



Machinists Union Contract Will Remain In Effect After Spirit / Frontier Merger

Sisters and Brothers at Spirit Airlines,

As you are aware, Spirit Airlines has entered into a merger agreement with Frontier Airlines. First and foremost, I want you to know that our newly-ratified contract with Spirit remains in full force, including essential provisions that protect ramp workers' jobs, seniority, and wages, among other vital protections, during a merger.

Article One (Section G) of the Agreement between your union and Spirit Airlines contains Merger Protections that will specifically protect the seniority rights of union members. Our contract requires that any seniority integrations with non-union employees at Frontier be fair and that all union rights be respected. Additionally, Article Three (Section I) states very clearly, "The Company shall not outsource any Ramp Service work at its FLL station during the term of this Agreement."

Undergoing a merger can be stressful for non-union employees who lack the protection of a legally-binding union contract. However, I want to reassure all union members that our agreement will remain legally binding for the new company. I encourage everyone to study these contractual rights and how well they protect union members at Spirit. Machinists Union Members can find the Spirit Agreement online at IAM141.org. Look for the Spirit Contract under the "Airlines and Agreements" tab.

Over the next few weeks, we will be working with Spirit to ensure that the rights of Machinists Union members are respected and that every provision of our collective bargaining agreement is honored. If you have any questions or concerns about this topic, please do not hesitate to contact Assistant General Chair Tony Gibson by email at tgibson@IAM141.org or by phone at (313) 815-9622.

In Solidarity,

A handwritten signature in blue ink, appearing to read "Michael G. Klemm".

Michael G. Klemm
President & Directing General Chairman
IAMAW, District 141