

AGREEMENT

between

FRONTIER AIRLINES, INC.

and the

CLERICAL, OFFICE, STORES & STATION EMPLOYEES

in the service of

FRONTIER AIRLINES, INC.

as represented by

AIR LINE AGENTS ASSOCIATION, INTERNATIONAL

EFFECTIVE

4-1-57

to

9-30-58

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as represented by the
AIR LINE AGENTS ASSOCIATION, INTERNATIONAL

THIS AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act as amended, by and between FRONTIER AIRLINES, INC. hereinafter known as the "Company", and the Clerical, Office, Stores, and Station Employees in the service of FRONTIER AIRLINES, INC., as represented by the AIR LINE AGENTS ASSOCIATION, INTERNATIONAL, hereinafter known as the "Association."

W I T N E S S E T H:

It is hereby mutually agreed:

SECTION 1. RECOGNITION

In accordance with the National Mediation Board Certification on November 9, 1956, Case No. R-3105, the Company hereby recognizes the Air Line Agents Association, International, as the duly designated and authorized representative of the Clerical, Office, Stores, and Station Employees in the service of Frontier Airlines, Inc.

SECTION 2. PURPOSE OF THE AGREEMENT

The purpose of this Agreement is in the mutual interest of the Company and of the Employees, to provide for the 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 reasonable working conditions. It is recognized by this Agreement that it will be the duty of the Company and of the employees to cooperate both individually and collectively, for the advancement of that purpose.

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 activities on behalf of the Association.

SECTION 3. SCOPE OF THE AGREEMENT

- (a) Appropriate chapters of the Company's Policy and Procedures Manual and other applicable regulations shall be available to all employees at all points. An employee covered by this Agreement shall be governed by such regulations and by all applicable rules, regulations and orders issued by properly designated authorities of the Company, not in conflict with the terms of this Agreement.

SECTION 3. (cont)

- (b) It is understood and agreed that the Company will not lock out any employee and the Association will not authorize or take part in any strike or picketing of Company premises during the life of this Agreement until procedures for settling disputes as provided for by the Railway Labor Act as amended have been exhausted. In the event the provisions of the Railway Labor Act have been exhausted, it is agreed that either party will give a thirty (30) day notice of any intended action.

SECTION 4. DEFINITIONS

- (a) "Employee" as used in this Agreement, means the Clerical, Office, Stores, and Station Employees in the service of Frontier Airlines, Inc. as covered in Section 12, "Seniority Groups".
- (b) "Month" as used in this Agreement, means calendar month.
- (c) Any masculine pronoun or noun used in this Agreement shall designate any employee referred to in the Agreement, whether male or female.

SECTION 5. HOURS OF SERVICE

- (a) Eight (8) consecutive hours, exclusive of meal periods, shall constitute a work day except as otherwise provided in this Section.
- (b) The standard work week will consist of five (5) eight (8) hour days worked within seven (7) consecutive days, midnight Saturday to midnight Saturday.
- (c) Employees shall be assigned two (2) consecutive days off in a work week, except where otherwise agreed to by a majority of the employees or in case of rotation of shifts. Saturday and Sunday will be considered consecutive days off. The rotation of days off will be permitted, if the majority of the employees at that location so desire. If agreement cannot be reached, the assignment of days off will be in accordance with seniority. Trading of days off will be subject to the approval of the Company, as the needs of the operation require.
- (d) All time worked in any continuous tour of duty, including overtime, shall be considered as work performed on the day which the tour of duty started.
- (e) The length of the meal periods shall not be less than thirty (30) consecutive minutes nor more than sixty (60) consecutive minutes, except when varied by mutual agreement between the Company and the employees affected.
- (f) Where the needs of the operation permit, a majority of the employees at a location will decide whether shifts will be fixed or rotated. Where it is decided that shifts are to be fixed, and the needs of the operation permit, assignment of shifts will be according to seniority. Where it is decided that shifts will be rotated, the method of rotation will be as the needs of the operation require. Trading of shifts will be subject to the approval of the Company as the needs of the operation permit.

SECTION 5. (cont)

- (g) Work schedules for the following month will be posted not later than the 26th of the preceding month. Once posted, the schedule shall not be changed except in case of urgent need. All employees affected by such change shall be notified as far in advance as possible.
- (h) Where service is intermittent, eight (8) hours actual time on duty shall constitute a days' work. Intermittent service is a shift divided into two parts, not necessarily equal, which are separated by an off-duty period of more than one hour. Such service shall not exceed fourteen (14) hours in any day. When scheduled for intermittent service the employee shall be reimbursed for travel expenses at the rate of \$1.25 per day.
- (i) Time worked in excess of forty (40) hours, in any work week, or in excess of eight (8) hour in any work day, exclusive of meal periods, shall be considered overtime and shall be paid at time and one-half.
- (j)
 - (1) An employee who has been relieved from duty and has left the Company's premises, and who is recalled to perform work not continuous with, before or after, his regular work period shall be paid at the applicable overtime rate for the actual time worked, but shall be paid for not less than two (2) hours' time and in addition shall be reimbursed one dollar (\$1.00) for travel expense.
 - (2) When an employee is directed or scheduled to report for duty on a second shift and the reporting time is less than seven and one-half ($7\frac{1}{2}$) hours after the scheduled termination of his first shift, he shall be paid at the overtime rate for all time worked on the second shift.
 - (3) An employee whose overtime working period continues into the following day shall continue to receive overtime rates for all overtime worked. If such overtime work period shall continue so that its termination falls within seven and one-half ($7\frac{1}{2}$) hours prior to the scheduled resumption of work in the succeeding work day, he shall be granted a seven and one-half ($7\frac{1}{2}$) hour rest period before he is required to return to work. However, if this rest period cannot be granted, he shall receive overtime rates for all time worked during his regular work period for the work day.
 - (4) Overtime shall be computed to the nearest one-quarter ($1/4$) hour.
 - (5) Overtime work shall be distributed as equitable as practicable among the employees qualified to perform the work necessitating overtime.
 - (6) No overtime shall be worked unless directed by the Department Head or Station Manager except in case of an emergency and when prior authority cannot be obtained.
 - (7) Time off with pay shall be considered as time worked for the computation of overtime, such as sick leave, vacation, holidays, etc.
- (k) All employees shall be granted a ten (10) minute rest period during the first half of their shift and a ten (10) minute rest period during the second half of their shift without loss of pay.

SECTION 6. WAGE RULES

- (a) Employees temporarily or permanently assigned to higher rated classifications or positions shall receive the higher rate for all time worked on such assignment. Employees temporarily assigned to lower rated classifications or positions shall not have their rates reduced.
- (b) When there is a sufficient change in the duties of a position, the position will be reclassified in accordance with the classifications set forth in this Section, and when reclassified the position will be filled in accordance with Section 16. Established positions will not be discontinued and new ones created under the same or different titles covering relatively the same class or grade of work which will have the effect of reducing the rate of pay or evading the application of this Agreement.
- (c) The rate of pay and Seniority Group for any new position will be fixed by agreement between the Company and the Association.
- (d)
 - (1) An employee reclassified to a higher rated classification within a Seniority Group will enter such classification at that pay bracket which is next higher in rate of pay than the rate of pay which he has been receiving. Such reclassification shall not effect an employee's progression service increase date.
 - (2) An employee reclassified to a higher rated classification in a different seniority group, will enter such classification at that pay bracket which is next higher in rate of pay than the rate of pay he has been receiving. The date of such reclassification shall become the employee's new progression service increase date.
 - (3) In applying provisions under Paragraph (d) (1) and (2) of this Section, the second (2) months pay bracket shall be by-passed except for those employees reclassified during their first six (6) months of service with the Company.

SECTION 7. HOLIDAYS

- (a) The following days are designated holidays: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas.
- (b) For employees in Seniority Groups A, B, C, D, the following will apply:

For each designated holiday occurring during the service of an employee in the current calendar year, one (1) additional day off with pay, will be granted adjacent to that employee's vacation in the succeeding calendar year. Employees terminating will be paid at their base rate for any earned holiday not taken as time off with pay.
- (c) For employees in Seniority Groups E and F the following will apply:
 - (1) Employees who are scheduled to work a holiday and work the holiday will receive a compensatory day off with pay.
 - (2) Employees who are scheduled to work a holiday but are not required to work will be paid at their regular rate of pay.
 - (3) When a holiday falls on a regularly scheduled day off, employees will receive an additional compensatory day off with pay.

SECTION 8. VACATION

- (a) Employees shall accrue vacation at the rate of one (1) day for each month of service except that no vacation will be earned during the months of June and December. A vacation shall be given subject to the needs of the operation, to an employee during the calendar year following the year in which it was accrued. In the event Company operations in any year do not permit an employee his vacation during the year, he shall be permitted to take his vacation in the succeeding year. Leaves of Absence without pay or periods of lay off will not be considered as service with the Company for the purpose of earning vacation.
- (b) The establishing of vacation periods or schedules by the Company will be made in accordance with the needs of the operation. Preference for established vacation periods shall be granted according to Group Seniority.
- (c) Vacations will not be cumulative and must be taken the calendar year following the year in which the vacation was earned. Vacations will not be paid for in lieu of taking the time off while the employee remains on the payroll. All vacation earned and not received will be paid the employee upon leaving the service of the Company because of a reduction in force, termination after one (1) years' service, or for military service. In the case of death of an employee, the amount due shall be paid to his estate. Employees who are terminated for just cause or who fail to give a two (2) weeks' notice in writing will not be paid for earned but unused vacation.
- (d) As of January 1, in the calendar year that an employee completes the following years of service, he will have added to his accrued vacation the days shown:

10 years	1 day
11 years	2 days
12 years & thereafter	5 days

SECTION 9. LEAVE OF ABSENCE

- (a) When the requirements of the operation will permit, an employee may be granted a leave of absence not in excess of 90 days for any reason deemed adequate by the Company. In the event an employee has three (3) years or more continuous service with the Company, the leave may be extended for additional periods not to exceed 90 days. When leaves are granted, the employee shall retain and continue to accrue seniority during the leave. An employee returning from an authorized leave, shall be permitted to resume his position in the same status and station to which he was assigned prior to the beginning of his leave. In case of extended leaves of absence employees will be returned to their former position and station if available.
- (b) When leaves are granted on account of sickness or injury, an employee shall retain and continue to accrue his seniority until he is able to return to duty. In no case shall leave for sickness or injury exceed a total continuous period of three (3) years. An employee returning from leave occasioned by sickness or injury shall be permitted to resume his status at the base to which he had previously been assigned.
- (c) Employees ordered to military duty shall retain and continue to accrue seniority. Upon return he shall resume a position of like status, seniority permitting.
- (d) Except for the first 90 days, employees on leave, other than military leave, shall lose such time in computing pay increases.

- (c) When an employee has a death in his immediate family he may be granted leave of absence with pay as outlined in the Company Policy & Procedures Manual.

SECTION 10. SICK LEAVE

- (a) Sick leave shall accrue at the rate of one (1) day per month of service with the Company but may not be used until the employee completes his probationary period. Effective April 1, 1957 employees will continue to accrue sick leave up to a maximum of sixty (60) days. Sick leave will not be earned for any period of time that the employee is absent without pay.
- (b) Sick leave with pay shall be granted to employees who have an accrued balance, when they cannot report to their regular duties because of sickness or injury, or when due to exposure to contagious diseases their presence would jeopardize the health of others.
- (c) Employees who are claiming sick leave for a period of four (4) or more days will be required to obtain a certificate from a physician indicating the nature of the illness or injury. The Company reserves the right to require a physicians certificate to confirm a claim for a shorter duration.
- (d) It is the responsibility of the employee absent from work because of illness or injury to give as much advance notice as possible to his immediate supervisor stating the nature of the illness or injury. Where possible the employee on contacting his supervisor, should indicate the approximate length of his absence.
- (e) Employees who are eligible for sick leave because of an injury or illness covered by Workmen's Compensation insurance shall be paid the difference between Workmen's Compensation insurance received and his regular straight time compensation as long as he has accrued sick leave. The employees sick leave account will be credited proportionately for any Compensation Insurance received in lieu of sick leave pay..
- (f) Employees injured while employed for other than Frontier Airlines, Inc. will not be authorized to use accrued sick leave.

SECTION 11. SENIORITY GENERAL

- (a) An employees System Seniority shall be based upon total length of service with the Company.
- (b) Group Seniority shall be based upon total length of service in any classification in any group as set forth in Section 12. In the event more than one employee has the same Group Seniority, the employee having the greatest System Seniority will appear first on the Group Seniority List. If the System Seniority is equal, the oldest employee as determined by date of birth shall appear first on the Group Seniority List.
- (c) Group Seniority shall govern the retention of employees in case of a reduction of force, promotion and demotions, choice of vacancy, filling of vacancies, new positions, and reemployment after a reduction in force, provided the employee is qualified to perform the work of the position to be filled.

SECTION 11. (cont)

- (d) Any employee accepting transfer to a supervisory position or other position in the Company not covered by this Agreement will retain but not continue to accrue seniority in the Seniority Group from which transferred. Any employee accepting transfer to any other Seniority Group shall retain but not continue to accrue seniority in the Seniority Group from which transferred.

SECTION 12. SENIORITY GROUPS

- (a) Seniority Groups are established as follows:

Group A -

Senior Stock Clerks
Stock Clerks

Group B -

Communications Operators

Group C -

Payload Controllers
Reservationists

Group D -

Station Managers B
Station Managers C
Station Managers D
Senior Agents (A) and Relief Agents
Senior Agents (B)
Agents
Passenger Agents
Junior Agents

Group E -

Maintenance Scheduler
IBM Tab Operator
Log Clerk
Kardex Clerk
Senior and Chief Clerk
Secretary
Accounting Clerk
Cashier
Key Punch Operator
PBX Operator
Stenographer
Statistical Clerk
Records Clerk
Typist
Addressograph Operator
Mail and File Clerk

Group F -

Accountants
Jr. Accountants

SECTION 12. (cont)

- (b) Seniority Lists will be brought up to date as of July 1st of each year, and amendments to the lists as of each January 1st. Lists shall be posted at all points with a copy to the Association. Employees shall have thirty (30) days after the posting of Seniority Lists to protest in writing to the Company any omission or incorrect posting affecting their seniority, but such protest shall be strictly confined to errors or changes occurring subsequent to the posting of the prior Seniority Lists.

SECTION 13. LOSS OF SENIORITY

An employee shall lose his seniority status and his name shall be removed from the seniority list under the following conditions.

- (a) He quits or resigns.
- (b) He is discharged for cause.
- (c) He is absent from work for two (2) consecutive days without properly notifying the Company the reason for his absence, or not giving satisfactory reason for not notifying the Company.
- (d) Does not comply with Section 16, Paragraph (b) or Paragraph (c).
- (e) Furlough exceeds two (2) years.

SECTION 14. PROBATIONARY PERIOD

An employee shall be on probation for the first six (6) months of employment.

SECTION 15. FILLING OF VACANCIES

- (a) All vacancies of thirty (30) days or more will be filled from qualified bidders except that vacancies known to be of less than ninety (90) days duration will not be bid. During the interim period required to fill a permanent vacancy, the Company may fill the job by assignment.
- (b) All vacancies within a seniority group shall be filled in accordance with Section 11 except as otherwise provided in this Section.
- (c) Bidding for vacancies shall be conducted on the basis of two systems: a bulletined vacancy system or a permanent bid system.

- (1) Vacancies in the position of Station Manager, B, C, and D, Senior Station Agent, Payload Controller, and Senior Stock Clerk will be bulletined as far in advance as is practical.

A bulletin for a vacancy shall state the number of vacancies to be filled, the station or location and a reasonable deadline date after which bids will not be considered, such date not to be less than seven (7) days after the bulletining of such vacancy. The bulletin shall indicate to whom bids are to be submitted.

- (2) Vacancies in all other classifications will be filled from a permanent bid file maintained in the General Office of the Company. The permanent bid file for Junior Station Agent, Station Agent, Passenger Agent will be maintained in the office of the Superintendent of Stations; that for all other classifications will be maintained in the office of the Personnel Manager. An employee may submit his

SECTION 15. (cont)

bid to the permanent bid file for jobs in classification in other than his present seniority group, and an employee in a seniority group may file a bid for any bulletined vacancy in accordance with Paragraph (d).

- (d) When bids for a vacancy include bids from employees of more than one seniority group, the following priority shall prevail:
 - (1) Group Seniority (within the seniority group where the vacancy exists)
 - (2) System Seniority (except that in the position of Payload Controller, the bidders from the Station Agent Seniority Group will receive priority.)
 - (3) A bid may be withdrawn prior to the time a vacancy occurs.
- (e) A successful bidder shall be expected to demonstrate his ability to perform the work required within ninety (90) days after assuming the assignment. During the trial period, if the employee is unable to demonstrate his ability, he may return to his previous assignment or a like assignment without loss of seniority in the group from which transferred or promoted; however he shall forfeit all seniority earned under the Seniority Group, if different from the Seniority Group from which transferred or promoted. If an employee fails to demonstrate the required ability to hold a job to which transferred or promoted he shall not be considered for a vacancy in the same or a higher classification for a period of six (6) months after he returns to the classification from which transferred or promoted.
- (f) If no employee bids a vacancy or if no employee is willing to accept a vacancy, the Company may assign the most junior qualified employee in the seniority group or hire a new employee to fill the vacancy.
- (g) If an employee is selected from his bid to fill a vacancy and then elects not to accept the position, he shall not be considered for a vacancy in the same classification for a period of six (6) months.

SECTION 16. REDUCTION IN FORCE

- (a) Any reduction of employees who have completed their probationary period, shall be in the reverse order of Group Seniority. Employees furloughed due to reduction in force, shall be reemployed in the order of their Group Seniority at the time of furlough.
- (b) An employee who has been released due to reduction in force shall file his address in writing with the Personnel Department and shall after that promptly advise the Personnel Department in writing of any change in address.
- (c) An employee shall within seven (7) days of receiving notice to reemploy him, notify the Company in writing or by telegraph of his intentions to return and must return on or before the date specified. The Company shall allow a minimum of fifteen (15) days after receipt of notice for his return to work. The Company will send all notices of reemployment by certified mail or by telegram to the last address filed with the Personnel Department.

SECTION 16. (cont)

- (d) An employee furloughed due to reduction in force, on return to duty shall be allowed, for seniority purposes, all time accrued prior to the furlough but shall not accrue seniority for the period of furlough.
- (e) All furloughs shall expire at the end of two years from their effective date.
- (f) Employees terminated or layed off, except termination for just cause, shall be given at least ten (10) work days' notice or pay in lieu of notice.
- (g) Employees laid off because of a reduction in force shall be given preference, according to seniority, to transfer to any other point or to any other station in the Company where vacancies exist, for which they are qualified. The employee may make application for transfer any time after layoff, but no later than ten (10) days after notification of layoff. In case no vacancy exists, the employee may exercise his seniority by displacing the most junior permanently assigned employee in the same classification, or lower classification in the same seniority group on the system providing he is qualified. Transfers under this paragraph shall be made without expense to the Company, but free contingent air transportation, on the Company's system, will be furnished to the employee.

SECTION 17. INVESTIGATION AND DISCIPLINE

(a) Hearing

- (1) An employee shall not be disciplined or dismissed from the service of the Company without notification of the action, nor without an investigation and hearing, provided that the employee makes written request for an investigation and hearing within seven (7) days after receiving notification.
- (2) An employee may be held out of service by the Company pending an investigation, hearing, and appeals.
- (3) Written request for an investigation and hearing shall be addressed to the employee's immediate supervisor with a copy to the employee's Department Head.
- (4) Prior to the investigation and hearing, the employee shall be notified in writing by the Company of the precise charge or charges against him. He shall be given the necessary time, not exceeding seven (7) days, in which to secure the presence of witnesses. He shall have the right to be represented by a Company employee of his choice, or by his duly accredited representative or representatives.
- (5) The investigation and hearing, shall be held by an operating official of the Company, designated by the Company for that purpose, and shall be held within seven (7) days after the receipt of the employee's written request.
- (6) Within ten (10) days after the close of the investigation and hearing, the Company shall announce its decision in writing. The Company shall furnish the employee, or his duly accredited representative, a copy of the decision.

SECTION 17. (cont)

(b) Appeal

- (1) When a copy of the decision has been received by the employee or his duly accredited representative or representatives, and if the employee is dissatisfied with the Company's decision, he shall have the right of appeal to the chief operating officer of the Company. The appeal must be filed by the employee in writing with chief operating officer of the Company within seven (7) days from the date the employee receives a copy of the Company's decision of the first investigation and hearing provided in paragraph (a) of this Section. The appeal hearing shall be held within seven (7) days after the receipt of the employee's written request by the chief operating officer of the Company.
- (2) Within ten (10) days after the close of the appeal hearing the chief operating officer or his designated representative shall announce his decision in writing. He shall furnish the employee, or his duly accredited representative or representatives with a copy of the decision.

(c) General

- (1) If any decision made by the Company under the provisions of this Section is not appealed by the employee affected within the time limit prescribed for appeals, the decision of the Company shall become final and binding.
- (2) Nothing in this Agreement shall extend the right of investigation and hearing, stipulated in paragraph (a), point 1 of this Section, to an employee during his first six months of service.
- (3) If, as a result of any hearing or appeal, an employee is exonerated, he shall, if he has been held out of service, be reinstated without loss of seniority and shall be paid for time lost in an amount which he would have ordinarily earned had he continued in service.
- (4) If, as a result of any hearing or appeal, the employee shall be exonerated, his personnel record shall be cleared of the charges.
- (5) When it is mutually agreed that a stenographic report is to be taken of the investigation and hearing in whole or in part, the cost will be borne equally by both parties. In the event it is not mutually agreed that a stenographic report of the proceedings shall be taken, any written record available taken of such investigation and hearing shall be furnished to the other party to the dispute upon request, provided the cost involved is shared equally by both parties.
- (6) After the appeal provisions have been complied with, further appeal by the employee, if made, shall be to the "Frontier Airlines, Inc., Clerical, Office, Stores, and Station Employees' System Board of Adjustment", as provided for in the "Agreement between Frontier Airlines, Inc. and the Clerical, Office, Stores, and Station Employees in the service of Frontier Airlines, Inc. as represented by the Air Line Agents Association, International, dated April 11, 1957 covering the establishment and maintenance of a System Board of Adjustment." The appeal must be made within thirty (30) days from the date of receipt by the employee, or his duly accredited representative of the decision of the chief operating officer or his designated representative.

SECTION 18. GRIEVANCES

An employee, or group of employees, who have a grievance concerning any action of the Company affecting them shall be entitled to the same right of investigation and hearing and the same privileges concerning appeal as are accorded in Section 17 to individual employees. Grievances must be submitted in writing within thirty (30) days from the date of the cause of the grievance or from the date the cause should reasonably have been known by the employee to exist.

SECTION 19. PHYSICAL EXAMINATIONS

- (a) An employee shall not be required to submit to any Company physical examinations in excess of two in any twelve month period without the employee's consent, unless there are reasonable grounds to believe that his health or physical conditions are impaired in which case the employee shall be furnished a copy of the Company's medical examiner's report.
- (b) Any information obtained by, or as a result of, a Company physical examination, shall be strictly confidential between the Company, 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 a Company physical examination shall at his option, have a review of his case in the following manner:
 - (1) The employee may employ a qualified medical examiner of his own choosing and at his own expense, for the purpose of conducting the same physical examination as that made by the medical examiner employed by the Company.
 - (2) A copy of the findings of the medical examiner chosen by the employee shall be furnished to the Company and, in the event that such findings verify the findings of the medical examiner employed by the Company, no further review of the case shall 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 medical examiners agree upon and appoint a third qualified and disinterested medical examiner, preferably a specialist, for the purpose of making a further medical examination of the employee.
 - (4) The disinterested medical examiner shall then make a further examination of the employee in question and the case shall be settled on the basis of his findings.
 - (5) The expense of employing the disinterested medical examiner shall be borne one-half ($\frac{1}{2}$) by the employee and one-half ($\frac{1}{2}$) by the Company. Copies of the medical examiner's report shall be furnished to the Company and to the employee.

SECTION 19. (cont)

- (d) When an employee is removed from service by the Company as a result of his failure to pass the Company's physical examination and he appeals the action under the provisions of this Section, he shall, if the action is proven to be unwarranted as provided in paragraph (c) of this Section, be paid retroactively for time lost in the amount which he would have ordinarily earned had he been continued in service. In no case shall an employee be paid for a period in excess of ninety (90) days from the date of removal from pay status.
- (e) Any physical examination required by the Company shall be paid for by the Company.

SECTION 20. UNIFORMS

- (a) Employees may be required to wear uniforms as prescribed in Company regulations at all times while on duty.
- (b) The Company will furnish on a loan basis Company insignia required to be worn by the employees at no cost to the employees.
- (c) The Company will furnish to each employee the following uniform items:
 - (1) Initial three (3) sets of Class "B" uniforms.
 - (2) One Class "B" uniform jacket.
 - (3) Access to, and use of rain gear for minimum needs.
- (d) The recommendations of the Association will be considered by the Company before making any change in the style, color or material of the uniforms and in the selection of the tailoring establishment.

SECTION 21. TRAINING EQUIPMENT

No employee shall be required to pay for the use of any Company equipment or equipment outside the Company that is required in personnel training. Any training required of the employees for maintaining or improving the standard of proficiency shall be withstood by the Company.

SECTION 22. ORDERS TO EMPLOYEES

All orders to employees involving a change in base station assignments, promotions, demotions, furloughs, vacations, leaves of absence or any other change of status shall be stated in writing.

SECTION 23. ASSOCIATION SECURITY.

- (a) Any employee who is a member of the Association on the date of signing of this Agreement, or who becomes a member thereafter, shall, as a condition of continued employment, maintain his membership in the Association, to the extent of paying an initiation fee and membership dues (not including fines and penalties).

SECTION 23. (cont)

- (b) Any employee who has not been a member of the Association on or before the signing of this Agreement, shall not be required to join the Association. However, if an employee becomes a member subsequent to the date of signing, he shall be required to maintain his membership in the Association, to the extent of paying initiation fee and membership dues.
- (c) Any employee who is terminated from the Company and subsequently is reemployed, shall be considered as a new employee for the purposes of this Section and shall be governed by the provisions of Paragraph (b), except an employee who is terminated under the provisions of Paragraph (e) of this Section.
- (d) Employees who are or become members of the Association under Paragraphs (a) & (b) above shall pay membership dues as set forth herein. Payment for membership dues shall not be required as a condition of employment during leaves of absence without pay, or during periods of transfer to a classification not covered by this Agreement.
- (e) When an employee who is a member of the Association becomes as much as thirty (30) days delinquent in the payment of initiation fee and membership dues as specified, the following procedure shall apply:
 - (1) The Association shall notify the employee in writing, certified mail, return receipt requested with a copy to the Personnel Manager., that he is delinquent in the payment of initiation fee and membership dues, and accordingly is subject to termination as an employee. Such letter shall also notify the employee that he must remit the required payment within fifteen (15) days of the date of mailing of the notice, or be subject to discharge.
 - (2) If, upon the expiration of the fifteen (15) day period, the employee still remains delinquent, the Association shall certify in writing to the Personnel Manager, with a copy to the employee, that the employee has failed to remit payment within the grace period allowed and is to be discharged. The Personnel Manager shall then take proper steps to terminate the employee from the services of the Company.
- (f) Any termination under the terms of this Section shall be based solely upon the failure of the employee to pay or tender payment of initiation fee and membership dues, and not because of denial or termination of membership in the Association upon any other ground.
- (g) Any grievance by an employee concerning the interpretation or application of the provisions of this Section shall be governed by the Grievance Procedure.
- (h) The Association agrees that it shall indemnify the Company and save the Company harmless from any and all claims which may be made by the employee or employees against the Company by virtue of the application of any of the terms of this Section.

SECTION 23. (cont)

- (i) Collection of any back dues or initiation fees owed at the time of starting deductions for any employee, and collection of dues missed because the employee's earnings were not sufficient to cover the payment of dues for a particular pay period, will be the responsibility of the Association and will not be subject to payroll deductions.
- (j) Other provisions of this Agreement notwithstanding, the Company shall not be required to terminate the employment of any employee until such time as the services of a qualified replacement are available. The Company may not, however, retain any employee in service under the provisions of this paragraph for a period in excess of ninety (90) calendar days from the date of the Association's original notice, except by mutual agreement by the parties hereto. Within fifteen (15) days prior to the termination of the next succeeding agreement or amendments thereto, an employee may withdraw his membership from the Association by notifying the Company and the Association in writing.

SECTION 24. DUES CHECK OFF

During the life of this Agreement, the Company agrees to deduct from the pay of each member of the Association, and remit to the Association, membership dues uniformly levied, in accordance with the Constitution and By-Laws of the Association, and as prescribed by the Railway Labor Act as amended, provided such member of the Association voluntarily executes on a form, to be supplied by the Association, the authorization for check off of Association dues called "Check Off Form."

Check Off Forms duly executed shall be delivered to the Personnel Department. Deductions authorized by Check Off Form shall begin on the applicable payday occurring in the month following receipt of such Check Off Form. Dues deducted in the current month cover Association dues of the preceding month.

SECTION 25. GENERAL

- (a) Nothing in this Agreement shall be construed to limit or deny any employee any rights or privileges to which he may be entitled under the provisions of the Railway Labor Act, as amended.
- (b) The Company will provide free of charge each employee with a copy of this Agreement, printed and bound in a convenient pocket size booklet.
- (c) It shall be the responsibility of the Company to make available to the employees, a form of group insurance.
- (d) The provisions of this Agreement shall be binding upon any successor or merged company or companies, or any successor in the control of the Company.
- (e) For the duration of this Agreement, the expenses and moving expenses policies for the employees covered by this Agreement shall be no less than those policies covered April 1, 1957 in Chapter 20-4, Personnel General, of the Company Policy and Procedures Manual.

SECTION 25. (cont)

- (f) The provisions of this Agreement relating to promotion, demotion, assignment, displacement, hours of service and overtime, are not applicable to individuals while occupying the following positions:
- (1) Private or confidential secretaries of Department Heads
 - (2) Employees performing confidential personnel and statistical work.
- (g) The Company will endeavor to obtain from the responsible authorities wherever possible proper facilities for the maintenance of the health of the employees.

SECTION 26. SAVINGS CLAUSE

Subject to conditions specified in this Agreement, the Association recognizes the right and responsibility of the Company to direct its own affairs, to direct and supervise all employees, to reduce or increase forces and determine the necessary number of employees by classification, to discipline and discharge employees for cause, to transfer and to promote and demote employees for cause.

SECTION 27. DURATION OF AGREEMENT

This Agreement shall become effective as of April 1, 1957 and shall continue in full force and effect until September 30, 1958, and thereafter unless sixty (60) day written notice of intended change is served by either party in accordance with Section 6, Title I, of the Railway Labor Act, as amended.

11. WITNESS WHEREOF, the parties hereto have signed this Agreement this, the 11th day of April, 1957.

FOR: THE CLERICAL, OFFICE, STORES, AND
STATION EMPLOYEES IN THE SERVICE
OF FRONTIER AIRLINES, INC.:

FOR: FRONTIER AIRLINES, INC.:

Victor J. Herbert
Acting President
Air Line Agents Association,
International

C. A. Myhre
President

WITNESS:

WITNESS:

Pat Cain

Harvey P. Barnard, Jr.
Assistant to the President

Kerry Allen

Alban J. Schmidt
Personnel Manager

Doc Lake

Charles Black

SCHEDULE "A"

The minimum hourly or monthly rate for the classifications shown shall become effective April 1, 1957. Only those employees on the payroll as of the date of signing of this Agreement will receive retroactive pay.

Senior Stock Clerk

\$0.15 per hour above Stock Clerk Scale

Stock Clerk

1st 6 Months	\$1.50
2nd 6 Months	1.55
2nd Year	1.60
3rd Year	1.75
4th Year	1.80
5th Year	1.85
6th Year	1.90
7th Year	1.95

Communications Operator

1st 6 Months	\$210
2nd 6 Months	220
2nd Year	230
3rd Year	250
4th Year	270
5th Year	290
6th Year	300
7th Year	310

Payload Controller

1st 6 Months	\$300
2nd 6 Months	315
2nd Year	330
3rd Year	345
4th Year	365
5th Year	375
6th Year	390
7th Year	400

Station Manager "B"

1st 6 Months	\$350
2nd 6 Months	360
2nd Year	375
3rd Year	390
4th Year	405
5th Year	420
6th Year	435
7th Year	450

Station Manager "C"

1st 6 Months	\$330
2nd 6 Months	340
2nd Year	355
3rd Year	370
4th Year	385
5th Year	400
6th Year	415
7th Year	430

Station Manager "D"

1st 6 Months	\$310
2nd 6 Months	320
2nd Year	335
3rd Year	350
4th Year	365
5th Year	380
6th Year	395
7th Year	410

Senior Agent "A"

\$20.00 over Station Agents Scale.

Senior Agent "B"

\$10.00 over Station Agents Scale.

SCHEDULE "A" (cont)

Station Agent

1st 6 Months	\$250
2nd 6 Months	265
2nd Year	280
3rd Year	295
4th Year	310
5th Year	325
6th Year	340
7th Year	350

Junior Agent

1st 6 Months	\$205
2nd 6 Months	215
2nd Year	225
3rd Year	240
4th Year	250

Lead Clerk

1st 6 Months	\$265
2nd 6 Months	275
2nd Year	290
3rd Year	305
4th Year	320
5th Year	335
6th Year	350
7th Year	365

Passenger Agent
Reservationist

1st 6 Months	\$230
2nd 6 Months	240
2nd Year	250
3rd Year	265
4th Year	280
5th Year	295
6th Year	305
7th Year	315

Maintenance Scheduler
IBM TAB Operator

1st 6 Months	\$275
2nd 6 Months	285
2nd Year	300
3rd Year	315
4th Year	330
5th Year	345
6th Year	360
7th Year	375

Senior Clerk
Chief Clerk
Kardex Clerk

1st 6 Months	\$250
2nd 6 Months	260
2nd Year	270
3rd Year	280
4th Year	290
5th Year	300
6th Year	315
7th Year	330

SCHEDULE "A" (cont)

Secretary
Cashier

1st 6 Months	\$240
2nd 6 Months	250
2nd Year	260
3rd Year	270
4th Year	280
5th Year	290
6th Year	300
7th Year	310

Records Clerk
Supply Clerk
Statistical Clerk
Clerk Typist

1st 6 Months	\$210
2nd 6 Months	220
2nd Year	230
3rd Year	240
4th Year	250
5th Year	260
6th Year	270
7th Year	280

Accountant

1st 6 Months	\$300
2nd 6 Months	310
2nd Year	325
3rd Year	340
4th Year	355
5th Year	370
6th Year	385
7th Year	400

Accounting Clerk
IBM Key Punch Operator
PBX Operator
Addressograph Operator
Stenographer

1st 6 Months	\$220
2nd 6 Months	230
2nd Year	240
3rd Year	250
4th Year	260
5th Year	270
6th Year	280
7th Year	290

Mail and File Clerk

1st 6 Months	\$200
2nd 6 Months	210
2nd Year	220
3rd Year	230
4th Year	240
5th Year	250
6th Year	255
7th Year	265

Jr. Accountant

1st 6 Months	\$265
2nd 6 Months	275
2nd Year	290
3rd Year	305
4th Year	320
5th Year	335
6th Year	350
7th Year	365

AGREEMENT BETWEEN FRONTIER AIRLINES, INC. AND THE CLERICAL
OFFICE, STORES, STATION, EMPLOYEES IN THE SERVICE OF FRON-
TIER AIRLINES, INC., AS REPRESENTED BY THE AIR LINE AGENTS
ASSOCIATION, INTERNATIONAL, COVERING THE ESTABLISHMENT
AND MAINTENANCE OF A SYSTEM BOARD OF ADJUSTMENT.

IT IS MUTUALLY AGREED THAT:

- (a) 1. The term "Company" shall be construed to mean Frontier Airlines, Inc.
2. The term "Association" shall be construed to mean the Air Line Agents Association, International.
3. The term "Clerical, Office, Stores, and Station Employees' Agreement" shall be construed to mean the Agreement between "Frontier Airlines, Inc. and the Clerical, Office, Stores, and Station Employees in the service of Frontier Airlines, Inc. as represented by the Air Line Agents Association, International", dated April 11, 1957 or any extension or renewal of that Agreement.
- (b) In compliance with Section 204, Title II, of the Railway Labor Act, as amended, there is hereby established a system board of adjustment for the purpose of adjusting and deciding disputes which may arise under the terms of the Clerical, Office, Stores and Station Employees' Agreement and any amendments or additions thereto which are properly submitted to it, which Board shall be known as Frontier Airlines, Inc. Clerical, Office, Stores, and Station Employees' System Board of Adjustment", hereafter referred to as the "Board".
- (c) The Board shall consist of four members, two of whom shall be selected and appointed by the Association and two by the Company, and such appointees shall be known as "Adjustment Board Members."
- (d) The four members shall serve for one year from the date of their appointment or until their successors have been duly appointed. Vacancies in the membership of the Board shall be filled in the same manner as provided for the selection and appointment of the original members of the Board.
- (e) The Board shall have jurisdiction over disputes between any employee covered by the Clerical, Office, Stores, and Station Employees' Agreement and the Company, growing out of grievances or out of interpretation or application of any of the terms of the Clerical, Office, Stores, and Station Employees' Agreement. The jurisdiction of the Board shall not extend to proposed changes in hours of employment, rates of compensation, or working conditions covered by existing Agreements between the parties.
- (f) The Board shall consider any dispute properly submitted to it by the President of the Association or by the Personnel Manager of the Company when such dispute has not been previously settled in accordance with the terms provided for in the Clerical, Office, Stores, and Station Employees' Agreement.

- (g) Appointments of members of the Board shall be made by the respective parties within thirty (30) days from the date of the signing of this Agreement and said appointees shall meet in the City of Denver, Colorado, within forty-five (45) days from the date of the signing of this Agreement, and shall organize and select a Chairman and a Vice Chairman, both of whom shall be members of the Board. The term of the Office of Chairman and Vice Chairman shall be one year. Thereafter, the Board shall designate one of its members to act as Chairman and one to act as Vice Chairman for one year terms. Each officer so selected shall serve for one year or until his successor has been duly selected.

The Office of Chairman shall be filled and held by an Association member of the Board and by a Company member of the Board. When an Association member is Chairman, a Company member shall be Vice Chairman and vice versa. The Chairman, or in his absence, the Vice Chairman, shall preside at meetings of the Board and at hearings and shall have a vote in connection with all actions taken by the Board.

After the organization meeting referred to herein, the Board shall thereafter meet in the city where the general offices of Frontier Airlines, Inc. are maintained (unless a different place of meeting is agreed upon by the Board) during the first week in November and the first week in May of each year, provided that at such times there are cases filed with the Board for consideration, and shall continue in session until all matters before it have been considered, unless otherwise mutually agreed upon..

- (h) All disputes properly referred to the Board for consideration shall be addressed to the Chairman. Five copies of each petition, including all papers and exhibits shall be forwarded to the Chairman, who shall promptly transmit one copy to each member of the Board. Each case submitted shall show:

1. Question or questions at issue
2. Statement of facts.
3. Position of employee or employees.
4. Position of Company.

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 dispute and its position to the Board. No matter shall be considered by the Board which has not first been handled in accordance with the appeals provisions of the Clerical, Office, Stores, and Station Employees' Agreement, including the rendering of a decision.

- (i) Upon receipt of notice of the submission of a dispute, the Chairman shall set a date for hearing, which shall be at the time of the next regular meeting of the Board, or if at least two members of the Board consider the matter of sufficient urgency and importance than at such earlier date and at such place as the Chairman and Vice Chairman shall agree upon, but not more than fifteen days after such request for meeting is made by at least two of said members, and the Chairman shall give the necessary notices in writing of such meeting to the Board members and to the parties to the dispute.
- (j) Employees covered by the Clerical, Office, Stores, and Station Employees' Agreement may be represented at Board hearings by such person or persons as they may choose and designate, and the Company may be represented by such person or persons as it may choose and designate. Evidence may be presented either orally or in writing, or both.

On request of individual members of the Board, the Board may, by a majority vote, or shall at the request of either the Association representatives or the Company representatives, summon any witnesses who are employed by the Company and who may be deemed necessary by the parties to the dispute, or by either party, or by the Board itself, or by either group of representatives constituting the Board.

The number of witnesses summoned at any one time shall not be greater than the number which can be spared from the operation without interference with the operation of the Company.

- (k) A majority vote of all members of the Board shall be competent to make a decision.
- (l) Decisions of the Board in all cases properly referable to it shall be final and binding upon the parties.
- (m) In the event of a deadlock in the case of any dispute properly referable to it, it shall be the duty of the Board to endeavor to agree, within thirty days from the date of such deadlock, upon a procedure for breaking such deadlock. The said procedure for breaking a deadlock shall, when found necessary as a final step to settle a deadlock case, include the appointment of a neutral person to be known as a referee to sit with the Board as a member thereof and make the award. Such neutral referee shall be appointed by mutual agreement of the Company and the Association and if it is found impossible to agree upon such referee, the Company and the Association shall jointly request the National Mediation Board to name the said neutral member. A majority vote of all members of the Board shall be competent to reach such agreement, and the action of the Board, operating under such procedure, shall be final and binding upon the parties.
- (n) Nothing herein shall be construed to limit, restrict, or abridge the rights or privileges accorded either to the employees or to the employer, or to their duly accredited representatives, under the provisions of the Railway Labor Act as amended, and the failure to decide a dispute under the procedure established herein shall not therefore, serve to foreclose any subsequent rights which such law may afford or which may be established by the National Mediation Board by orders issued under such law with respect to disputes which are not decided under the procedure established herein.
- (o) The Board shall maintain a complete record of all matters submitted to it for its consideration and of all findings and decisions made by it.
- (p) Each of the parties hereto will assume the compensation, travel expense, and other expenses of the Board members selected by it.
- (q) Each of the parties hereto will assume the compensation, travel expense, and other expenses of the witnesses called or summoned by it. So far as space is available, witnesses who are employees of the Company shall receive free transportation over the lines of the Company or the lines of other companies with which the Company has exchange or reciprocal transportation agreements from the point of duty of assignment to the point at which they must appear as witnesses and return to the extent permitted by law. The Board will make every effort to hold its hearings and investigations at points that will best serve the purposes of satisfactorily concluding the work of the Board with the least amount of travel for the greatest number of persons attending the proceedings.

- (r) the Chairman and the Vice Chairman, acting jointly, shall have the authority to incur such other expenses as, in their judgment, may be deemed necessary for the proper conduct of the business of the Board and such expense shall be borne one-half by each of the parties hereto. Board members who are employees of the Company shall be granted necessary leaves of absence for the performance of their duties as Board members. So far as space is available, Board members shall be furnished free transportation over the lines of the Company, or the lines of other companies with which the Company has exchange or reciprocal transportation agreements, for the purpose of attending meetings of the Board, to the extent permitted by law.
- (s) It is understood and agreed that each and every Board member shall be free to discharge his duty in an independent manner, without fear that his individual relations with the Company or with the employees may be affected in any manner by any action taken by him in good faith in his capacity as a Board member.
- (t) This Agreement shall become effective April 11, 1957, and shall continue in full force and effect until September 30, 1958, and shall renew itself without change until each succeeding September 30th 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) days prior to September 30th in any year.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this, the 11th day of April, 1957.

FOR: THE CLERICAL OFFICE, STORES, AND
STATION EMPLOYEES IN THE SERVICE
OF FRONTIER AIRLINES, INC.:

FOR: FRONTIER AIRLINES, INC.:

Victor J. Herbert
Acting President
Air Line Agents Association, Inter-
national

C. A. Myhre
President

WITNESS:

WITNESS:

Pat Cain

Harvey P. Barnard, Jr.
Assistant to the President

Kerry Allen

Alban J. Schmidt
Personnel Manager

Dee Lake

Charles Black

LETTER OF AGREEMENT BETWEEN FRONTIER AIRLINES, INC.,
AND THE CLERICAL, OFFICE, STORES, AND STATION EM-
PLOYEES IN ITS EMPLOY AND AS REPRESENTED BY THE AIR
LINE AGENTS ASSOCIATION, INTERNATIONAL

For the purpose of clarification and mutual understanding in carrying out the intent of the Agreement between Frontier Airlines and its Clerical, Office, Stores, and Station employees as represented by the Air Line Agents Association it is agreed that:

- (a) The Association agrees that should the occasion ever arise where the Company desires to have other than Frontier employees perform work which would normally be construed as work belonging to the Clerical, Office, Stores, and Station employees in the employ of Frontier Airlines, Inc. and as represented by the Air Line Agents Association, the Association will meet with the proper representatives of the Company and work out an Agreement mutually acceptable to both parties.

It is agreed that the utmost consideration will be given this arrangement if the economical factors involved are of such a nature that it would be feasibly sound.

- (b) It is recognized that the classification of Station Manager in the Frontier organizational structure is of such a nature that more latitude is needed than normally called for under the Agreement which would permit the Company to conduct their business in an efficient manner.

It is therefore agreed that the Company will select from the bidders for the position of Station Manager, the most qualified senior employee to fill the position. Notwithstanding Section 5 "Hours of Service" in the Agreement, where it is deemed pertinent to the operations at a given point, the Superintendent of Stations may schedule a Station Manager's work hours to fit the needs of the service. Overtime worked by Station Managers will be paid when such overtime has been approved in advance by the Superintendent of Stations or has been worked in accordance with Company Policy.

- (c) Under Section 25 of the Agreement it is understood that those covered by Paragraph (f) are as listed below. Should either party desire to amend this list, the Company and the Association agree to meet and discuss the desired changes.

Secretary to Ground Operations Director
Secretary to Purchasing Director
Secretary to Flight Operations Director
Secretary to Maintenance & Engineering Director
Secretary to Publicity Manager
Secretary to Personnel Manager
Secretary to Employment Manager
Personnel Records Clerk
Senior Clerk Personnel
Senior Clerk in Economics and Research
Secretary to Chief Accountant

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this, the 11th day of April, 1957.

FOR: THE CLERICAL, OFFICE, STORES, AND
STATION EMPLOYEES IN THE SERVICE
OF FRONTIER AIRLINES, INC.:

FOR: FRONTIER AIRLINES, INC.:

Victor J. DeLoach
Acting President
Air Line Agents Association,
International

C. A. Myhre
President

WITNESS:

WITNESS:

Pat Cain

Harvey P. Barnard, Jr.
Assistant to the President

Kerry Allen

Alban J. Schmidt
Personnel Manager

Dee Lake

Charles Black

LETTER OF AGREEMENT BETWEEN FRONTIER AIRLINES, INC.
AND THE CLERICAL, OFFICE, STORES, AND STATION EM-
PLOYEES IN ITS EMPLOY AND AS REPRESENTED BY THE AIR
LINE AGENTS ASSOCIATION, INTERNATIONAL

ORIGINAL SENIORITY LIST

- (a) The Company shall, within thirty (30) days after the signing of this Agreement, post on its bulletin boards at all bases, the seniority lists currently used by the Company in dealing with seniority of the employees.
- (b) Within thirty (30) days after the signing of this Agreement there shall be established a Seniority Adjustment Board in the following manner: Two members shall be designated by the Company to represent the Company and two employees shall be designated by the Association to represent the employees.
- (c) Each employee shall be permitted a period of thirty (30) days after the first posting of the Seniority Lists in which to protest in writing to the Seniority Adjustment Board any omission or incorrect posting affecting his seniority.
- (d) The Seniority Adjustment Board shall revise and post the list making any changes found necessary because of such protest. Any employee whose seniority is affected by a revision shall be permitted thirty (30) days in which to make protests on adjustments made. After these protests have been considered and any adjustments found necessary, have been made, the Seniority Adjustment Board shall post its final decision. The decision will be binding upon the Company, the Association, the employees making the protests, and all other employees affected. Immediately after the decision the Seniority Adjustment Board shall be dissolved permanently.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement this, the 11th day of April, 1957.

FOR: THE CLERICAL, OFFICE, STORES, AND
STATION EMPLOYEES IN THE SERVICE
OF FRONTIER AIRLINES, INC.:

FOR: FRONTIER AIRLINES, INC.:

Victor J. Herbert
Acting President
Air Line Agents Association,
International

C. A. Myhre
President

WITNESS:

WITNESS:

Pat Cain

Harvey P. Barnard, Jr.
Assistant to the President

Kerry Allen

Alban J. Schmidt
Personnel Manager

Dee Lake

Charles Black

I started with FAL February 1, 1954 in CFT (Clifton, Az) worked in CFT, SAD, SLC, PHX, again in SAD-CFT as a relief agent and then Station Manager at STK, FLG, MKC and CYS.

I truly missed those days and if there were any that I could ever re-live it would be those while being a member of the FAL family."

After leaving the Airline Industry (1970) I went into Real Estate as a Real Estate Broker in the State of Arizona. I was a Professional Property Manager in Arizona & New Mexico, Utah, Texas and Louisiana."

I don't know if you were aware or not, but at the beginning we were The Rocky Mountain Air Line Agents Association in the early 50's. A sweetheart Association with FAL. I was the Master Chairman after Eddie Baker a Relief Agent stationed in FMN.

After several tries to get a new agreement and after running out of dues monies while trying to negotiate, we were holding our negotiations in SLC. I hoped that by bringing the FAL executives away from their home domicile we would have better luck.

It was not to be. Elton Snone, Manager of Stations was the FAL representative.

After we broke off negotiations Elton came to me and asked what we were going to do now? Strike? He laughed and I replied no, we'll have to go to a national union. He laughed again and said "...go ahead and try, better men that you have tried and failed".

Long story short, I did. I and others worked hard after meeting with Vic Herbert. A long struggle ensued and we found ourselves in a ballot with the National Med-

iation Board. I really sweated the outcome. We prevailed and were certified with the NLMB and became "merged" with ALAA (The Airline Agents Association) which subsequently became ALEA. Vic Herbert of course was then and always was a true gentleman. I learned a great deal from him. I was the MEC chairman several times during my tenure with FAL.

-Kerry Allen

(Kerry became FL's first ALEA Master Chairman and went on to become an ALEA regional director before entering private business in 1970. Kerry also won the ALEA Award of Merit in 1966.

-Jake Lamkins)

Negotiations On Frontier Agreement Held In Denver

Negotiations to establish a first agreement for the clerical, office, stores, fleet and passenger service employees in the service of Frontier Airlines began in Denver on Tuesday, March 26. Representing the employees were Kerry Allen, Master Chairman; Dee Lake, Powell, Wyoming, and Charles Black, Denver, Colorado; together with Headquarters' Representative Pat Cain.

Company representatives were Harvey Barnard, Assistant to the President; A. J. Schmidt, Personnel Director, and E. L. Snoke, Superintendent of Stations.

Considerable progress was made at this first series of negotiations, however, a number of items remain to be settled and it is hoped that they can be disposed of at the next series of negotiations.

MARCH, 1957



That's A Big Pin, Kerry!



Kerry Allen, Master Chairman on Frontier Airlines, shows a real devotion to duty as he proudly (but under protest) poses with his plywood reproduction of the ALEA emblem. Kerry by mistake brought his emblem to the MEC meeting in Chicago where it was coaxed away from him and now stands on display at Headquarters. In his spare time away from his station manager duties at Flagstaff, Arizona, Kerry is thinking of starting mass production of these emblems.

We hear there are other stations on other air lines displaying similar reproductions of our emblem. How about a few pictures!