

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

This Letter of Agreement (“LOA”) is made and entered into in accordance with the terms of Title II of the Railway Labor Act, as amended, by and 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 COVID-19 pandemic has had a dramatic impact on the airline industry, resulting in a reduced demand for travel which then lead to reductions in the Company’s flight schedule; and

WHEREAS, the parties agreed to a special leave program, Voluntary Short- Term Leaves of Absence, (VSTLOA) and Flight Attendants on these leaves received no credit to maintain FML qualification;

NOW THEREFORE, the parties agree to the following:

A. Flight Attendants on VSTLOA

Each month a Flight Attendant was on a VSTLOA, she/he will be credited with seventy-five (75) hours of “FML credit” solely for the purpose of qualifying for FML. The FML credit will be added with any other qualifying FML time the Flight Attendant may have accrued during time(s) of active service for their 12 month qualifying period.

B. This agreement will be effective December 1, 2020. Any Flight Attendant, who had been awarded a VSTLOA and denied FML due to insufficient credited hours, but who would have qualified under the provisions of this LOA, will have their case reviewed for acceptance by the Company.

This LOA will become effective on the date of signing by both PSA and AFA.

For AFA



Sara Nelson
International President, AFA-CWA
Date: 12/07/2020

For PSA Airlines



Captain Keith Stamper
Vice President, Air Operations
Date: 12/07/2020



Lee Wilkes
President, PSA MEC
Date: 12/07/2020