

**Memorandum of Understanding**  
**Between Republic Airways**  
**and the**  
**International Brotherhood of Teamsters**  
**Local 135**  
**MOU #13 Article 18 Disciplinary Hearings**

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is made and entered into in accordance with Title II of the Railway Labor Act, 45 U.S.C. 181, et seq., as amended, by and between Republic Airways, Inc. (the “Company”) and the Flight Attendants in the employ of Republic Airways, Inc. as represented by the International Brotherhood of Teamsters, Local 135 (the “Union”) (collectively the “Parties”).

Except as otherwise provided in this MOU, the basic Collective Bargaining Agreement (“CBA”) and any applicable Memorandum of Understandings or Letters of Agreement between the Company and the Union will apply and govern the terms and conditions of employment for Flight Attendants covered by the CBA.

WHEREAS, the Parties recognize the importance of recruiting Flight Attendants to be in the service of Republic Airways, Inc.;

NOW, THEREFORE, the Parties agree to the following:

In an effort to stabilize the Parties’ respective resources with respect to Article 18 Disciplinary Hearings, the Parties agree that certain standard Job Performance Warnings which merit a disciplinary level less than a final warning or termination, shall not require an Article 18 hearing, unless requested by the flight attendant. The Parties further agree that Job Performance Warnings related to: (1) Unable to Contact (UTC); (2) forgotten Duty items; (3) sitting Out of Base Reserve; and (4) failing to call to be released from Reserve can be handled via a disciplinary letter sent by Inflight to the flight attendant’s Company email address.

The disciplinary letter will state that if the flight attendant wishes to contest the discipline issued, he/she will have 10 calendar days from their first scheduled work day after the letter is sent to respond in writing to Inflight management, and request an Article 18 Teams Hearing with Union representation. If the flight attendant does not respond with a written request for an Article 18 Hearing within 10 calendar days from their first scheduled work day after the letter is sent, the discipline will be recorded on the flight attendant’s record.

With respect to attendance, if a flight attendant reaches seven occurrences, he/she will be sent a Final Attendance Warning to their company email. If the flight attendant wishes to contest the final attendance warning, he/she must respond in writing to Inflight management, within 10

calendar days from their first scheduled work day after the letter is sent, to request an Article 18 Teams Hearing with Union representation.

All other discipline and investigatory cases/hearings will continue with the agreed upon past practice of Article 18 Hearings via Teams.

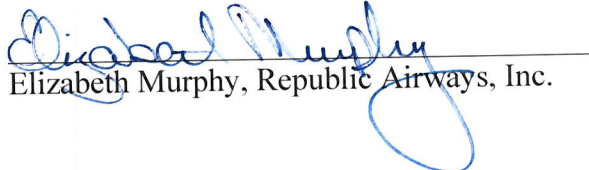
This Memorandum of Understanding is entered into solely on a non-precedential basis. It may not be cited or used in any other dispute, proceeding or litigation except to enforce its terms.

Republic Airways Inc.

Teamsters Local Union No. 135

By:

By:

  
Elizabeth Murphy, Republic Airways, Inc.

  
Michael R Winegar, IBT Local 135