

AGREEMENT

between



SPIRIT AIRLINES,
INC.

and

THE FLIGHT ATTENDANTS

in the service of

SPIRIT AIRLINES, INC. as

represented by the



ASSOCIATION OF FLIGHT ATTENDANTS-CWA,

AFL-CIO

2016 - 2021

LOA & LOU Supplement to Agreement

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ASSOCIATION OF FLIGHT ATTENDANTS AFL-CIO

1275 K Street, NW, Washington, DC 20005-4006

PHONE 202-712-9789 FAX 202-712-9789

1

June 17, 2004

Patricia Willis
Vice President of Inflight
Spirit Airlines
2800 Executive Way
Miramar, FL 33025

REC'D AUG 03 2004

RR Cancellation fees

Dear Ms. Willis:

This will confirm the parties' agreement concerning the payment of arbitrators' cancellation fees and related expenses.

The parties have agreed that, notwithstanding Section 23.F.4.f of the collective bargaining agreement, the party responsible for the cancellation of an arbitration hearing within the cancellation period will be responsible for any cancellation fee and other expenses billed by the arbitrator and any other related costs associated with a hearing. This policy is not applicable to cancellation fees incurred as the result of mutual settlements of grievances or if the cancellation is otherwise mutually agreed upon by the parties.

If these terms accurately reflect our previous agreement, please sign below and return the original to me.

Sincerely,

Ben Elliott
Attorney for AFA

Accepted and agreed to:

Patricia L. Willis
Vice President of Inflight

Date

Tara Swiderski 7.16.04

Tara Swiderski, AFA MBC President Date

INFLIGHT SAFETY PROFESSIONALS

INTERNATIONAL AIRPORT WORKERS' FEDERATION

LETTER OF AGREEMENT
between
SPIRIT AIRLINES, INC.
and
THE FLIGHT ATTENDANTS
in the service of
SPIRIT AIRLINES, INC.
as represented by
THE ASSOCIATION OF FLIGHT ATTENDANTS -
COMMUNICATION WORKERS OF AMERICA

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Spirit Airlines Inc., its successors or assigns (herein "the Company" or "Spirit") and the Flight Attendants in service of Spirit Airlines, Inc., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS - COMMUNICATION WORKERS OF AMERICA (herein "the Association" or "AFA").

WHEREAS, the Company acknowledges the advantages shared by both parties where Flight Attendants work 95+ hours per month while maintaining perfect attendance, the Company and the Association agree to clarify the conditions under which Flight Attendants are eligible for the incentive program (herein "the Program") described in Section 12.C.2 of the collective bargaining agreement.

THEREFORE, it is agreed that a Flight Attendant who maintains perfect attendance for three (3) consecutive months and works an average of 95 hours per month during that time will qualify for the Program in accordance with the definitions of the terms "works" and "consecutive months," as well as reporting requirements as set forth below:

1. **"Works."**

A Flight Attendant must actually work the entirety of each and every trip that constitutes the average of 95 hours per month. In addition, a Flight Attendant will be considered to have "worked" for the purpose of the Program under the following limited circumstances:

- a. Where he or she completed a scheduled training event for which the credit received will be considered time "worked";
- b. Where he or she reported for duty with the intention of working his or her trip in its entirety, but where:
 1. The trip or a portion thereof did not subsequently operate; or
 2. He or she was rescheduled/rerouted in accordance with Section 8.Q; or

3. The Company removed the Flight Attendant from his or her trip in accordance with Sections 8.S, 8.T, or 8.U.
- c. Where he or she was unable to work a trip as a direct result of a previous Junior Assignment made in accordance with Section 8.P.
- d. Where the Company published a trip value in error and subsequently failed to correct the error in accordance with Section 8.W, the Flight Attendant will be considered to have "worked" the originally published trip value if greater than the correct value of the trip.

2. **"Consecutive Months."**

- a. The three (3) month period must consist of consecutive months beginning and ending on a "rolling" basis. As such, a Flight Attendant may begin a new three (3) month period upon completing a prior three (3) month period for which he or she qualified for the Program. Alternatively, a Flight Attendant may begin a new three (3) month period upon completing a month during which he or she did not qualify for the Program.
- b. Notwithstanding paragraph 1.a above, a Flight Attendant who is otherwise eligible for the Program *but for* an intervening month which contains a previously scheduled vacation period, may opt to exclude the vacation month from consideration so long as the Flight Attendant maintained perfect attendance during that month. Instead, the month following the vacation month will be considered as the next "consecutive" month for the purpose of determining average hours worked, subject to the following:
 1. Only a vacation month containing a previously scheduled vacation period of (28) hours or more may be excluded from consideration. As such, a month in which a Flight Attendant opts to take float vacation will not be excluded from consideration.
 2. Only one (1) vacation month may be excluded from consideration in any four (4) month period for the purpose of calculating the average number of hours worked.

Example: FA 'X' worked a high number of hours in June and July. However, she could not achieve an average of 95 hours worked by including the month of August because, although she maintained perfect attendance, she was on vacation during that month. As such, FA 'X' may exclude the month of August from consideration and consider June, July and September as "consecutive" for purposes of the Program.

<u>June</u>	<u>July</u>	<u>August</u>	<u>September</u>
Perfect Attendance	Perfect Attendance	Perfect Attendance	Perfect Attendance
Worked 94 hours	Worked 96 hours	Worked 67 hours	Worked 95 hours
		Vacation 28 hours	

3. **Reporting Requirements.**

Due to the added complexity related to determining eligibility for the Program, it will be the responsibility of the Flight Attendant to submit to the Company a request for an award of sick time accrual.

The Flight Attendant's request must indicate the months to be considered for purposes of calculating the average number of hours worked. Details of this requirement including forms, submission deadlines, and persons to whom requests should be submitted, will be determined following the signing of this Agreement.

This Letter of Agreement is made on a non-precedent/non-referral basis as it pertains to other contractual provisions related to sick accrual, trip valuations, and other attendance incentive programs, and shall be effective on February 9, 2005.

FOR THE COMPANY:

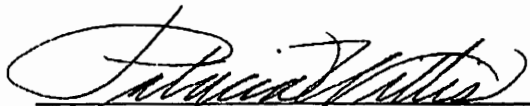
FOR THE ASSOCIATION:



B. Ben Baldanza
President and Chief Operating Officer



Patricia Friend
International President



Patricia Willis
Vice President of Labor Relations



Dwight Blackman
MEC President



2800 Executive Way
Miramar, FL 33025
Phone: 954.447.7965
Fax: 954.447.7979
spiritair.com

**CERTIFIED MAIL
RETURN RECEIPT REQUESTED**

March 3, 2005

Deborah Crowley
AFA MEC Chairperson
6874 Fenton Street
Dearborne Heights, MI 48127

Subject: LETTER OF UNDERSTANDING

Dear Ms. Crowley:

This letter will address the issue of whether a Flight Attendant who transfers to another department within the Company maintains an unconditional right to return to the position of Flight Attendant ("the position") in accordance with Section 6.E of the collective bargaining agreement ("CBA"). In an effort to resolve this matter and based upon ongoing dialog between the Company and the AFA, the Company proposes the following understanding with regard to the interpretation of Section 6.E.

Section 6.E does not provide an unconditional right to return to the position. This is most clearly evidenced by the language stating that "the employee *may* return" within one (1) year. Additional evidence supporting this interpretation includes a previous agreement between the parties where an employee who was otherwise eligible to return was not permitted to do so because she was physically unable to perform the position. As such, longstanding Company Policy that imposes limited restrictions on an employee's right to return operates to complement and not conflict with the Section 6.E.

In that regard, the Company proposes that an otherwise eligible employee's right to return to the position from another department or Inflight management is conditioned upon meeting the following requirements:

1. The employee must be in "good standing" in his/her current department. Good standing for purposes of interpreting Section 6.E is defined as *not currently under any Disciplinary Action Plan at the level of Suspension or Final Warning for which termination may be the next step in the disciplinary process.*

Ms. Deborah Crowley
Page 2
March 3, 2005

2. The employee must be physically and mentally capable of fulfilling the responsibilities and requirements of the position.
3. The employee's return to the position is contingent upon successful completion of all required training.

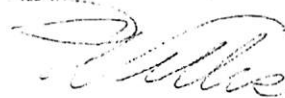
Failure to fulfill any of the above requirements will invalidate the employee's request to return to the position.

In the matter of former Flight Attendant Joanne Ferrie, the Company proposes that Ms. Ferrie be permitted to return to the position from her current department since she previously satisfied the above requirements and would have been otherwise qualified to return at the time of her original request to return. However, Ms. Ferrie's right to return is strictly contingent upon her immediate decision to assume the position no later than April 1, 2005, as well as her ability to satisfy the above requirements at the present time. Furthermore, Ms. Ferrie is not entitled to backpay of any kind including per diem, base pay or overtime pay that she would have otherwise received had she been permitted to return to the position prior to April 1, 2005.

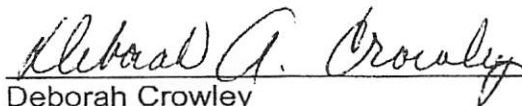
This Letter of Understanding will serve as complete and full settlement of Ms. Ferrie's grievance and all other grievances related to this matter. If you agree with this proposal as described above, please sign below.

If you agree with the proposal as outlined above please sign below.

Sincerely,



Patricia Willis
Vice President of Labor Relations



Deborah Crowley
AFA MEC Chairperson

03/14/05
Date

cc: Kim Hodsdon, Senior Director of Inflight Event
John Willis, Vice President & Corporate Counsel
Dwight Blackman, AFA MEC President



2800 Executive Way
 Miramar, FL 33025
 954.447.7965
 954.447.7979 Fax
 spiritair.com

March 25, 2005

Deborah A. Crowley
 MEC Grievance Chair
 6874 Fenton Street
 Dearborne Heights, MI 48127

Subject: LETTER OF UNDERSTANDING regarding a Lineholder who picks up a Reserve Day during which he/she is used for an assignment that conflicts with his/her next bid trip.

Dear Ms. Crowley:

This will confirm the parties' understanding of how a flight attendant will be credited and paid for trips assigned pursuant to Section 8.L.1.e.ii of the collective bargaining agreement ("CBA").

A Regular or Move-up Lineholder who picks up a Reserve Day from Open Time and is subsequently used for an assignment that conflicts with a scheduled pairing shall be paid the greater of four (4) hours or hours flown on said Reserve Day. In addition, he/she shall be paid the greater of the remaining value of the Reserve assignment or the missed pairing.

Example: Flight Attendant X picks up a Reserve Day from Open Time on December 4th. Crew Resources assigns her to a 2-day pairing worth (12) credit hours. This Reserve assignment conflicts with her scheduled 2-day pairing worth (8) credit hours beginning on December 5th.

	4	5	6
Reserve OT Day plus Original Bid Trip	RSV OT	← 8 credit hrs →	→
Reserve assignment on Reserve OT Day	← RSV Assignment → 6 credit hrs	→ 6 credit hrs	(TAJ)

Ms. Deborah Crowley
March 10, 2005
Page 2

X shall be paid (6) hours for the 4th. In addition, she will be paid the greater of the remaining value of the Reserve assignment (6 hours) and the missed pairing (8 hours). X will be paid a total of (14) hours.

The aforementioned credit/pay as it pertains to the missed pairing is predicated on the Flight Attendant remaining on Time Recoverable status for the applicable time parameters. Should the Flight Attendant request to be released from Time Recoverable status he/she shall forfeit the credit / pay in accordance with 8.N.1.e.(3).

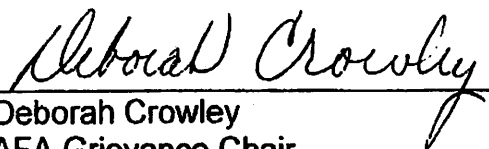
This Letter of Understanding constitutes a full and final settlement of grievances 39-99-02-17-04 and 39-78-02-18-04 and is made on a non-precedent/non-referral basis as it pertains to other contractual provisions related to scheduling and compensation. The affected Flight Attendant, James Robbins, will be compensated accordingly.

Please indicate that this Letter accurately describes our understanding by signing below.

Sincerely,



Patricia Willis
Vice President of Labor Relations



Deborah Crowley
AFA Grievance Chair

04/09/05
Date

Cc: Kimberly Hodsdon, Senior Director of Inflight
Dwight Blackman, AFA MEC



2800 Executive Way
Livonia, MI 48150
Phone: 954-447-7965
Fax: 954-447-7979
spiritair.com

October 12, 2006

Deborah A. Crowley
MEC President
Association of Flight Attendants
6874 Fenton Street
Dearborn Heights, MI 48127

Subject: Letter of Understanding – Schedule Integrity

This will confirm your discussion on September 14, 2006 with James Monahan, Senior Director Crew Resources, in which both the Company and the AFA MEC President agree to the following Letter of Understanding regarding Schedule Integrity, clarifying the definition as currently outline in Section 8.G.2 (Initial Bid Packages), 3. (Initial Bid Awards), and 9. (Final Bid Awards):

- Days off listed and published in the monthly bid package will stand as minimum days off in the same month

Example: Flight Attendant A is awarded a line with fifteen (15) days off as posted in the initial bid package. Her minimum guaranteed days off are fifteen (15) for the corresponding month. Should Flight Attendant A fall below this guaranteed minimum amount of days off due to irregular operations, her day(s) off will be restored to the guaranteed level.

Please indicate that this letter accurately describes your understanding by signing below.

Sincerely,

Dave Burgett
Director of Inflight

Deborah Crowley
MEC President

Date

cc: Jeff Carlson
James Monahan
Terri Murphy
Joseph Nystrom

LETTER OF AGREEMENT
between
SPIRIT AIRLINES, INC.
and
THE FLIGHT ATTENDANTS
in the service of
SPIRIT AIRLINES, INC.
as represented by
THE ASSOCIATION OF FLIGHT ATTENDANTS -
COMMUNICATION WORKERS OF AMERICA

This LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Spirit Airlines Inc., its successors or assigns (herein "the Company" or "Spirit") and the Flight Attendants in service of Spirit Airlines, Inc., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS - COMMUNICATION WORKERS OF AMERICA (herein "the Association" or "AFA").

WHEREAS, the Company and AFA agree that it is in the interest of both parties that the Collective Bargaining Agreement ("CBA") should be amended so as to provide for establishment of temporary bases -- "satellite bases" -- where Flight Attendants are considered in domicile.

THEREFORE, the parties agree to the following terms with respect to bidding and flying out of satellite bases as described below:

Satellite base vacancies will be posted for bid at least sixty (60) days before the projected effective date (month of flying). A deadline date for the bid closing will be no earlier than ten (10) days after the vacancies are posted. Satellite base vacancies will be awarded in seniority order among eligible bidders. After the initial award, the Company may offer additional satellite base vacancies at its discretion. If, for any reason, there is an insufficient number of successful eligible bidders, the Company may displace Flight Attendants into satellite bases in accordance with the provisions of Section 15. E. of the Basic Agreement.

"TDY" JDC DAC (02-08-09)

1. The satellite base award is only effective for the month that has been awarded and must be re-bid as per this Letter of Agreement each month.
2. A satellite base award does not change a Flight Attendant's permanent base bid; it will, however, will be treated as the Flight Attendant's domicile during the effective month(s).
3. Flight Attendants awarded a satellite base are "locked-in" to bid the satellite monthly bid and will not be allowed to participate in their regular (permanent domicile) bid.
4. The Company will construct monthly lines of flying for the satellite base, which will consist of regular lines and may include reserve lines.
5. The satellite base monthly bids will be posted and awarded at the same time as all other regular bid lines.
6. The term "eligible bidder" as used above in this Letter of Agreement means that:
 - a. In the month in which awarded flying from the Satellite base first begins ("Opening Month"), the Flight Attendant must not have any schedule conflicts from planned

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COMMUNICATION WORKERS OF AMERICA

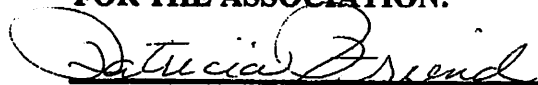
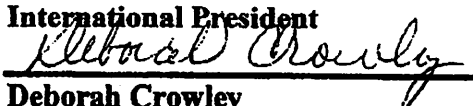
This LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended by and between Spirit Airlines, Inc., its successors or assigns (herein "the Company" or "Spirit") and the Flight Attendants in service of Spirit Airlines, Inc., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS – COMMUNICATION WORKERS OF AMERICA (herein "the Association" or "AFA").

WHEREAS, AFA and the Company agree that it is in the best interest of both parties to finance the position of Spirit Master Executive Council President in order to facilitate relations between AFA and the Company and provide services that benefit the working relationship.


THEREFORE, the parties agree to split equally the monthly Flight Pay Loss associated with the hours worked by the Spirit MEC President for the sole purpose of AFA related tasks. The Spirit MEC President shall provide the appropriate paperwork to the designated department within the Company.

The Agreement shall be effective upon signing by both parties and shall remain in full force and effect concurrent with the CBA.

FOR THE ASSOCIATION:

	<i>7-6-07</i>
Patricia Friend	Date
International President	
	<i>6-21-07</i>
Deborah Crowley	Date
MEC President	

FOR THE COMPANY:

	<i>8-15-07</i>
Jeffrey Carlson	Date
VP & Director of Operations	

SETTLEMENT AGREEMENT
by and between
SPIRIT AIRLINES, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Minimum Pay Guarantee Grievance
AFA Grievance # 39-99-02-130-11

Spirit Airlines, Inc. (hereinafter the "Company") and the Association of Flight Attendants-CWA, AFL-CIO (hereinafter the "Union") have met and agree to resolve the above-referenced grievance as follows:

1. The Company will continue to pay Flight Attendants on the 15th of the month and on the last day of the month consistent with the collective bargaining agreement and Letter of Agreement 20. All pay adjustments up and down from the minimum monthly guarantee will be made on the first paycheck in following month subject to the conditions below:

a. The Company can make downward payroll adjustments to minimum guarantee based upon dropped trip(s) or unpaid status no sooner than the 23rd of each month for the then-current month (i.e., for the month-end check).

Example 1: On or before the 22nd of the month a Flight Attendant voluntarily drops trip(s) and/or goes on unpaid status that causes the Flight Attendant to fall X hours below minimum monthly guarantee, and the Flight Attendant does not restore sufficient credit to equal or exceed minimum monthly guarantee before the 23rd of the month, then the Company can deduct X hours from the pay issued at month's end.

Example 2: On or before the 22nd of the month a Flight Attendant voluntarily drops trips(s) or goes on unpaid status that causes the Flight Attendant to fall X hours below the minimum monthly guarantee, and the Flight Attendant picks up trip(s) or restores credit sufficient to equal or exceed the minimum monthly guarantee before the 23rd of the month. In such case, the Company will make no deductions from the minimum monthly guarantee on the month-end paycheck. Payment of any hours in excess of the minimum monthly guarantee, as per prior practice and the Agreement, will be reflected in the first payment of the following month.

Example 3: If a Flight Attendant drops trip(s) or goes on unpaid status on or after the 23rd of the month, and the dropped trip(s) and/or unpaid status brings the Flight Attendant below the minimum monthly guarantee, the deduction may be made on the month-end check or on the first check of the following month, at the Company's discretion.

2. The Parties shall meet within ten (10) days of the date of this Settlement to resolve any underpayment of Flight Attendant Julio Nunez for the months of October and/or November 2011.

3. In consideration for this Settlement, the Grievance is resolved, and the Association withdraws the Grievance.

4. It is understood that this Settlement will not be construed as an admission by the Company of any fault or wrongdoing. Any such finding is expressly denied.

AGREED:

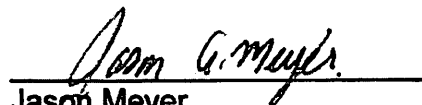
For Spirit Airlines, Inc.

For the Association of Flight Attendants-CWA, AFL-CIO



Kim Dodge
Director, Inflight

Date : 2/19/13



Jason Meyer
MEC Grievance Chair

Date : 2-19-2013

LETTER OF AGREEMENT
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and
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In the service of
SPIRIT AIRLINES, INC.
as represented by '
THE ASSOCIATION OF FLIGHT ATTENDANTS
COMMUNICATION WORKERS OF AMERICA

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Spirit Airlines Inc., its successors or assigns (herein "the Company" or "Spirit") and the Flight Attendants in service of Spirit Airlines, Inc., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS - COMMUNICATION WORKERS OF AMERICA (herein "the Association" or "AFA").

WHEREAS, the Company and AFA agree that it is in the interest of both parties to alter and clarify the Letter of Agreement of March 19, 2007, which altered the provisions of Section 7.B.3, changing the commencement of duty time (a/k/a show time):

THEREFORE, the parties agree that this Letter of Agreement shall supersede the Letter of Agreement of March 19, 2007 and hereby amends Section 7.B.3 to read as follows:

Duty Period

a. A Flight Attendant's duty period in base shall commence one (1) hour prior to scheduled departure at the airport or designated location and shall end thirty (30) minutes after block in of the flight, or when actually released from all duty, whichever is later. If the duty period is extended, the "A" Flight Attendant will notify Crew Scheduling of the actual release time. Flight Attendants should be on the aircraft at base no less than fifty (50) minutes prior to departure. However, when the Company reschedules the commencement of duty ("show time") in base for purposes of ensuring minimum rest the Company shall proceed, as follows:

i. When a working Flight Attendant's show time is changed (decreased) in base to less than one (1) hour prior to the scheduled departure the Company shall either delay the scheduled departure of the flight by the number of minutes the show time was decreased under one (1) hour, or the Company may remove the Flight Attendant from the trip with pay protection. In the case of a delay, the flight delay shall be posted internally reflecting the updated departure time. Crew members and gate agents will be able to view this updated departure time.

ii. When a deadheading Flight Attendant's show time is changed (decreased) in base to less than forty (40) minutes prior to the scheduled departure, the Company shall either delay the scheduled departure of the flight by the number of minutes the show time was decreased under forty (40) minutes, or the Company may remove the Flight Attendant from the trip with pay protection. In the case of a delay, the flight delay shall be posted internally reflecting the updated departure time. Crew members and gate agents will be able to view this updated departure time.

iii. When a deadheading Flight Attendant's show time is changed but remains at least forty (40) minutes or greater prior to the scheduled departure the Company shall not be required to delay the flight's departure time nor remove the Flight Attendant from the trip.

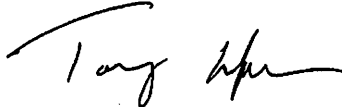
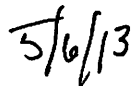
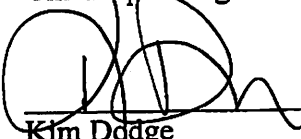
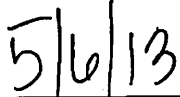
iv. If a Flight Attendant is directed by Crew Scheduling to go straight to the gate no discipline will be imposed against the Flight Attendant for failing to follow normal check-in requirements.

b. A Flight Attendant is on duty until thirty (30) minutes after release from a trip assignment, deadheading, ferrying, during all time involved when being tested for drug or alcohol use, and while in training.

c. Down-line report times for trips may not be scheduled for less than fifty (50) minutes before flight time, with Flight Attendants on the aircraft, prepared to commence the boarding process at forty-five (45) minutes, but a check-in time way from base may be reduced up to thirty (30) minutes due to irregular operations for the purpose of ensuring minimum rest.

d. For purposes of rest, any scheduled time in excess of one (1) hour to or from a hotel shall be considered part of the Flight Attendant's actual duty period.

FOR THE COMPANY:

	
Tony Lefebvre Chief Operating Officer	Date
	
Kim Dodge Sr. Director, Inflight	Date

AMENDMENT OF
SETTLEMENT AGREEMENT
by and between SPIRIT
AIRLINES, INC. and
the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Removal of Flight Attendants Projected Above 100 Hours
AFA Grievance 39-99-02-08-08

Spirit Airlines (hereinafter the "Company") and the Association of Flight Attendants-CWA, AFL-CIO (hereinafter the "Union") have met and agree to resolve amend the above-referenced grievance to accommodate the change in Section 7.C.5. of the 2016 Collective Bargaining Agreement between the Company and the Union as follows:

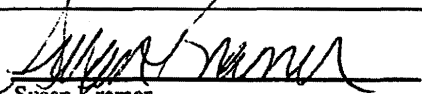
1. This Settlement is intended to clarify what occurs when a Flight Attendant's projection exceeds one hundred ten (110) (400:00) block hours either after monthly schedule bidding or at any other time during a bid month
 2. If after monthly schedule bidding, a Flight Attendant's projection exceeds one hundred ten (110) (400:00) block hours as the result of the combination of: (i.) an originally awarded carry-in trip from the previous month and, (ii.) an originally awarded schedule in the current month, then:
 - A. Spirit Airlines will drop the lowest credit value trip in the current month (subject to operational considerations) which would reduce the Flight Attendant's projection to no greater than one hundred ten (110) (400:00) block hours.
 - B. The Flight Attendant will then be pay protected for all time lost as a result of this trip removal.
 3. If at some point during the bid month a flight attendant's projection exceeds one hundred ten (110) (400:00) block hours solely as the result of block time picked up during the actual operation of his/her scheduled flights, that Flight Attendant will not be removed from any flying due to the projection in excess of one hundred ten (110) (400:00) hours.
 4. It is understood that this settlement constitutes a clarification of existing collective bargaining agreement language. It is not intended to change the intent or interpretation of any provision of the CBA.
-

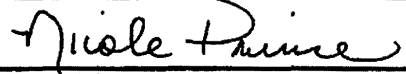
5. This Settlement Agreement is entered into to resolve a disputed claim. It is not to be construed as an admission by Spirit Airlines of any fault or wrongdoing. Any such finding is expressly denied.
6. This Agreement constitutes full and final settlement of this Grievance. In consideration for this Settlement Agreement, the Union withdraws the above-referenced grievance, with prejudice.

AGREED this 28th day of February

For Spirit Airlines, Inc.

**For the Association of Flight
Attendants-CWA, AFL-CIO**


Susan Kramer
Director, Labor


Nicole Prince
MEC President