

**Letter of Agreement**  
**between**  
**PSA Airlines, Inc.**  
**and**  
**THE FLIGHT ATTENDANTS**  
**in the service of**  
**PSA Airlines, Inc. as**  
**represented by the**  
**ASSOCIATION OF FLIGHT ATTENDANTS**

2022 Quality of Life Enhancements

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between PSA AIRLINES INC. (the Company) and the Flight Attendants in the service of PSA AIRLINES INC., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL-CIO (the Association), with both the Company and Association referred to as “the Parties.”

**WHEREAS**, the Parties wish to improve the quality of life for PSA’s Flight Attendants; encourage retention of Flight Attendants at PSA; promote the reliable operation of PSA; and help PSA remain competitive in the regional airline industry;

**NOW THEREFORE**, the Parties agree to the following:

**Section 3 (Compensation) (changes to current contract in bold):**

**O. Holiday/Critical Coverage Pay**

A Flight Attendant who reports for and completes an assignment will be paid **a minimum of one and one-half (1.5) times** of her/his hourly rate per block hour or any portion thereof for all hours credited on Thanksgiving Day, Christmas Day, **Memorial Day and July 4th** and any Critical Coverage day designated by the Company. **The Company may increase the rate in its sole discretion.**

**R. Accelerated Pay**

**A Flight Attendant who is awarded a premium pay trip under Section 8.I.3 will be paid a minimum of one and one-half (1.5) times her/his hourly rate for hours flown, and such time will be paid in addition to her/his minimum monthly guarantee. The Company may, by its sole discretion increase the rate of pay, e.g. accelerated pay, for a premium trip(s)..**

**Section 8 (Scheduling) (changes to current contract in bold):**

## I. Administration of Schedule After Award

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### 2. Golden Days

A Golden Day is an immovable day off during which a Flight Attendant cannot be junior assigned. A Reserve Flight Attendant **may request up to six (6)** Golden Days per bid period. All other days off will be considered movable by the Company provided that a moved day off is only done when operationally necessary and is replaced by an off day within the current bid month. A Reserve Flight Attendant who has a day(s) off moved by the Company will be paid in accordance with Section 3.R if such day(s) are not restored in the current bid month. **If the Company restores such day(s) within the current bid month, the Reserve Flight Attendant will receive Accelerated Pay under Section 3.R.**

- a) A Reserve Flight Attendant may request that up to **six (6)** of her/his day(s) off be designated as Golden. These requests must be submitted in no more than **three (3)** blocks. Such request will be submitted on the electronic form provided by the Company.
- b) The window for submitting the request will open at the time final awards are published and will close at noon, two (2) days later. Requests will be considered based on operational needs and be awarded in seniority order. If a Flight Attendant does not receive her/his requested Golden Days, the Golden Days will be designated by the Company. The Golden Days will be awarded by the 27<sup>th</sup> of the month prior at 1700.
- c) If the 27<sup>th</sup> falls on a weekend, the award will be published no later than 1200 on the next business day. Nothing herein prevents a Flight Attendant, at her/his sole option, from picking up open time on her/his Golden Day(s).
- d) If a Flight Attendant returns to domicile after 0200 on a Golden Day due to operational reasons, the day which is restored in accordance with paragraph **7.D.5**, above, will also be a Golden Day.

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4. When necessary to protect the integrity of flight schedules, the Company may elect to declare a trip(s) or a portion thereof as a premium pay trip. Such trip(s) will be paid as **Accelerated Pay**, provided the Flight Attendant reports for the trip.
  - a) Premium trip(s) or a portion thereof trips will be posted by electronic means (e.g. Twitter, email, etc.) and will be awarded on a first come first serve basis.
  - b) Premium trip(s) or a portion thereof once posted will be available for bid until a Flight Attendant who is legal and available submits a bid and is awarded, or for a minimum of fifteen (15) minutes.
  - c) To preserve the integrity of the flight schedule, the Company may opt to exercise the provisions of 8.L. Junior Assignment at any point after the fifteen (15) minute period specified in item 3 above.

[signatures follow]

The parties have signed this Letter of Agreement on this \_\_\_\_ day of April 2022 and will expire July 23, 2023.

For AFA:

For PSA Airlines:

 4-11-22

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Sara Nelson  
President, AFA

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Lourdmareddy Gumireddy  
Vice President of Inflight and  
Operations Performance

 4-9-22

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Lee Wilkes  
President, PSA MEC

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Steven Nigh  
Chief Legal Counsel