

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

This Letter of Agreement (LOA) is entered into in accordance with the terms of Title II of the Railway Labor Act, as amended, between PSA Airlines, Inc. (PSA) and the Flight Attendants in the service of PSA, as represented by the Association of Flight Attendants (AFA) (collectively, the Parties).

WHEREAS, the Company has announced that it will open a crew base at Dallas/Fort Worth International Airport (DFW);

WHEREAS, Given the above, the Company and the AFA agree that certain changes need to be made to their collective bargaining agreement (CBA), which is currently in effect through July 15, 2023, to take into account PSA operating a crew base in the Central Time Zone;

NOW THEREFORE, the Parties agree to amend their CBA as follows:

**Section 6: Travel Expenses (new language in bold)**

4. Training Hotel for Commuter

A Flight Attendant whose status with the Company is listed as a Commuter, who commutes to FAA-mandated annual recurrent training in his/her/their domicile, will be provided up to two (2) nights of Company-paid lodging during training. For the purpose of this paragraph, a Commuter is defined as someone who resides 50 miles or more from the airport serving his/her/their domicile and who is designated as a Commuter with the Company. Flight Attendants will be required to register as a Commuter with the company, and proof of residence may be required. For Flight Attendants in training, the registration form must be completed prior to the completion of IOE.

Hotel accommodations must be requested through the Company-approved method the month prior to training between 1700 **Eastern time** on the 21st of the month, and are due by 1200 **Eastern time** on the 23rd of the month.

Once hotel accommodations are secured, it is the Flight Attendant's responsibility to notify the Scheduling Supervisor via e-mail no later than 24 hours prior to the training event when the room is no longer needed.

**Section 8: Scheduling (new language in bold)**

I. Administration of Schedule After Award

- a. All open time will be published on the final bid award. Bids for such open time will close at 1700 **Eastern time** on the 24th of the month. Bids will be awarded by seniority to qualified Flight Attendants in domicile and then to qualified Flight Attendants system-wide by 1700 **Eastern time** on the day after closing. The Company will notify successful bidders of their awards.

The Parties have signed this Letter of Agreement on this 15th day of February, 2023.

For AFA:



Sara Nelson  
President, AFA


For PSA Airlines:



Lourdmareddy Gumireddy  
Vice President of Inflight and Operations Performance



Lee Wilkes  
President, PSA MEC



Stephen Kingsley  
Vice President of Inflight Operations



Steven Nigh  
Chief Legal Counsel