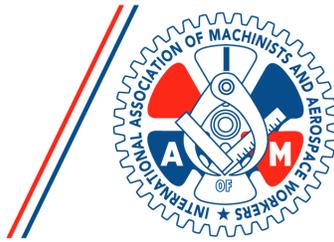


International
Association of
Machinists and
Aerospace Workers



9000 Machinists Place
Upper Marlboro, MD 20772-2687
Area Code 301
967-4500



May 21, 2020

Via US Mail and email Bryan.Bedford@RJet.com

Bryan Bedford
President and CEO
Republic Airways, Inc.
8909 Purdue Rd., Suite 300
Indianapolis, IN 46268

Mr. Bedford,

I write you today to demand that you restore the involuntary pay and benefit cuts that you cruelly forced upon hundreds of the dedicated, frontline, essential Republic Airways employees. These workers are serving our country bravely during the novel coronavirus pandemic and deserve better.

Republic Airways has taken approximately \$170 MILLION of taxpayer money under the Coronavirus Aid, Relief and Economic Security Act (CARES Act) that is mandated to maintain airline workers pay and benefits until at least September 30, 2020. As a condition of taking the direct grant federal funds, air carriers are prohibited from cutting airline workers' pay and benefits and from laying off workers until September 30, 2020.

It's unfortunate that instead of demonstrating leadership and acting lawfully you are relying on shaky lawyering and desperately seeking legal loopholes to harm your employees. Republic may not have reduced hourly pay rates, but you have reduced weekly, monthly and yearly pay rates. The undeniable result is that Republic workers are involuntarily taking home less money to support their families during the worst economic crisis since the Great Depression. A pay cut is a pay cut.

You have also cut the benefits of thousands of your dedicated workers by reducing their hours. As you must be aware, retirement contributions, among other benefits, are negatively impacted due to a cut in hours. Mr. Bedford, you are not in compliance with the CARES Act. **YOU ARE NOT ABOVE THE LAW.**

The Machinists Union will not let up on this issue as Republic employees' deserve so much better than this. There has also been bi-partisan outrage from members of Congress. Senators Charles Schumer (D-NY), Maria Cantwell (D-WA) and Sherrod Brown (D-OH) wrote in a letter to the Treasury Department, "In light of Congress' clear intent, we are troubled by several carriers' recent announcements that tens of thousands of employees will have their hours reduced."

Senator Josh Hawley (R-MO) stated, "It was not the intent of Congress that recipients of this taxpayer money would then turn around and disguise pay reductions by cutting hours."

You can be sure the Machinists Union will not relent until all Republic workers who had their pay and benefits cut are made whole.

Respectfully,

A handwritten signature in blue ink, appearing to read "John M. Werkmeister". The signature is fluid and cursive, with a long horizontal stroke at the end.

John Werkmeister, Grand Lodge Representative, IAMAW

Cc: Sito Pantoja, GVP
Joseph Tiberi, COS
James Carlson, AAC