

PSA Commuter Benefit Program

Fundamentals

The Company's operations are based on a carefully planned schedule and our customers expect us to execute this schedule in a safe and reliable manner. In order to maintain operational integrity, regular and punctual attendance is expected of every employee. . In view of this, the Company also recognizes that a number of our crewmembers commute to work, and as such, has outlined the Commuter Benefit Program reflected below.

We have confidence that commuting crewmembers will "do the right thing" and make every effort to adjust their commutes to ensure that they report to work as scheduled and on time. It is for this reason that delays reporting to work due to commuting problems may be excused. However, crewmembers who are regularly late reporting for work due to failed commutes will be required to meet with their supervisor and may risk losing their benefits under the Commuter Benefit program.

Content

Any crewmember commuting to an assignment under the terms of this program must be listed as a non-revenue passenger on at **least two (2) flights with available seats** no more than forty-eight (48) hours, but not less than twenty-four (24) hours in advance of the scheduled departure time of the flight that he / she expects to use to commute to work. Such non-revenue listing may be on-line in the US Airways System; or on Code Sharing partners; or off line with acceptable documentation.

Both the primary and back-up flights must be scheduled to arrive at the airport in advance of the show time where he/she is assigned to commence a trip.

<p>Pilots may utilize jumpseat privileges by listing on PSA flights for their primary and/or back-up flights in lieu of the listings required above.</p>
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Crewmembers commuting to an assignment must arrive at the designated gate for the primary flight on which they are listed (and intend to commute) *at least thirty (30) minutes* prior to the scheduled departure time for that flight. After arriving at the departure gate, if the crewmember becomes aware of a **delay/cancellation or the unavailability of a seat on his/her primary flight, he/she will immediately notify Crew Scheduling. The crewmember will provide the flight number and departure time of his/her back-up flight(s).**

Following the delay or cancellation of the primary flight, the crewmember will report to the departure gate of his / her backup flight as soon as practicable.

If the backup flight upon which the crewmember has listed and presented herself/himself encounters irregular operations or is significantly delayed (posted at least thirty (30) minutes or more late), and such flight(s), including intermediate stop(s) and/or connecting flight(s), was scheduled to arrive in the domicile thirty (30) minutes prior to scheduled ShowTime, the crewmember shall notify Crew Scheduling as soon as possible prior to scheduled ShowTime.

If the commuter does not make the first scheduled departure of his/her scheduled assignment, they must call crew scheduling to confirm which of the following alternatives, in order of preference, shall be applied.

Line Holder

1. Allow the crewmember to rejoin the crewmember's scheduled trip in accordance with

Section 14E (Pilot CBA) and Section 4G.2. (Flight Attendant CBA).

2. Assign the crewmember other pairing(s) up to an equal amount of days as was originally scheduled as long as the pairing(s) are within FAR limits.
3. If the options above are not used the crewmember must contact the duty manager regarding the next step.

Reserve

1. Allow the crewmember to move the crewmember's reserve period to a later time if needed.
2. Assign the crewmember to Ready (Hot) Reserve in accordance with the CBA.
3. Assign the crewmember another Reserve Day mutually agreed upon by the Crew Scheduling Supervisor and the crewmember.
4. If the options above are not used, the crewmember must contact the duty manager regarding the next step.

Compensation

Crewmembers will be compensated for trips actually flown if given another assignment. Crewmembers who are unavailable for duty under this program will *not* be paid or credited for any flights missed; or the crewmember's minimum monthly guarantee *may be prorated for any portion of the month a crewmember is unavailable for service*. Compensation is not applicable to deadhead flights created and scheduled in order for a crewmember to meet a trip, or for the trips lost due to the crewmember's unavailability under this program.

Documentation

*Within 24 hours of the failed commute, it is the crewmember's responsibility to advise the duty manager and thereafter follow-up with acceptable documentation reflecting that he/she has abided by the terms of the Commuter Benefit Program. Such documentation must be received by the department manager **no later than the end of the trip affected** by the failed commute. Failure to provide acceptable documentation may jeopardize the crewmember's benefits under this program.*

ALTERNATE SELF-POSITIONING PROCEDURES

A crewmember who commutes and has been scheduled on a trip which originates with a deadhead(s) may request to pick up the trip at the outstation under Alternate Self-Positioning Procedures.

To request an Alternate Self-Positioning Flight, the crewmember must:

1. Call the Crew Scheduling Supervisor and request an Alternate Positioning Flight no more than twelve (12) hours, but not less than four (4) hours prior to the scheduled deadhead.
2. Provide the following information to the Crew Scheduling Supervisor:
 - a) Assigned trip with domicile and time of first departure
 - b) Alternate Self-Positioning flight number and departure/arrival time
3. If the Alternate Self-Positioning Flight is approved by the Crew Scheduling Supervisor, the crewmember must confirm his/her arrival at the outstation from which the first working leg of the pairing departs by calling Crew Scheduling.
- 4.

NOTE: Crewmembers are responsible for ensuring they arrive at the outstation 45 minutes prior to scheduled departure of the first working leg of the pairing. Space Positive and Must Ride passes will not be issued for Alternate Self-Positioning Flights. The crewmember is responsible for listing themselves on Alternate Self-Positioning Flights. Crewmembers utilizing the Self-Positioning Program will not be compensated for the Scheduled or Alternate Self-Positioning Flight(s) to get to the outstation.