program. Agree 4/24/24.
 2. At the end of each calendar year a full time employee will have the option to be compensated at his straight time rate of pay for up to ~~forty-eight (48)~~ **fifty-six (56)** hours of sick leave ~~time~~ if such ~~leave~~~~time~~ is available in their sick bank provided the repurchase does not reduce his bank below fifty six (56) hours. At the end of each calendar year a part time employee will have the option to be compensated at his straight time rate of pay for up to twenty-~~eight~~ (28~~(20)~~) hours of sick time if such time is available in their sick bank provided the repurchase does not reduce his bank below twenty-~~eight~~ (20~~8~~) hours. Agree 4/24/24.
- H. An employee who voluntarily resigns or is terminated from his employment with the Company will not be compensated for any time remaining in his sick leave ~~time~~ bank and is not eligible to participate in the Sick Leave ~~Time~~ Repurchase Program. Agreed 1/16/24
- L. An employee ~~may~~ is required to use sick leave ~~time~~ on an hourly basis in cases where an employee leaves work early due to an illness. (Agreed 4/23/24)
- J. ~~The Company acknowledges an employee's right to use sick time for the intended purpose. The use of sick time will not be subject to disciplinary action unless it is excessive or there is evidence to substantiate abuse.~~
The Company acknowledges an employee's right to use sick time for the intended purpose. In accordance with Company policy, employees may use up to forty (40) hours of sick time per year, without being subject to disciplinary action, unless it is excessive or there is evidence to substantiate abuse. Agree 4/24/24.
1. It will be the responsibility of the employee who will be absent from work due to illness or injury to report the facts to his immediate supervisor as far in advance of his scheduled shift as possible, and in accordance with local procedures. Agree 4/24/24.
2. The Company may require medical confirmation whenever circumstances may indicate abuse of sick leave or excessive absenteeism. Agree 4/24/24.
- K. To the fullest extent permitted by law, this GBA shall operate to waive the provisions of any paid sick leave ~~time~~ laws that are inconsistent with the terms of this GBA, and shall supersede and be considered to have fulfilled all requirements of

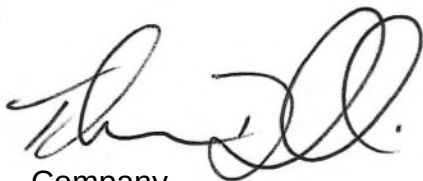
~~such laws of the various ordinances and state laws. In addition, to the extent applicable law is inconsistent with the terms of this CBA, and such law is not waivable, an employee shall be entitled to the more generous paid sick leave time protections provided by applicable law or this CBA. (Back to Book) (DISCUSS)~~

To the greatest extent permitted by law, the provisions of this Collective Bargaining Agreement shall control over any Federal, State or Local statute, law, regulation, ordinance, or other governing provision (collectively "Laws") to the extent such Laws permit a waiver, exception or other treatment for employees covered under a collective bargaining agreement. To the extent applicable law is inconsistent with the terms of this Agreement, and such law is not waivable, an employee shall be entitled to the more generous protections provided by applicable law or this Agreement. The Company shall maintain a list of all Laws subject to this provision and may throughout the term of this Agreement update and incorporate a list of such Laws as an exhibit to this Agreement and such updated exhibit shall have full force and effect as if set forth herein verbatim. This provision shall not apply to Laws establishing a minimum hourly wage.

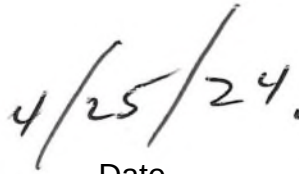
1. The Laws waived under this Article shall include but are not limited to: Bloomfield, New Jersey, Ordinance 2015-10 (Mar. 2, 2015); California Healthy Workplaces, Healthy Families Act of 2014, Cal. Lab. Code §§ 245-49; Chicago Minimum Wage and Paid Sick Leave Ordinance; Municipal Code of Chicago Title 6, Article II, Chapter 6-105; Chicago Fair Workweek Ordinance; Municipal Code of Chicago Title 6, Article II, Chapter 6-110; Chicago Paid Leave and Paid Sick and Safe Leave Ordinance, Chi., Ill., Mun. Code of Chi. Chapter 6-130, Cook County Paid Leave Ordinance, Cook Cty., Ill., Code of Ordinances, Cook Cty., Ill., §§ 42-1 to 42-10; Colorado Healthy Families and Workplaces Act; Connecticut Paid Sick Leave Law (CGS § 31-57r et seq., as amended by PA 23-101, §§ 7-8); District of Columbia Accrued Sick and Safe Leave Act, 32-131 D.C. Cod Mun. Reas. §§ 32- 131.01 to 32-131.17; East Orange, New Jersey, Paid Sick Leave Ordinance, East Orange Mun. Code Chapter 140; Irvington, New Jersey, Ordinance MC-3513 (Sept. 10, 2014); Illinois Paid Leave for All Workers Act; Illinois Compiled Statutes 820 ILCS 192; Los Angeles, California, Living Wage Ordinance, L.A. Admin. Code Section 10.37.2(b) & (c); Maine Earned Paid Leave Law (Public Law 2019 Ch. 156 "Ac Act Authorizing Paid Employee Leave"); Maryland Healthy Working Families Act; Massachusetts Earned Sick Time Law, M.G.L. c. 149, § 148C, and its accompanying regulations, 940 CMR 33.00; Montclair, New Jersey, Paid Sick Leave Ordinance (adopted by voter referendum Nov. 4, 2014); Newark, New Jersey Sick Leave for Private Employees Ordinance, Newark Mun. Code Title 16, Chapter 18; New York State Sick Leave Requirements, NY Labor Code § 196-b; N.Y.C. Earned Safe and Sick Time Act, N.Y.C. Admin. Code Title 20, Chapter 8; Oakland, California, Oakland Living Wage Ordinance, Oakland Mun. Code Section 2.28.030(B); Oakland Paid Sick Leave Ordinance, Oakland Mun. Code Section 5.92.030; Passaic, New Jersey, Sick Leave for Private Employees Ordinance, Passaic Mun. Code Chapter 128, Article I; Paterson, New Jersey, Sick Leave for Private Employees Ordinance, Paterson Mun. Code Chapter 412; Petaluma, California, City of Petaluma Living Wage Ordinance, Petaluma

Mun. Code Section 8.36.060(B); Philadelphia, Pennsylvania, Philadelphia 21st Century Minimum Wage and Benefits Standard 107, Phila. Code Section 17-1305(2); Philadelphia Promoting Healthy Families and Workplaces Ordinance, Philadelphia Admin. Code Chapter 9-4100; Proposition 206 – Arizona Fair Wages and Healthy Families Act; San Francisco Sick Leave Ordinance, San Francisco Admin. Code Section 12W; San Francisco, California, Minimum Compensation Ordinance, S.F. Admin. Code Chapter 12P; Seattle Paid Sick Time and Paid Safe Time Ordinance, Seattle Mun. Code Chapter 14.16; Sonoma, California, City of Sonoma Living Wage Ordinance, Sonoma Mun. Code Section 2.70.060(B); Tacoma, Washington, Paid Leave Ordinance, Tacoma Mun. Code Chapter 18.10; Trenton, New Jersey, Ordinance 14-208 (Aug. 25, 2014); City of San Diego Earned Sick Leave and Minimum Wage Ordinance, San Diego Mun. Code §§ 39.0101 et seq.; Vermont Earned Sick Time Act; Westchester County NY Safe Time Leave Law. Agreed 4/24/24

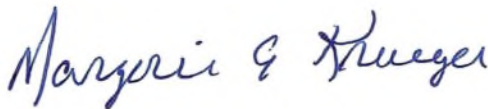
- L. Employees who submit written documentation of illness or injury from a qualified medical examiner may shift trade for coverage of their shift and use hours from their sick bank to make up the time. This documentation must be submitted to the Company as soon as possible but no later than the day the employee returns to work. (Book Agreed)



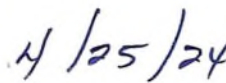
Company



Date



Union



Date

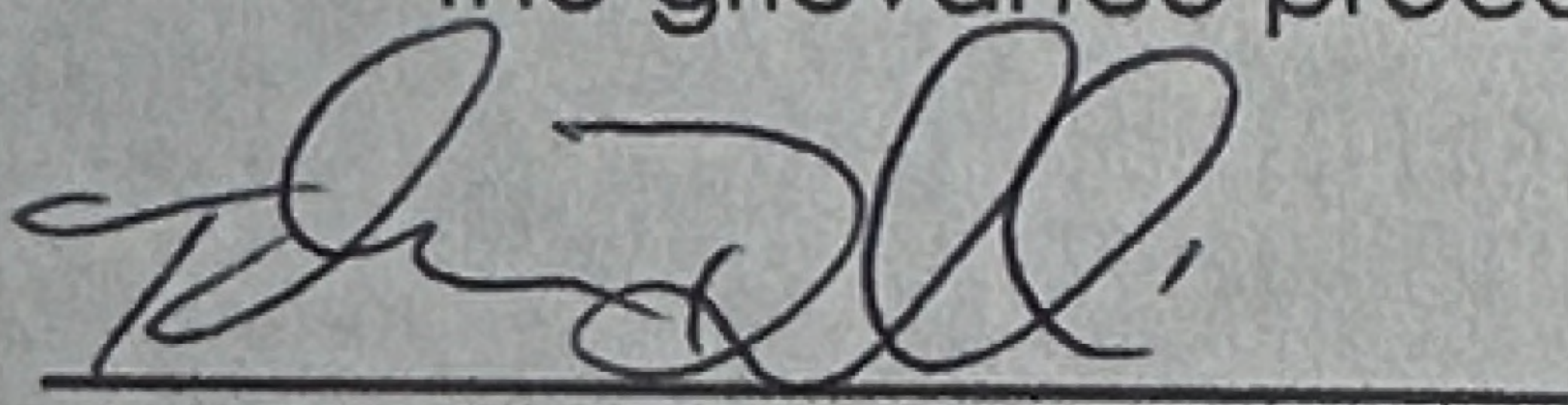
ARTICLE 16

MEDICAL EXAMINATION

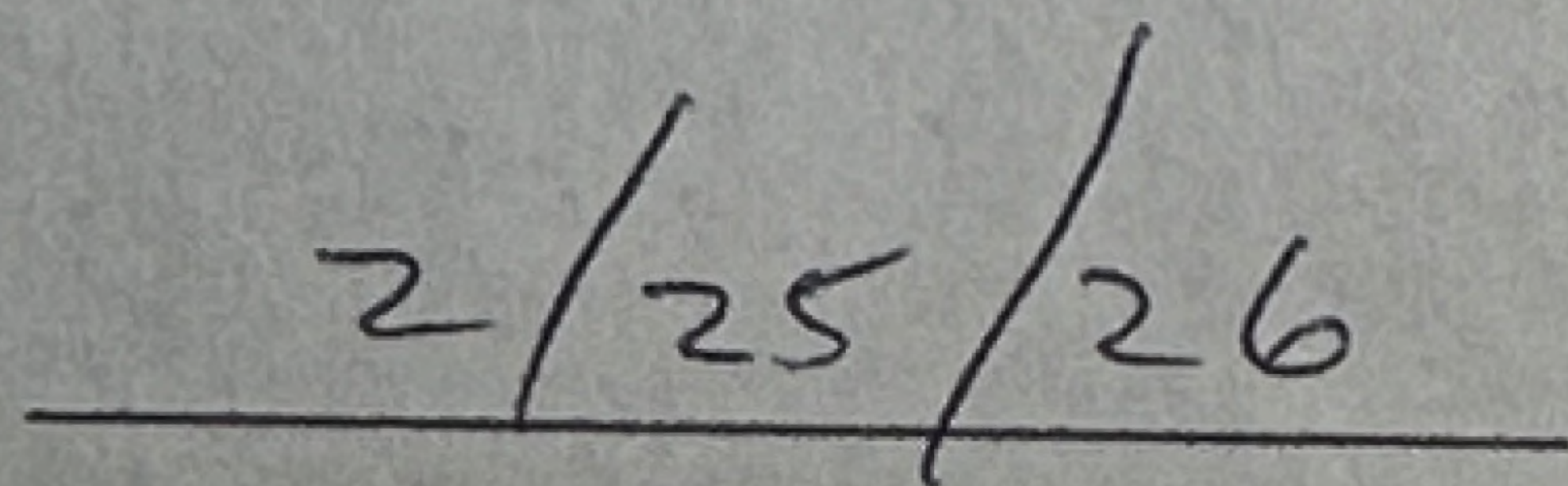
- A. Employees may be required to submit to a Company paid medical examination at the time of employment and at such time as a Company official determines that an employee's physical or mental condition may impair the performance of his duties or poses a safety hazard to him, other employees or customers. The Company official will document the observations and/or reason(s) that lead to the requirement for a medical examination. The employee, upon request to Human Resources, shall be furnished a copy of the Company's medical examiner's report and a copy of the observations and/or reason(s) that led to the requirement for the medical examination.
- B. Any information obtained by or as a result of a Company's medical examination and information received by the Company from the employee's medical examiner and/or a neutral medical examiner, shall be strictly confidential between the Company officials directly involved in the case, its insurance carriers, the Company's doctor, and the employee, and shall not be divulged to any other person without the written permission of the employee.
- C. Any employee who fails to pass and/or is removed from service as a result of a Company medical examination may, at his option, have a review of his case as outlined below.
 - 1. Within fifteen (15) days of the failed examination and/or removal from service, he may employ a qualified medical examiner of his own choosing and at his own expense for the purpose of conducting a medical examination for the same purpose as the medical examination was made by the Company's medical examiner.
 - 2. A copy of the findings of the medical examiner chosen by the employee will be furnished to Human Resources within fifteen (15) days following the examination, and in the event that such findings verify the findings of the medical examiner employed by the Company, no further medical review of the case will be afforded.
 - 3. In the event that the findings of the medical examiner chosen by the employee disagree with the findings of the medical examiner employed by the Company, the Company will, at the written request of the employee, ask that the two (2) medical examiners agree upon and appoint a third qualified and neutral medical examiner, preferably a specialist, for the purpose of making a further medical examination of the employee to determine his fitness for duty.
 - 4. Such three (3) medical examiners, one (1) representing the Company, one (1) representing the employee affected, and one (1) neutral medical examiner approved by the Company medical examiner and

the employee's medical examiner will constitute a board of three (3), the majority vote of which will decide the case.

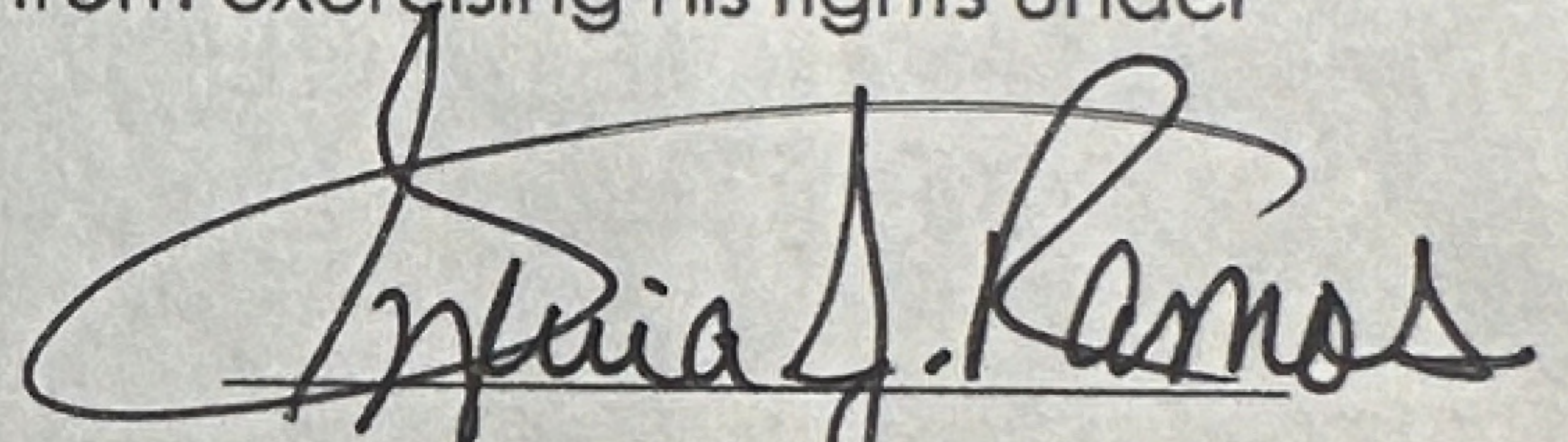
- D. The expense of employing the neutral medical examiner will be borne one-half ($\frac{1}{2}$) by the employee and one-half ($\frac{1}{2}$) by the Company. Copies of such medical examiner's report will be furnished to Human Resources and the employee.
- E. If the majority opinion of the Board of the three (3) medical examiners upholds the employee's case, he will be restored to his former job and be paid for time lost, at his base rate of pay, less any amount he may have received as compensation during the interim period and/or less any amount of pay lost as a result of the employee unreasonably delaying the medical examination process. In addition, the employee will be reimbursed for his share of the expense of employing a neutral medical examiner.
- F. The above procedures do not apply in the case of time sensitive examinations, such as an examination required by law.
- G. Nothing in this Article shall prevent an employee from exercising his rights under the grievance procedures of this Agreement.



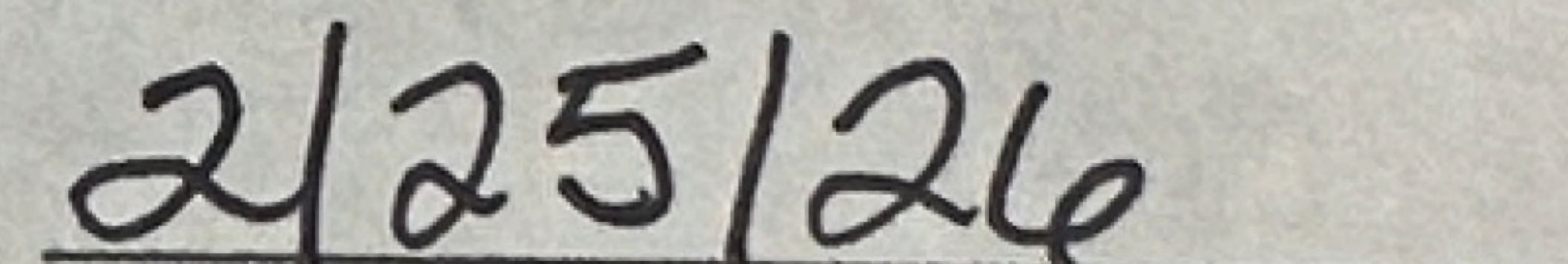
Signature for Company



Date



Signature for Union



Date

ARTICLE 17 Benefits

The Company will continue to make available health, dental, life, and short-term and long-term disability insurance benefits as set forth herein. Should it become necessary to change benefit levels, the Company will notify the Union before they are implemented. ~~The Company will provide the cost and benefits offered and will schedule a benefit review with the Union to discuss the rates and any plan changes at a date mutually agreed upon. once a year within seven (7) days of receiving the rates for the upcoming year on a date mutually agreed upon. at least sixty (60) days prior to open enrollment.~~ Agreed 10/22/24

A. Health and Dental Insurance

1. Employees will be eligible for coverage under the Health and Dental Insurance plan on the sixtieth (60) day of active service with the Company.
2. Employees may enroll or add dependents to the coverage of the plan at open enrollment, or within thirty-one (31) days of a qualifying change in status under the plan including upgrade to full time, loss of other insurance coverage, or the addition of a new dependent through birth, marriage, or adoption.
3. The Company may require an employee to submit periodic certification that his dependents are not eligible for health and/or dental coverage through their employers (if employed).
4. Employees may voluntarily elect to waive all medical and dental benefits and receive a premium of ~~\$75.00 150-100-85.00 75-50.00~~ per month ~~for full-time employees and \$75. per month for part-time employees~~. The Full time ~~Employee Benefit Waiver Form must be signed and received before the premium is paid to an employee. Employees may enroll in medical and dental benefits during open enrollment, must be completed in the companies HRIS system~~ before the premium is paid to an employee. Employees may enroll in medical and dental benefits during open enrollment.
5. Employees who are enrolled in medical insurance will pay the following monthly premium (~~18 19,20-19~~% of the costs of the fully insured rate adjusted annually). Effective January 1, ~~2018 2025-2026-2026~~ the rates are as follows:

\$120.99	<u>\$186.54</u>	Single
\$216.57	<u>\$333.90</u>	Employee/Child
\$252.87	<u>\$389.86</u>	Employee/Spouse
\$260.13	<u>\$401.05</u>	Family (employee, spouse, child)
\$337.57	<u>\$520.43</u>	Family (employee, spouse, children)

Effective January 1, ~~2026-2028~~, employees who are enrolled in medical insurance will pay ~~21-20-19~~ **21**% of the costs of the fully insured rate adjusted annually.

Effective January 1, ~~2027-2029~~, employees who are enrolled in medical insurance will pay ~~22-21~~ **23**% of the costs of the fully insured rate adjusted annually.

Effective January 1, ~~2028-2030~~, employees who are enrolled in medical insurance will pay ~~23-24~~ **25**% of the costs of the fully insured rate adjusted annually.

The Company shall have the discretion to lower the employee percentage, either for the employees as a whole or on an individual employee basis.

6. Employees who are enrolled in dental insurance will pay the following monthly premium (~~18-19-20~~ **19**% of the costs of the fully insured rate adjusted annually). Effective January 1, ~~2018-2025, 2026, 2026~~ the rates are as follows:

\$6.04	<u>\$5.91</u>	Single
\$16.91	<u>\$16.55</u>	Family

Effective January 1, ~~2026-2028~~, employees who are enrolled in medical insurance will pay ~~21-20~~ **21**% of the costs of the fully insured rate adjusted annually.

Effective January 1, ~~2027-2029~~, employees who are enrolled in medical insurance will pay ~~22-21~~ **23**% of the costs of the fully insured rate adjusted annually.

Effective January 1, ~~2028-2030~~, employees who are enrolled in medical insurance will pay ~~23-24~~ **25**% of the costs of the fully insured rate adjusted annually.

The Company shall have the discretion to lower the employee percentage, either for the employees as a whole or on an individual employee basis.

7. Employees with more than three (3) years of service may continue to receive health and dental insurance while on a leave of absence by paying the applicable employee contribution rates. Employees with more than one (1) year of service and less than three (3) years of service may continue to receive health and dental insurance for up to twenty-six (26)

weeks while on a leave of absence by paying the applicable employee contribution rates.

8. Part time employees who work an average of thirty (30) or more hours per week during a six (6) month look-back shall be eligible for the same or similar health insurance plan that is available to part time employees as of the date of signing of this Agreement. The six (6) month look-back window will be done twice per calendar year. The employee cost share shall be no greater than twenty-five per cent (25%) of the full cost of the coverage. ***Back to book – AGREED 7/2/25**

B. Disability Insurance

1. Full time employees will be eligible for coverage under the Short Term Disability Insurance on the sixtieth (60) day of active service with the Company. Eligibility for benefits for non-work related injuries or illnesses will be governed by the Plan terms. ***Back to Book**
2. The Short Term Disability plan provides benefits equal to 66 2/3% of the employee's base pay, up to the plan maximum of \$500 per week. The Company will pay the full cost of the benefit. Short Term Disability commences on the first day of an injury, and on the eighth day of an illness or the first day of hospitalization for an illness, whichever is earlier, and continues for up to a maximum of twenty-six (26) weeks. An employee will not be eligible for Short Term Disability benefits until he has exhausted his earned sick and vacation leave. Family Medical Leave will run concurrently with Short Term Disability. **Agree 9/19/24**
3. Full time employees will be eligible for coverage under the Long Term Disability Insurance after two (2) years of service. Eligibility for benefits for non-work related injuries or illnesses will be governed by the Plan terms. ***Back to Book**
4. The Long Term Disability plan provides benefits equal to 60% of the employee's base pay, offset by social security disability benefits received, up to the plan maximum of \$5,000 per month. Long Term disability commences after exhaustion of Short Term Disability benefits and continues until age sixty-five (65), retirement or death, whichever occurs first. **Agree 9/19/24**
5. To be eligible to receive Short Term or Long Term Disability Insurance benefits, an employee must immediately notify his manager of injury or illness and provide the manager with a physician's statement certifying that he is unable to perform the duties of his classification. Appropriate forms to initiate a claim for Short Term or Long Term Disability Insurance benefits can be obtained from the Benefits Department. The employee must provide all information requested by the Company and the insurance carrier. The insurance carrier will notify the employee whether

benefits are approved under the plan and the disability time period in which benefits are payable. **Agree 9/19/24**

6. An employee who receives Short Term or Long Term Disability Insurance benefits must submit a signed "Release to Work" form from his attending physician before returning to work. **Agreed 9/19/24**

C. Life Insurance

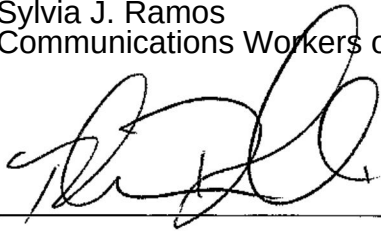
The Company will provide all full time employees with ~~\$50,000 \$40,80-70 \$60,000~~ of life insurance and AD&D insurance at no cost to the employee. **** The Company agrees to increase Life Insurance from \$40,000 to \$50,000 provided the cost to the Company is less than \$100,000 per year.**



Sylvia J. Ramos
Communications Workers of America

7.16.26

Date



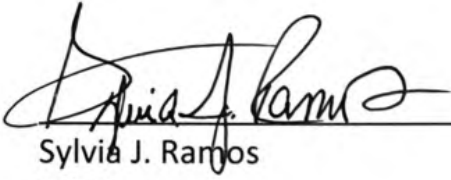
Piedmont Airlines
Tom Dombroski

7/8/26

Date

1. Employer Responsibilities for a Safe Workplace:

- A. Employees will be required to observe all safety regulations and policies issued by the Company and to work in a safe manner. Employees will be covered on all applicable safety regulations and policies.
- B. The Company will maintain safe and sanitary conditions in all work areas. Company vehicles and equipment will be inspected in accordance with Federal, state and airport regulations and will be maintained in safe working order. An employee will not be required to use or operate Company vehicles or equipment found to be unsafe after inspection by Management or GSE, or to work in unsafe or unsanitary areas or under unsafe or unsanitary conditions. No employee shall be required to clean office(s), breakroom(s) and restroom(s). Employees are expected to clean up after themselves. An employee will immediately notify the Company immediately or as soon as practicable of an unsafe or unsanitary area or condition and will suffer no retaliation from the Company or the Union for doing so reporting.
- C. The Company will furnish first aid equipment and necessary safety devices and protective equipment for employees. Article 10.E.1 Applies for replacement policies for certain PPE.
- D. The Quarterly System-wide Safety Committee, and Monthly Local Station Safety Committees and Monthly Local Station Safety Walks will assist the Company in reviewing, investigating and resolving safety concerns.
- E. The Company will pay a fine levied against an employee through no fault of his/her/their own for operating a Company vehicle within the scope of his/her/their employment that fails to comply with state or airport regulations.



Sylvia J. Ramos
CWA

3/7/25
Date



Tom Dombroski
Piedmont Airlines, Inc.

3/7/25
Date

February 22, 2024

ARTICLE 19

GRIEVANCE PROCEDURE

A. A grievance is a dispute between the parties concerning either the discipline or discharge of a non-probationary employee or a dispute between the parties arising out of the interpretation or application of any of the terms of this Agreement. Prior to filing a grievance, the Union representative and the employee, if the employee desires the assistance of his steward, will attempt to discuss the dispute with the employee's manager or designee in an effort to resolve the dispute. The manager or designee will respond to the Union within five (5) days of the discussion. In the absence of a discussion, the dispute may be grieved at Step One in Paragraph D below.

B. Both the Company and the Union have the right to investigate the facts relating to a dispute between the parties and the Company and the Union agree to assist each other in the conduct of such investigations.

1. Nothing herein will prohibit the Company from holding an employee out of service without pay pending an investigation. Should the Union request an update on the status and progress of the investigation, the Company shall provide it.
2. If an employee is held out of service without pay pending investigation and is subsequently exonerated of the charges, he will be made whole as it pertains to wages, seniority, longevity and benefits, and his personnel file will be cleared of all references to the incident.
3. The Company shall make every reasonable effort to conduct such investigation as expeditiously as possible.

C. A grievance arising out of the application or interpretation of the terms of this Agreement must contain a reference to the provision(s) **specific Article(s)** of the Agreement alleged to have been violated, and a statement of the facts involved, **a statement of the Union's position and the specific relief requested and shall be** sufficiently detailed to allow investigation of the incident. Agreed
2/22/2024

D. Steps

1. Step One

A written grievance must be filed with the Station Manager within twenty (20) days after the affected employee became aware or reasonably should have become aware of the circumstances from which the dispute arises. The Station Manager or designee will hold a hearing within fifteen (15) days following receipt of the grievance. Within fifteen (15) days after the completion of the

TENTATIVE AGREEMENT

February 22, 2024

hearing, the Company will issue its decision in writing to the employee, unless further investigation is required, in which case the Company will notify the employee and the Union for the reasons of the delay.

- a. Group grievances or et al grievances ~~arising from discipline~~ may be submitted to the Local Station Manager. Agree 02/22/24
- b. Group grievances, et al grievances, or any other grievances filed by an International Representative arising from system-wide contract interpretation disputes may be submitted directly to Piedmont.SBA@aa.com ~~the Vice President of Human Resources or her designee~~ for immediate submission to the System Board. Nothing will prevent the Vice President of Human Resources **Ground Handling** or her designee to meet and discuss and possibly resolve with the Union before submission to the System Board of Adjustment. AGREED 1/17/24

2. Step Two

- a. If the decision of the Company is not satisfactory to the employee or the Union, it may be appealed by the Union to the System Board of Adjustment within fifteen (15) days after receipt of the decision by serving written notice to Piedmont.SBA@aa.com ~~on the Vice President of Human Resources or her designee~~. Agreed 1/17/2024
 - b. Notwithstanding paragraph D.2. (a) above, and by mutual agreement of the parties, Step Two appeal hearings will be held telephonically at a pre-System Board step, unless either party requests that the meeting be held face-to-face. Once scheduled, the call/meeting may not be cancelled within forty-eight (48) hours except in the event of extenuating circumstances. The Company will supply a written decision within two (2) business days of the call. If the parties are unable to resolve any matter at the pre-System Board step, the Union may appeal such matter to the System Board of Adjustment within fifteen (15) days after receipt of the decision by serving written notice to Piedmont.SBA@aa.com ~~on the Vice President of Human Resources or her designee~~. Agreed 1/17/2024
- E. If an employee or the Union fails to comply with the time limits prescribed in this Article or if the Union fails to attend the scheduled Step One or Step Two hearing, the decision of the Company will be final and binding. If the Company fails to comply with the time limits prescribed in this Article, the grievance will be deemed automatically appealed to the next step. All time limits in this Article may be extended, in writing, by mutual agreement. Agree 02/22/24
- F. At any meeting or hearing conducted under this Article, an employee is entitled to be represented by a steward of his choice, provided that the selection of a specific steward does not cause an unreasonable delay in the proceedings.

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- G. An employee may opt to have the steward represent him without the employee being present during the Step 1 or Step 2 grievance meeting. In such circumstances, the Union will review with the Company in advance of the meeting.

Margorie A. Kueyer

Union

2/22/24

Date

[Signature]

Company

2/22/24

Date

ARTICLE 20**SYSTEM BOARD OF ADJUSTMENT**

- A. In compliance with Section 204, Title II, of the Railway Labor Act, as amended, a System Board of Adjustment is hereby established for the purpose of deciding disputes arising under this Agreement that are properly submitted to it. This Board will be known as the "Fleet and Passenger Service Employees' System Board of Adjustment," hereinafter referred to as the "Board."
- B. The Board will consist of four (4) members, two (2) selected by the Union and two (2) selected by the Company. The Board Members must either be employees of the Company or Union Representatives, except an individual may not serve as a Board Member in a case in which he was directly involved in.
1. The office of Chairman will be filled alternately by the parties. A Union representative will serve as the first Chairman.
 2. The Discipline Board will meet monthly in person or electronically if agreed at PHL, DCA, CLT, PHX, ~~CA~~, offices of the Company, unless a different place for the meeting is jointly agreed upon by the Company and the Union, and provided there are cases to be heard on the docket. The meetings will continue in session until all matters before it have been considered or within the agreed upon time frame once the schedule is set or as otherwise mutually agreed upon in writing. **Agree 4/24/24. (Discuss)**
 3. The Contract Interpretation Board will meet in person or electronically if agreed ~~quarterly~~ monthly at rotating among the PHL, CLT, DCA and PHX offices of the Company on the first Tuesday of each quarter, unless a different place or time for the meeting is jointly agreed upon by the Company and the Union. The meetings will continue in session until all matters before it have been considered or within the agreed upon time frame once the schedule is set or as otherwise mutually agreed upon in writing. **Agree 4/24/24.(Discuss)**
 4. The Company will be advised fourteen (14) days in advance of the grievances to be heard at System Board to include the Union Representative handling each grievance. If the Union Representative is scheduled to work on that day, the Union must notify his Station Manager or his designee as soon as the assignment is made but no later than fourteen (14) days in advance.
 5. In cases of discharge, a CWA Representative and the Vice President of Human Resources or designee will meet to determine whether the case will bypass the four (4) member Board and be submitted directly to a three (3) member Board with a Neutral Chairman selected in accordance

with paragraph G., below. If there is no agreement, the case will remain at the four (4) member Board.

6. Members of the Board and any required advocate(s) who are employees of the Company will be afforded the necessary pass privileges to attend Board hearings. The number of advocates will be limited to the extent possible to minimize the blocking of revenue seats.
- C. Except as provided herein, the Board will have jurisdiction over all disputes which arise out of disciplinary or discharge grievances or out of the interpretation or application of any of the terms of this Agreement. The Board does not have the authority to add to or subtract or otherwise modify the language of the Agreement.
- D. If the Board deadlocks, the Union or the Company may appeal the case to arbitration within thirty (30) days of the day the System Board deadlocks or the grievance shall be considered to be waived and may not thereafter be submitted to Arbitration or any adjustment in any forum.
- E. For employees with less than five (5) years of Fleet and Passenger Service seniority, disciplinary action that occurs as a result of theft, term pass violations, physical violence, or drug and alcohol testing violations, only the issue of whether the employee engaged in the alleged misconduct may be the subject of a submission to the System Board of Adjustment.
- F. The Board will consider any grievance properly submitted to it by the Union or the Company when such matter has not been previously settled in accordance with the terms provided for in this Agreement.
- G. Grievances submitted to the Board will be addressed to the Vice President of Human Resources or her designee.
 1. Each submission will include:
 - a. Question(s) at issue;
 - b. Statement of Facts;
 - c. Position of the employee(s) or the Union;
 - d. Position of the Company; and
 - e. Relief requested.
 2. When possible, joint submissions should be made, but if the parties are unable to agree upon a joint submission, then either party may submit the grievance and its position to the Board.

3. Unless the Company and the Union agree upon a combination of grievances to be presented to the Board, each grievance presented will be treated as a separate case.
- H. Following a hearing of a grievance properly submitted to it, the Board will attempt to decide the case. If a majority of the Board Members concurs, they will render a decision in writing at the conclusion of the Board hearing. Decisions of the Board in matters properly referable to it will be final and binding. If a majority of the Board Members does not concur on a grievance, a "Neutral Board Member," will be selected in accordance with paragraph G., below, to become a member of the Board. The Board will consist of three (3) members; the neutral, one (1) representative from the Company and one (1) representative from the Union.

1. In cases where either Party asserts a procedural defect(s) exists (examples include, but are not limited to, timeliness (see Article 19(D)(1), (2)) or the grievant was within their probationary period at the time the discipline or discharge at issue took place (see Articles 7(C) and 19(A)), the Board must first hear argument and render a decision on the alleged procedural defect(s) before hearing argument and issuing a decision on the merits of the case. In such instances, the following "bifurcation" process shall apply. An case that involves a bifurcation must be flagged by the Union or the Company whichever party is alleging the procedural defect prior to system board.

If a majority of the Board Members find a procedural defect(s) does exist (i.e. the case is untimely or the grievant was within their probationary period at the time the discipline or discharge at issue took place), the case shall not proceed to the merits and the decision of the board shall be final and binding;

If a a majority of the Board Members find a procedural defect does not exist, the case shall proceed to the merits and a decision shall be rendered by the Board in accordance with this sub-paragraph H;

If a majority of the Board Members do not concur on the alleged procedural defect(s) (if a deadlock occurs), the Board shall hear argument and render a decision on the merits of the case. However, any decision on the merits shall be suspended and sealed pending escalation of the alleged procedural defect(s) to a neutral arbitrator as set forth in Article 20(D) of the CBA. If the neutral arbitrator finds a procedural defect(s) does exist, such decision shall be final and binding and the decision of the Board as to the merits of the case shall be void. If the neutral arbitrator finds a procedural defect(s) does not exist, the decision of the Board as to the merits of the case shall take effect and be subject to the provisions of this Article 20(H)

(final and binding if a majority concurs, subject to arbitration if a majority does not concur).

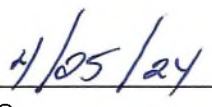
- I. When a Neutral Board Member is necessary to resolve a grievance, the Company and the Union will select the Neutral Board Member from the panel of arbitrators listed below. If the Company and the Union cannot agree upon the Neutral Board Member or a method for selecting him, the Neutral Board Member will be selected from the panel by using an alternate strike method. **AGREE**

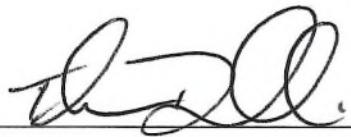
1/17/24

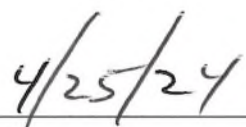
1. ~~Charlotte Gold~~ Marlene Gold
 2. Frederic Horowitz
 3. Ira Jaffe
 4. Joyce Klein
 5. ~~George Nieelau~~ Dana Eischen
 6. Richard Perkovich
 7. Martin F. Scheinman
 8. Gil Vernon
 9. ~~Christine VerPloeg~~ Lynn Gomez
- J. In coordination with the Neutral Board Member, the parties will set a time and date for the hearing. The Neutral Board Member will preside at meetings and hearings of the Board and will serve as Chairman. It will be the responsibility of the Chairman to guide the parties in the presentation of testimony, exhibits and argument at hearings to the end that a fair, prompt and orderly hearing of the grievance is afforded.
- K. The decision of the Neutral Board Member will be final and binding.
- L. The expenses and compensation of the Neutral Board Member will be borne equally by the parties.
- M. Employees may be represented at Board hearings by such person or persons as they may designate, and the Company may be represented by such person or persons as it may designate. Evidence may be presented orally or in writing or both.

- N. The number of witnesses summoned at any one time will not be greater than the number which can be spared without interference with the operation of the Company. Witnesses providing testimony will do so under oath.
- O. Each witness summoned by the Board or called by either party will be free from retaliation or adverse action by either the Union or the Company because of giving testimony in good faith.
- P. Each of the parties will assume the compensation, travel expenses and other expenses of the witnesses called by it.
- Q. It is mutually agreed that a stenographic report is to be taken of all Neutral Board hearings, and that the cost will be borne equally by both parties to the dispute.


Union


Date

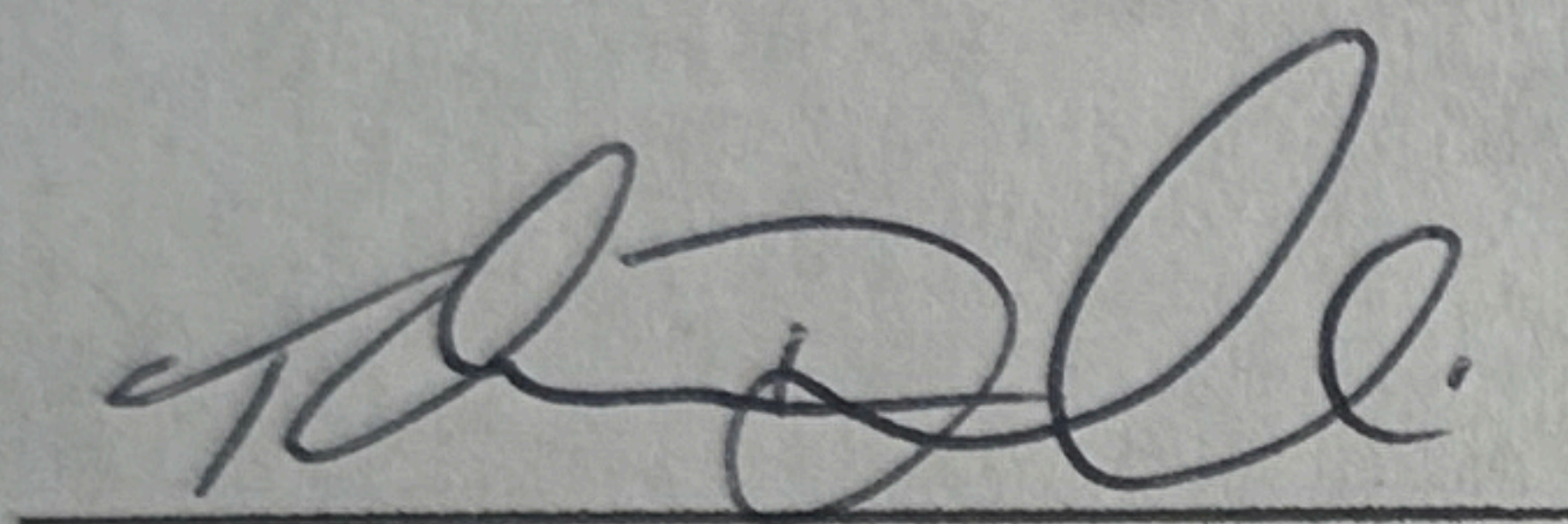

Company


Date

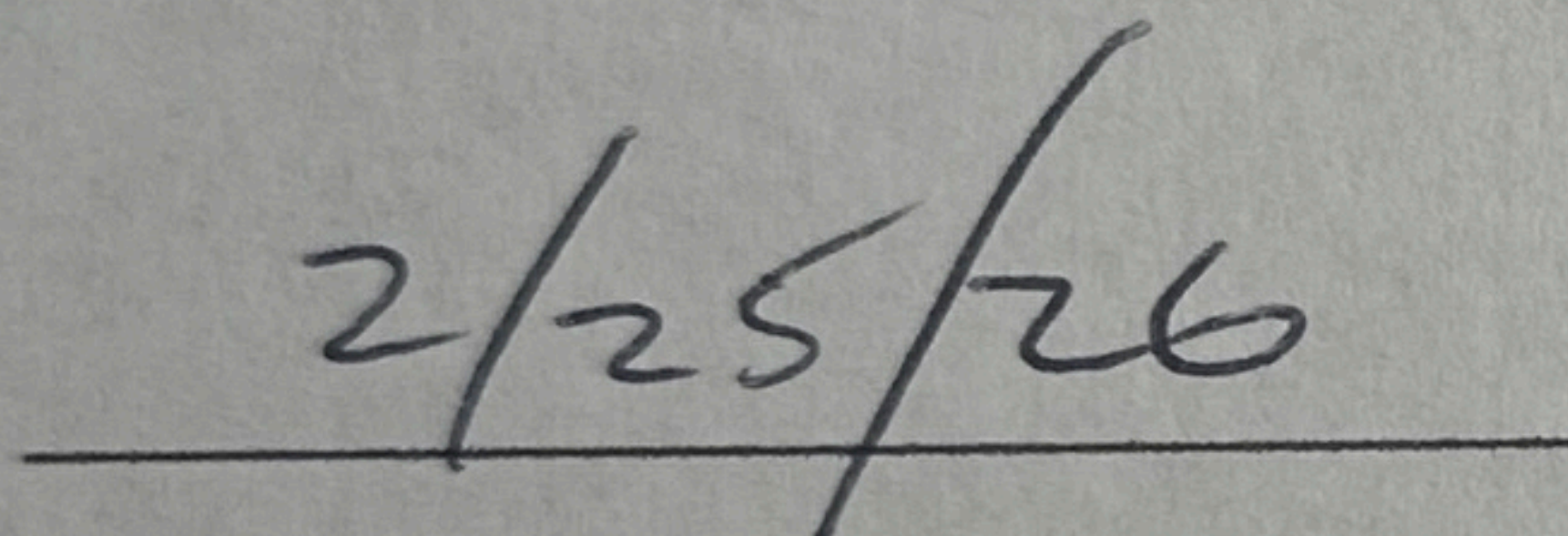
ARTICLE 21

NO STRIKE, NO LOCK-OUT

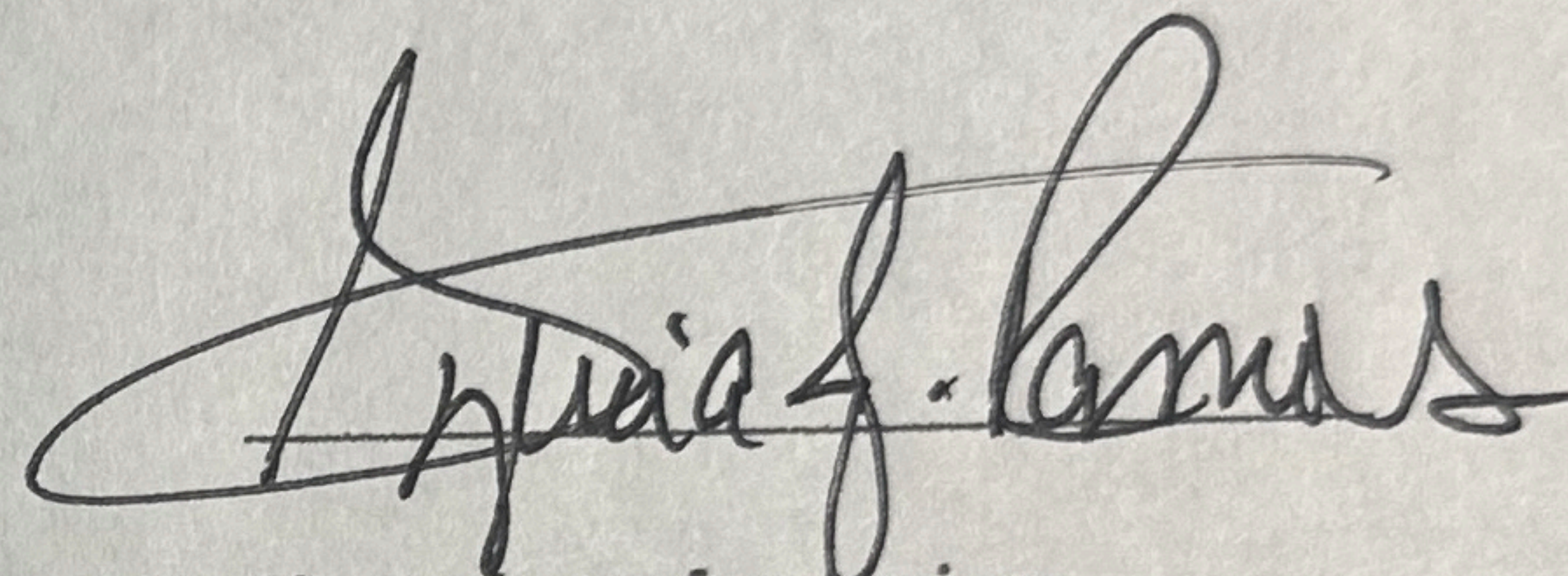
- A. During the term of this Agreement, the Company will not lock out any employee covered hereby, and neither the Union nor the employees will authorize, encourage or take part in any strike, slowdown, picketing (other than informational picketing), sympathy strike or other concerted interference with the operation of the Company.
- B. An employee who participates in the activities prohibited in paragraph A., above, will be subject to disciplinary action.



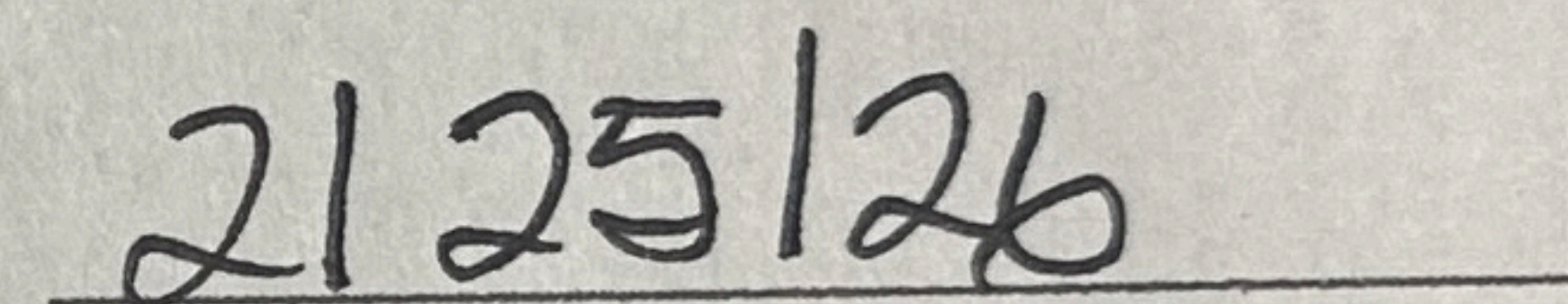
Signature for Company



Date



Signature for Union



Date

ARTICLE 22**UNION REPRESENTATION**

- A. The Company will provide the Union with up to an hour to address each new hire class of employees either before or after a scheduled orientation or training session.
- B. The Company will make space available at each station for a bulletin board of adequate size for the exclusive use of the Union to post notices relating to Union meetings and other Union business. Posted materials will not contain derogatory, defamatory, or inflammatory material.
- C. Union representatives who are employees will be released to attend System Board Hearings as necessary, provided the Union gives advance notice to the Company as soon as the employees' presence at the System Board Hearing is confirmed, but in no case less than fourteen (14) days prior to the date of the hearing. In addition, the Union will make a reasonable effort to consolidate the assignment of cases in order to minimize the number of employees to be released from the operations.
- D. An authorized Union representative who is not a Piedmont employee, after notifying management with as much advance notice as possible, will be given access to Piedmont break rooms to transact Union business as is necessary for the administration of the contract, so long as such access is not prohibited by applicable airport or TSA regulation. Such Union business will not interfere with the operation of the Company.
- E. The Company will meet and confer with the Union in advance of any changes to these policies ~~station-specific policies station-specific policies or any other policies~~ and any changes to the Employee Handbook and Policy and Procedures Handbook. ~~Upon request the Union will be provided with the policies.~~
- F. A station manager will meet with Union representatives at mutually agreeable times and will not refuse reasonable requests to meet. When a Union representative is scheduled to meet with a Company representative, he/she will be granted space positive travel. Such meetings will be coordinated in advance with the Company by authorized Union officials from the Local Union office or the National Union office.
- G. The Union will designate up to fifteen (15) employees to handle Union business. Full time employees will not lose their full time status regardless of actual hours worked. Part time employees will not be adversely affected if they trade below the minimum hours' requirement as referenced in Article 27.G. Once a Quarter, the Union will submit any changes in the list of employees.
- H. A Union steward will be able to attend an investigatory meeting of an employee where the result of such meeting may result in disciplinary action.
- I. An employee will be entitled to Union representation at a disciplinary meeting.

- J. A Union representative who is an employee ~~or retiree~~ of the Company will be permitted to use his space available travel privileges to conduct Union business.
- K. Authorized representatives of the Union shall be allowed excused time, paid at the employee's pay rate, to attend Union Management meetings requested by the Company.
- L. Consistent with the requirements of the operation, the Company will allow short-term requests for time off without pay for employees designated by the Union to attend conferences, training, to assist in the Local Union office or for other short-term Union business. The Company shall be given a minimum of one (1) week's notice in advance of such requests.

Marge Krueger
CWA

8/22/24
Date

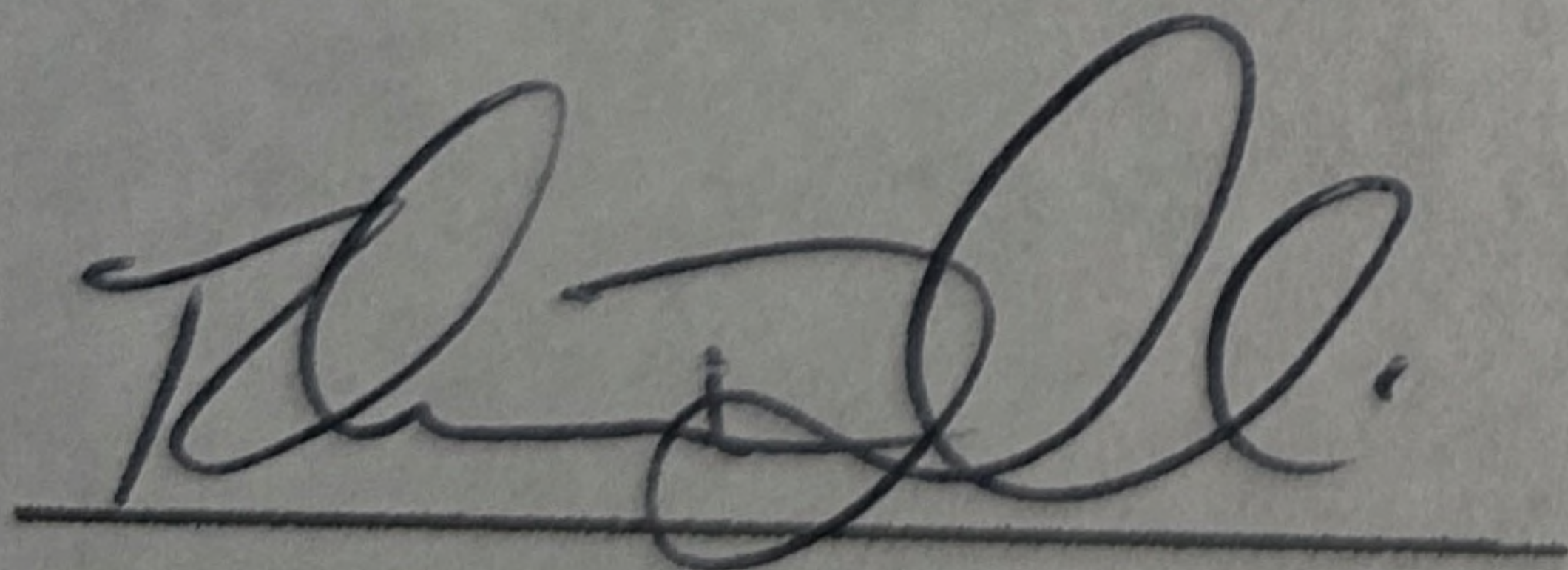
[Signature]
Company

8/22/24
Date

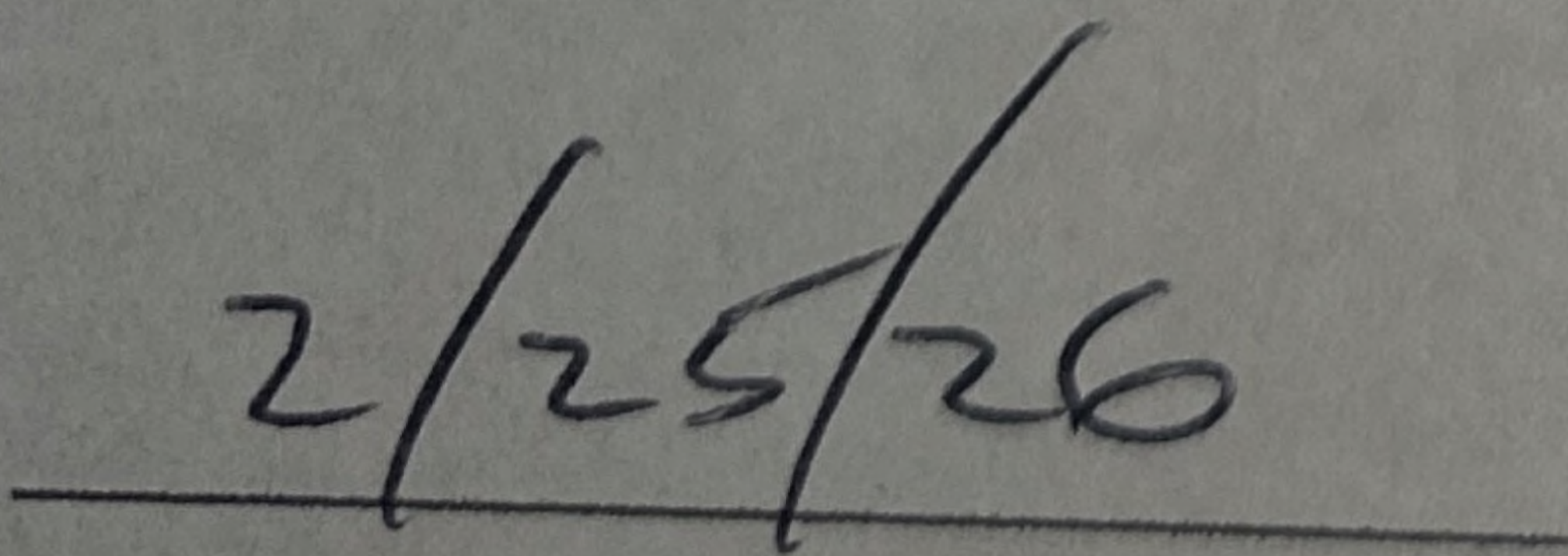
ARTICLE 23**UNION SECURITY and MAINTENANCE of MEMBERSHIP**

- A. Each employee shall, as a condition of continued employment, within sixty (60) days following the beginning of such employment or the effective date of this Agreement, whichever is later, become a member of, and thereafter maintain membership in good standing in the Union except as provided otherwise herein.
- B. For the purposes of this Section, "membership in good standing in the Union" shall consist of payment by the employee of dues (as described herein) for each calendar month not later than the last day of the second following calendar month, as may be levied in accordance with procedures set forth in the Union's Constitution. Each employee of the Company covered by this Agreement who fails to voluntarily acquire or maintain membership in the Union shall be required, as a condition of employment, beginning sixty (60) days after the effective date of this Agreement or sixty (60) days after the completion of his probationary period, whichever is later, to pay the Union each month a service charge as a contribution for the administration of the Agreement and the representation of such employee. The service charge for the first month shall be in an amount equal to the Union's regular and usual monthly dues, and for each month thereafter in an amount equal to the regular and usual monthly dues uniformly required as a condition of acquiring or retaining membership.
- C. All rights of an employee under this Agreement and such supplements and amendments as may apply are contingent upon his or her acquisition and maintenance of membership in good standing in the Union or by paying the applicable service charge.
- D. If any employee of the Company covered by this Agreement becomes delinquent in the payment of this service charge or any Union member becomes delinquent in payment of his dues, the Union shall notify such employee by certified mail, return receipt requested, copy to the Company's Vice President of Human Resources, that he is delinquent in the payment of such service charge or membership dues as specified herein and is subject to discharge as an employee of the Company. Such letter shall also notify the employee that he must remit the required payment within a period of thirty (30) days or be discharged. If, upon the expiration of the thirty (30) day period, the employee still remains delinquent, the Union shall certify in writing to the Company's Vice President of Human Resources, copy to the employee that the employee has failed to remit payment within the grace period allowed and is therefore to be discharged. The Company will, within ten (10) working days after receipt of notice from the Union, discharge any employee who is not in good standing in the Union, as defined above.
- E. When new employees are hired into classifications covered by this Agreement, the Company will furnish to the Union the names, home addresses and location of employment of such employees within thirty (30) calendar days after they are hired.

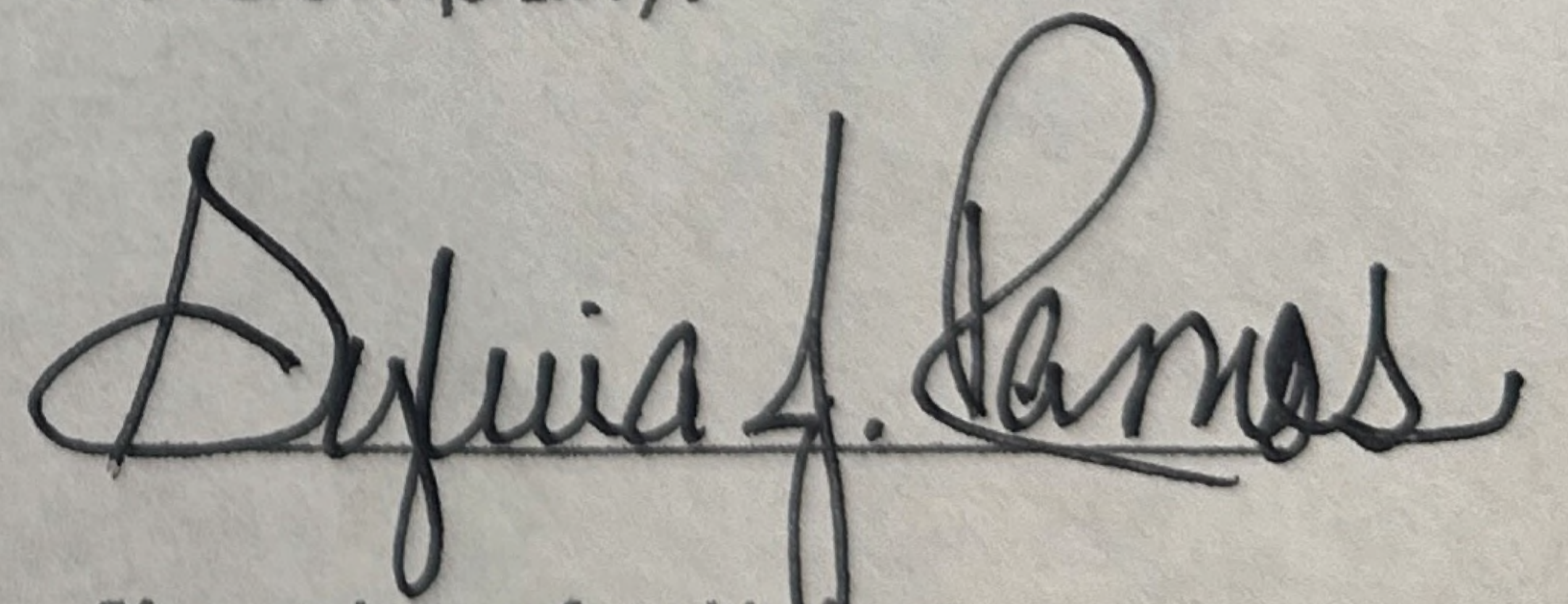
- F. Upon receipt by the Company of a signed authorization to the Union of dues and payable to the Union, the Company will deduct from the employee's check such dues as are uniformly required as a condition for acquiring or retaining membership or the applicable service charge. This assignment shall be revocable by written notice of the employee and such notice will be sent in duplicate by certified or registered mail to the Union, or upon the termination date of the applicable collective bargaining agreement, whichever occurs sooner.
- G. An employee who has executed a dues authorization and who has been transferred or promoted to a position to which the provision of this Agreement are not applicable (excluding "temporary" or "acting" promotions or transfers) or who quits, resigns or is discharged for just cause from the Company shall be deemed to have automatically revoked his or her assignment as of the date of such action. If he or she transfers back or returns to a position to which the provisions of this Agreement are applicable or is rehired, further deductions of Union dues will be made only upon the execution and receipt by the Union of a new dues authorization.
- H. Deductions provided for in this Section shall be remitted to the properly authorized Union official during the month following the deduction, and the Company will furnish a record of the names of those employees from whom deductions have been made.
- I. No Deductions shall be made for employees for any period during which they are on unpaid leave.
- J. The Union shall indemnify and save the Company harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reasons of the provisions of this Section, including attorney's fees and costs incurred in the defense of any such action. The Company shall promptly notify the Union of any such claim of liability made against the Company.



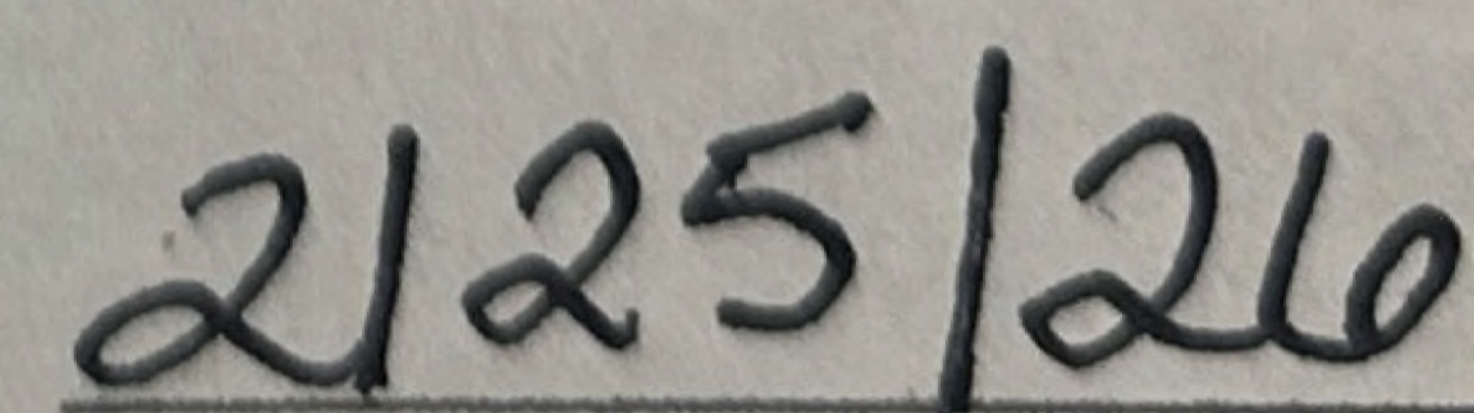
Signature for Company



Date



Signature for Union



Date

ARTICLE 24**GENERAL AND MISCELLANEOUS**

- A. The Company will furnish each employee with an identification card and, if necessary, an airport identification badge. Replacement costs for lost identification cards/badges will be the responsibility of the employee. **(Agreed 3/5/2025)**
- B. All formal agreements, amendments, deletions and additions to this Agreement will be made by written mutual agreement and signed by the designative representative(s) of the Company and the CWA. The Company and the Union will each provide written notice of their designated/authorized representatives. **(Agreed 3/6/2025)**
- C. An employee will not be interfered with, restrained, coerced, or discriminated against by the Company because of his membership in or lawful activity on behalf of the Union. **(Agreed 3/5/2025)**
- D. This Agreement and the letters in Appendix A will be binding on both the Company and the Union and will supersede any and all agreements or previously executed agreements between the Company and any other organization representing employees. **(Agreed 3/5/2025)**
- E. Employees and their eligible family members will be provided free and reduced rate travel privileges as are extended to other Company employee groups in accordance with Company policy, as may be amended. **(Agreed 3/5/2025)**
- F. An ~~active~~-employee, upon written request with at least two (2) business days' notice, will be permitted to inspect and copy his personnel file during normal business hours. The Union, or its representative, will be provided access to, **or upon request, a copy of** a grievant's personnel file, with written permission from the grievant, for review in any disciplinary, contract, or discharge case. ~~Where a grievance is filed involving discipline or discharge and the grievant gives their written permission, the Union or its representative will be permitted to inspect and copy a copy of the grievant's personnel file.~~ **AGREE 3/7/25**

- G. The Company will post a copy of this Agreement on the Piedmont Airlines website accessible for download by employees, including new hire employees. **AGREE 3/6/25**
- H. The Company will continue to apply limited duty, moving and travel expenses in a consistent manner. **AGREE 3/5/25**
- I. Employees will be permitted to use personal electronic equipment in break rooms during non-working time. **AGREE 3/5/25**
- J. Any employee working on a TDY assignment will receive positive-space transportation between the TDY station to report for the TDY assignment and his permanent station as necessary for days off. An employee returning from TDY shall have the option to have a scheduled day off before returning to duty. **AGREE 3/5/25**
- K. The Company will provide the Union with an updated list of active and leave of absence employees at each location to include name, DOH, ADOH, position, base, ~~and~~ status (full- time/part-time), terminations and dues with home addresses ~~on each January 15 and July 15~~ **upon Union request. every month. A privacy document will be required to be signed prior to the Company providing this information. (Agreed, 3/5/25)**
- L. An employee who is not working will be allowed to leave his working area with permission of his supervisor. **AGREE 3/5/25**
- M. The Company and the Union will meet to discuss the future function and composition of the employee committees. **AGREE 3/5/25**
- N. Employees covered by this Agreement who were credited with their years of service from a prior company for the purposes of pay and bidding at their station will continue to be honored. **AGREE 3/5/25**
- O. An employee whose flight ~~privileges~~ benefits or swap privileges are suspended as a result of failing to complete required training by the required date will have his flight benefits or swap privileges reinstated, **on the next business day, or as soon as practical,** upon successful completion of the training. The Company will not suspend both flight privileges and swap privileges as a result of failing to complete required

training. This does not impact any other discipline that is administered as a result of repeated failure to complete the training. **Agreed 2/5/25**

- P. The Company will administer dependability and other disciplinary matters on separate tracks. Nothing herein will preclude the Company from taking an employee's dependability into account in determining the appropriate level of discipline to administer. **Agreed 3/6/25**
- Q. Disciplinary letters will become inactive and will not be referred to in a subsequent discipline or discharge action after twelve (12) months from the date of the disciplinary letter. **Agreed 3/5/25**
- R. Absent extenuating circumstances, all disciplinary letters will be issued within twenty-one (21) days from the date of the incident or the date the Company is aware of the incident, whichever is later. This time limit will not apply to investigations requiring response from an external agency. **Agreed 3/6/25**
- S. ~~Where~~ If available, the Company will provide a private room at work locations for Union representatives to conduct local Union business related to the handling of grievances (e.g., grievance investigations); provided, however, a Union representative gives the Company reasonable notice of the date and time of the requirement for the private room. **(Agree 2/3/25)**
- T. ~~Employees who renew a SIDA badge at a station shall be permitted to complete the renewal process during their regularly scheduled shift if the SIDA office is open during those shift hours. If an employee's regularly scheduled shift is other than when the SIDA office is open, the employee shall be paid at straight time rates for the time required to process the application during their off-duty hours. Employees who renew a SIDA badge outside their scheduled shift will be paid a maximum of two (2) hours at their straight time rate. This provision shall NOT apply where the SIDA badge has expired.~~ **(Agreed 10/31/2024)**
- U. ~~If the renewal of an employee's SIDA badge is delayed due to the Company or administrative actions, the employee shall be placed on paid personal, or paid administrative leave if the delay is due to the company, with reinstatement rights for SIDA access for up to ninety (90) days, unless extended by the Company on the basis of extenuating~~

~~circumstances. No agent shall be forced to call out.~~ **If an employee complies with all requirements for SIDA badge renewal as set forth by the General Manager or their designee, and the renewal is delayed solely due to a Company error, the employee shall continue to receive their regular pay for the time period that the renewal process is delayed.**

(AGREE 2/24/2026)

- V. ~~If an agent's badge is revoked or suspended, they will be granted a personal leave of absence for up to ninety (90) days or duration of suspension.~~ **If an employee's badge is revoked or suspended for any reason, the employee will be placed on a personal leave of absence in accordance with Company policy. (AGREE 2/24/2026)**
- W. ~~An employee unable to report for duty will, unless prevented by reasons beyond his control, notify his immediate supervisor or other central point set up for reporting purposes by the Company as far in advance of the scheduled starting time of his shift as possible. Notwithstanding the above, an employee may flex his starting time up to fifteen (15) minutes without pay or penalty to the attendance record, six (6) four (4) per calendar year. Agreed 5/22/25~~
- X. ~~All Employees in cross-trained stations shall rotate assignments. When a station goes from cross-trained to above and below the wing, the agents shall have the opportunity to bid above or below the wing status. The Company shall provide the Union with a list of cross-trained stations annually. The Company will also provide notice if a station changes from "cross-trained" to an "above and below the wing" station. (Agreed, 3/5/25)~~
- Y. ~~As a result of a bid change, an employee will not be forced to work more than six (6) consecutive days.~~ **Already Agreed to in Article 6.D.8 (Agreed 5/22/25)**
- Z. ~~If a station requires a timepiece (watch), the company will provide a one-time reimbursement to an employee up to twenty-five dollars (\$25) upon submission of a proper receipt within thirty (30) days of purchase. to will provide a financial stipend. (Agreed 5/22/25)~~

- AA. ~~The Company will not use an employee's time on a suspension against an employee's required work percentage. If an employee is suspended for more than five (5) days, scheduled hours missed after the 5th scheduled work day will not be counted against the "minimum time requirement" set forth in Article 6.A.~~ **(AGREE 2/24/2026)**
- BB. Employees will not be required to share lodging or other accommodations with other employees. **Agree 3/7/25**
- CC. ~~The Company will provide a ninety (90) day reminder notice to employees regarding SIDA badge renewals. (AGREE 2/24/2026) In stations where U.S. Customs and Border Protection (CBP) seals are required, seals will be issued in the f~~
- DD. ~~ollowing manner: volunteers, inverse seniority, in the bidded area needed.~~ **(AGREE 2/24/2026)**
- EE. ~~The Company will provide a copy of the most updated U.S. Customs and Border Protection (CBP) list to the Union representative upon request. At those stations where U.S. Customs and Border Protection (CBP) seals are required and all employees are not sealed, the Company will provide a list of employees with seals in January and July of each year upon written request from the Union.~~ **(AGREE 2/24/2026)**
- FF. ~~Adverse Condition Day—When a decision is made by the Federal, State or Local Government officials that prohibits an individual employee from reporting to work (i.e. Travel Ban, Curfew, or State of Emergency), the employee will notify the Company as soon as practical and the Company will approve the options listed below:~~
- ~~An employee who is scheduled and reports to work on time will be entitled to full pay for the day; unless the employee voluntarily agrees to, either take the rest of the day off without pay, or the employee may use any other compensated time off (excluding vacation and sick) to make up their wages for time missed when absent due to adverse conditions; or~~
- ~~Employees that report late to work will have the option to extend their shift to fulfill their scheduled hours; or~~
- ~~Make up time (the employee will be eligible to work a like period of time on a scheduled shift at a time selected by the employee. Such employee will notify the~~

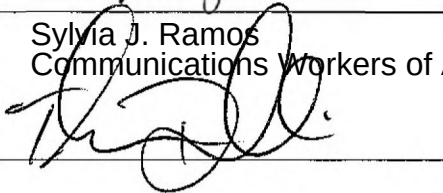
~~Company of the shift to be worked as far in advance as practicable, but no later than the day prior to the shift they have selected to work. The shift must be worked within thirty (30) calendar days of the absence and will be paid at straight time rates); or~~

~~When an employee is absent due to adverse conditions and is unable to report to work, they will not receive regular pay for that day. The employee at their option may use any other compensated time off (excluding vacation and sick) to make up their wages for time missed when absent due to adverse conditions.~~

~~If any of the above applies, an employee will not be charged with an absence or tardiness under the Dependability Policy.~~



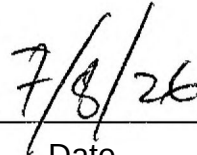
Sylvia J. Ramos
Communications Workers of America



Tom Dombroski
Piedmont Airlines

7.16.26

Date



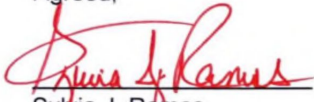
Date

ARTICLE 25

POLITICAL ACTION FUND

- A. The Company shall deduct and transmit to the Communications Workers of America Political Action Fund, 501 Third Street, N.W., Washington, D.C. 20001 contributions to CWA from the pay of each employee who voluntarily authorizes such contributions in a writing signed by the employee on a form provided for that purpose by CWA. Such forms received by the Company's payroll department by the tenth (10th) day of the month shall become effective on the first (1st) day of the following month.
- B. The Company shall remit to CWA Political Action Fund at the address above via electronic submission or one (1) check covering all deductions made in the prior month no later than the fifteenth (15th) day of each month, together with a list of all employees for whom deductions were made and the amount of each deduction.
- C. An employee may withdraw from this program at any time by providing a notice of revocation in writing, signed by the employee, and delivered to CWA Political Action Fund and the Company's payroll department.
- D. CWA shall indemnify and hold harmless the Company from any claims which may be made by employees arising out of or related to the application of this Letter of Agreement.

Agreed,



Sylvia J. Ramos

Communications Workers of America

5/11/26

May 11, 2026



Tom Dombroski
Piedmont Airlines

5/11/26
May 11, 2026

ARTICLE 26

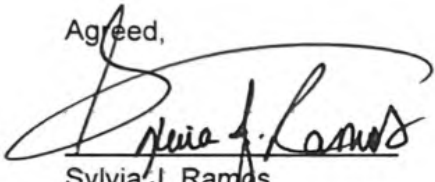
NON-DISCRIMINATION

- A. The Company will recruit, hire, transfer, train and make all other employment decisions without regard to race, color, religion, sex, age, national origin, ancestry, handicap, disability, veteran status, sexual orientation, genetic information or any other legally protected characteristic. The Company is committed to maintaining a work environment that is free from all forms of unlawful intimidation and harassment, including sexual harassment.
- B. Unlawful harassment is conduct, whether verbal, physical, or visual that denigrates or shows hostility toward an individual because of his or her race, color, religion, gender, national origin, ancestry, age, disability, or other legally protected characteristic, and that is so severe or pervasive that it creates, in the view of a reasonable person, an intimidating, hostile, or offensive working environment.
- C. All employees should work in an environment free from unlawful discrimination and harassment. The Company will not permit employees to engage in unlawful discriminatory practices, including sexual harassment, or harassment based on race, color, religion, national origin, ancestry, age, disability, or any other legally protected characteristic. Any form of unlawful harassment is strictly prohibited and will not be tolerated.
- D. The Company will not condone retaliation resulting from the reporting of a complaint of discrimination or harassment.

The Parties agree to keep book language on the following Articles:

Article 26 – Non-Discrimination

Agreed,



Sylvia J. Ramos

Communications Workers of America

5/13/2026

May 12, 2026



Tom Dombroski
Piedmont Airlines

5/13/26

May 12, 2026

ARTICLE 27**PART TIME EMPLOYEES**

- A. The provisions of this Agreement will apply to part time employees except as otherwise stated in this Article.
- B. The provisions of Article 14 (Leaves of Absence) will not apply to part time employees except as follows:
1. A part time employee is eligible for the following unpaid leaves of absence
 - a. Personal leave of Absence
 - b. Medical Leave of Absence
 - c. Family and Medical Leave of Absence (if he satisfies the statutory eligibility requirements)
 - d. Military Leave of Absence
 - e. Union Leave of Absence
 2. Jury Duty Leave of Absence
 - a. A part time employee who is summoned to jury duty will notify a Company designated representative as far in advance as possible of the scheduled jury duty.
 - b. A part time employee will be granted an excused absence to serve jury duty. A part time employee will be paid at his straight time rate of pay for all scheduled hours of work missed while on jury duty, minus any amount the part time employee receives from the court. No salary adjustment will be made for transportation, meals or other allowances granted by the court.
 3. Bereavement Leave: A part time employee with at least two (2) years of active service will be entitled to bereavement leave as set forth in Article 14, and will be paid at his regular straight-time rate of pay for scheduled hours missed because of bereavement leave.
- C. The provisions of Article 15.A. (Sick Leave) will not apply to part time employees except that:
- A part time employee will accrue one (1) hour of sick **time** leave for each thirty (30) hours worked up to a maximum of forty (40) hours per year and may roll over a maximum of forty (40) hours per year.

- D. The provisions of Article 17 (Benefits) shall not apply to part time employees except that:

Part time employees who work an average of thirty (30) or more hours per week during a six (6) month look-back shall be eligible for the same or similar health insurance plan that is available to part time employees as of the date of signing. The six (6) month look-back window will be done twice per calendar year. The employee cost share shall be no greater than twenty-five per cent (25%) of the full cost of the coverage.

- E. The provisions of Article 11 (Holidays) will not apply to part-time employees except that:

1. A part time employee who works a holiday as designated in Article 11 will receive four (4) hours of holiday pay and overtime pay for all hours worked on the holiday.
2. A part-time employee who does not work the designated holiday as part of his scheduled shift or who is given the holiday off will receive four (4) hours of holiday pay. If a holiday falls during a vacation, a part time employee shall be paid for the holiday in addition to the vacation.
3. In order to be eligible for holiday pay as set forth in subparagraph 1., above, a part time employee must work his scheduled shift both immediately preceding and following the holiday, unless the employee presents proof of illness from a qualified medical examiner or for other reasons submitted (ex: death in family) and proof is accepted by local management personnel.
4. A part-time employee on a leave of absence will not be eligible for holiday pay, nor will a part-time employee who fails to report for work on a holiday as scheduled or directed.

F. The provisions of Article 12 (Vacation) will not apply to part time employees with the following exceptions:

1. A part time employee will accrue vacation according to the following schedule:

<u>Years of Completed Service</u>	<u>Hours Accrued</u>	<u>Allocation</u>
2 Years	40 hours	Taken as two (2) twenty (20) hour weeks
7 Years	60 hours	Taken as two (2) thirty (30) hour weeks Taken as three (3) twenty (20) hour weeks
10 Years	60 hours	
15 Years	80 hours	Taken as two (2) thirty (30) hour weeks and then one (1) twenty (20) hour week
<u>18 or more years</u>	<u>100 hours</u>	<u>Taken as four (4) twenty-five (25) hour weeks</u>

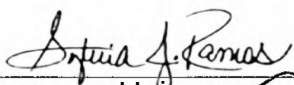
2. Part time employees will bid for vacation in accordance with local procedure.

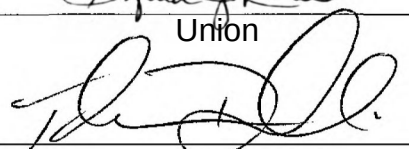
G. A part time employee will be required to work a minimum number of hours in accordance with Article 6 (Hours of Service). This minimum number will be set by the Company. Employees who fail to meet this minimum hour standard will not be permitted to swap.

H. A part time employee on an involuntary shift extension of more than two (2) hours will be paid at time and one-half after the second hour of the shift extension.

I. Day-at-a-Time ("DAT") Vacation for Part time Employees

1. At the time an employee lists his vacation preferences, he may elect to reserve one (1) week of vacation for the purpose of taking DAT vacation, ~~to be paid at ten (10) five five (5) hours per day.~~
2. Requests for DAT vacation will be granted in order of Company seniority, unless the requirements of the service prevent such requests from being granted. Agree 10/22/24
3. Requests for DAT vacation will be granted or denied by the Company no less than forty-eight (48) hours in advance of the day the employee is requesting off. **DAT will not be awarded more than thirty (30) days in advance. Agree 1/13/25**



Union


Company

7.16.26

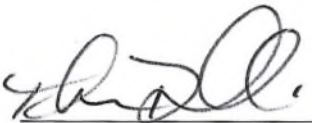
Date
7/8/26

Date

ARTICLE 28

ALCOHOL AND DRUG TESTING

- A. Employees will be tested for alcohol and drug use, and such use will be handled and treated, pursuant to the Company's alcohol and drug policy and in accordance with the applicable FAA and DOT regulations. Any changes to FAA and DOT regulations will be implemented and not subject to negotiations.
- B. The Company will continue to administer and apply the Company's non-DOT alcohol and drug policy. Before implementing any changes to that policy, the Company will negotiate such changes with the Union ~~provide the union notice and opportunity for input.~~



Company
6/5/24.

Date


CWA
6/5/24

Date

ARTICLE 29

DURATION

This Agreement shall become effective on XXXXXX XX, 2026 and shall remain in full force and effect pursuant to the Railway Labor Act through XXXXXX XX, 2031 and shall then renew itself without change each succeeding year thereafter, unless written notice of intended change is served in accordance with Section 6, Title I , of the Railway Labor Act, as amended, by either party hereto at least sixty (60) but not more than one hundred eighty (180) days prior to the amendable date or any subsequent anniversary of the amendable date thereafter, as applicable.

IN WITNESS WHEREOF, the parties have signed this Agreement this XXth day of XXXXXXXXXXXX XX, 2026.

Agreed,

Sylvia J. Ramos
Communications Workers of America

Date

Thomas Dombroski
Piedmont Airlines

Date

The Parties agree to keep book language on the following Articles:

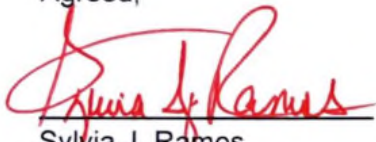
Article 16 - Medical Evaluations

Article 21 - No Strike, No Lock-Out

Article 23 - Union Security and Maintenance of Membership

Article 25 - Political Action Fund

Agreed,

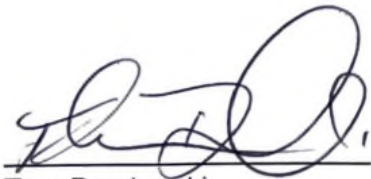


Sylvia J. Ramos

Communications Workers of America

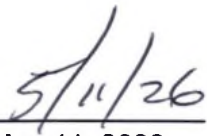
5/11/26

May 11, 2026



Tom Dombroski

Piedmont Airlines



May 11, 2026

**Piedmont Airlines (PDT) and Communications Workers of America (CWA)
Company Term Sheet July 8, 2026**

NOTE: This term sheet is presented by Piedmont Airlines and is intended to resolve all remaining open issues. This is a comprehensive proposal and if rejected, Piedmont reserves the right to amend its proposed term sheet.

Open Article/Section	PDT Proposal
Article 13 (A) - Compensation	PDT accepts the Union's date of signing (DOS) wage scale proposal with eight (8) different scales dated 6.12.26 in an Excel spreadsheet and transmitted via email on 6.16.26. DOS+12 months: 2.0% DOS+24 months: 2.0% DOS+36 months: 2.5% DOS+48 months: 2.5%
13. A (Wage Scales)	<u>In lieu of the out year increases above, employees at the top of scale (TOS) will receive 2.5% (DOS +12); 3% (DOS+24).3% (DOS+36), 3% (DOS+48)</u>
Article 13 (B – T)	
13. F. 2 (Quarterly Bonus)	The effective date of each increase will be the first pay period following the next GWI.
13. Q (Signing Bonus)	None
	“As soon as practicable, but no later than seventy-five (75) days after the date of signing (DOS),____ all employees who are active on DOS and who remain in active status on the payout date and have completed at least one (1) year of active service as of the date of signing of the Agreement, will receive a Signing Bonus equal to 46 % of the employee's 2025 W-2 earnings, less applicable taxes and deductions, with a minimum payment of five hundred dollars (\$500.00).
	Inactive employees who are otherwise eligible for a Signing Bonus and who return from a leave of absence within six (6) months of DOS and remain active and employed through the date of the payment will be paid the Signing Bonus within 60 days after they return from the leave of absence.
13. R (Lump Sum Calculation)	To the extent applicable law requires the Company to waive any of these requirements for an individual employee, it will do so. The Signing Bonus will not be considered as earnings or eligible compensation under the American Airlines, Inc. 401(k) Plan, or any other qualified or non-qualified retirement benefit plans sponsored by American. The Signing Bonus amounts are not eligible for company match or profit sharing.”
	Minimum of three percent (3%) of base rates, either through the combination of general wage increases (GWIs) and step increases, or the difference between GWIs/step increases and 3%.
	<u>Example 1:</u> Employees receive a general wage increase of 2%. During the same year, the employee's anniversary date is a 3% step increase. This employee is not entitled to a lump sum payment.
	<u>Example 2:</u> Top of scale employees receive a 1.5% GWI and 1 1.5% lump sum payment to achieve a total of 3%.

**Piedmont Airlines (PDT) and Communications Workers of America (CWA)
Company Term Sheet July 8, 2026**

NOTE: This term sheet is presented by Piedmont Airlines and is intended to resolve all remaining open issues. This is a comprehensive proposal and if rejected, Piedmont reserves the right to amend its proposed term sheet.

Open Article/Section	PDT Proposal
13. S (Crew Chief Premium)	None
Article 17 – Benefits	
17. A. 4 (Benefits Waiver)	\$50 for Full-Time Employees.
17. A. 5 (Medical Premium)	The Company's June 11, 2026, proposal included the following annual employee percentage contributions for medical insurance coverage: 19% for 2027, 21% for 2028, 23% for 2029, and 25% for 2030.
17. A. 6 (Dental Premium)	The Company's June 11, 2026, included the following annual percentage contributions for dental insurance coverage: 19% for 2027, 21% for 2028, 23% for 2029, and 25% for 2030.
17. C (Life Insurance)	Company agrees to increase life insurance for full-time employees from \$40,000 to \$50,000
Article 24 – General & Misc	Article closed based on PDT's proposal dated May 11, 2026.
Article 27 – PT Employees	(10.11.23)
27. B. 1. c (Family Leave)	• “Family and Medical Leave of Absence approved FMLA to care for someone other than themselves (if he satisfies the statutory eligibility requirements)”
27. B. 2. b; (Bidded Hours)	• “A part time employee will be granted an excused absence to serve jury duty. A part time employee will be paid at his straight time rate of pay for all scheduled bidded hours of work missed while on jury duty, minus any amount the part time employee receives from the court. No salary adjustment will be made for transportation, meals or other allowances granted by the court.
27. C (Sick Time Leave)	• C. The provisions of Article 15. A. (Sick Time Leave) will not apply to part time employees except that: A part time employee will accrue one (1) hour of sick Time leave for each thirty (30) hours worked up to a maximum of forty (40) hours per year and may roll over a maximum of forty (40) hours per year.
27. D (Moved to Article 17 – Benefits)	• Moved the entire paragraph “D” to Article 17