



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

October 19, 2025

Dear Flight Attendants:

We are so proud to represent you - the people on the frontlines who make it possible for Republic and Mesa to fly. Too often in corporate mergers management will try to pit workers against each other to extract concessions or deny working people our fair share of the value formed by the new airline. As two union leaders who believe strongly in the power of solidarity, we immediately linked arms to ensure your directly elected union leaders have the full support of both unions to make the most out of this merger for Flight Attendants.

Mesa Flight Attendants were in regular Section 6 bargaining when the merger was announced. AFA elected leaders made a demand of Mesa to close out that bargaining with the same payscale and per diem as Republic Flight Attendants - and the same contract amendable date - so that we could use the power of all of us working together to achieve improvements for all Flight Attendants across the board. That tentative agreement was sent out for ratification by Mesa Flight Attendants and on October 10th it was ratified with a 94% vote in favor.

The Mesa contract becomes effective retroactively to October 12, 2025 with the signing of a Merger Transition Agreement (MTA) between AFA, IBT, Republic, and Mesa. Today we achieved that transition agreement that provides for an expedited negotiations process for a Joint Collective Bargaining Agreement (JCBA). We expect to achieve a tentative agreement by December 12, 2025, which would then be subject to ratification by your vote.

We are doing this bargaining for a JCBA, starting this week, with the full strength of both of our unions - that means the power of Republic and Mesa Flight Attendants together, and all of the resources of attorneys, subject matter experts, economists and other resources provided by our two unions. This agreement will create a unified framework for both Flight Attendant groups under one operation. While this is not full Section 6 bargaining, and the full contract will not become amendable until 2027, this is still a critical opportunity to achieve mid-term improvements that reflect the value and professionalism you bring to the airline every single day.

One way workers have been pitted against each other in mergers is with a threat of uneven seniority integration. We want to make clear to all Flight Attendants right now that our unions are committed to date of hire seniority integration so that every Flight Attendant keeps what they brought to this merger for bidding seniority. Once we are closer to achieving a tentative agreement for a JCBA, a Seniority Integration Team of Flight Attendants from each airline, supported by experts provided by our unions, will also begin work on integrating seniority lists based on date of hire, ensuring a fair and transparent transition as both groups come together under the new structure. And to be clear, the MTA ensures there will be no "system flush," in

other words the combining of the seniority list will not push anyone out of the base they are working in at the time of integration.

We want to be clear: this merger will benefit the company — and it must also benefit the Flight Attendants. Together, our unions are committed to ensuring that the people who make this airline run experience the benefits of the merger like any other stakeholder. And going forward, our two unions will continue work to lift standards for Flight Attendants at regional airlines with the goal of ultimately abolishing a two-tiered structure for Flight Attendant jobs.

Our voices are stronger together — and together, we're going to make sure this merger works for the people who make our airlines fly.

In Solidarity,
Dustin and Sara

Dustin Roach
IBT Local 135 President

Sara Nelson
AFA-CWA International President