



Letter of Agreement  
Between  
21 Air, LLC  
And  
The Pilots in Service of 21 Air LLC  
As represented by TAPA

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 21 Air LLC, (hereinafter “the Company”) and the Pilots in the service of the Company, as represented by the 21 Air Pilots Association (hereinafter “TAPA”).

WHEREAS the Company wishes to provide compensation and benefit improvements to the Pilots of 21 Air, LLC to foster a better quality of life as a bridge agreement to cover the period from the execution of this Letter of Agreement through June 1, 2030 when a new benefit agreement is anticipated to be negotiated.

NOW THEREAFTER, the Company and TAPA agree as follows:

I. Section 11 of the parties’ CBA shall be modified in part as follows, effective Jan 1, 2024:

B. Sick Bank Usage

A Pilot’s sick bank will be deducted at the rate of 4 hours and 41 minutes per sick day used. This amount will be applied to the Pilot’s 75-hour guarantee, or to Overtime hours for the Bid Period. If the Pilot exceeds 75 hours of flight time for the Bid Period, the deduction shall be taken from Straight Time pay hours only. Sick bank hours utilized pursuant to this provision shall not generate Overtime hours to be paid.

1. Once the Pilot’s Sick Bank balance has accrued to the maximum cap of 8 days (equal to 35 hours and 20 minutes (35:20), then on the pilot’s anniversary date of employment, the balance will reset to 4 days or actual remaining balance, whichever is less, rather than resetting to zero. Pilots may request use of Sick Leave through callout procedures below in section C. The balance of Sick Leave will be reduced by the amount of time requested. The reduced balance will then accrue at the standard rate until the cap of 8- days is once again reached.

Date: Aug 18, 2025  
[Signature]  
For the Company

Date: August 18, 2025  
[Signature]  
TAPA President