

MEMORANDUM OF UNDERSTANDING
Temporary Reinterpretation of Swap/Trading Floor (Extension)

This Agreement is entered into by and among PSA Airlines ("PSA" or the "Company") and the Association of Flight Attendants - CWA ("AFA or the Association") (collectively, the "parties").

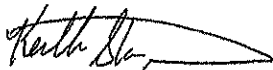
As a result of large scale schedule changes due to the COVID 19 pandemic the parties agree to the following temporary change to the collective bargaining agreement (CBA) between AFA and PSA:

- CBA Section 8.1.5.c.v shall be interpreted to read, "A Flight Attendant will not be permitted to swap trips below **twenty (20) hours of credit**, and her/his minimum monthly guarantee will be adjusted accordingly."
- CBA Section 8.1.5.d.v shall be interpreted to read, "A Flight Attendant will not be permitted to trip trade below **twenty (20) hours of credit**, and her/his minimum monthly guarantee will be adjusted accordingly."

These changes are dependent upon changes to Flica which must be programed. Upon completion of programing all Flight Attendants will be notified via email and provided with an effective date. These changes will remain in effect until March 31, 2021 at 23:59 EDT, unless an extension is mutually agreed to by the parties.

IN WITNESS WHEREOF the parties have signed this Memorandum of Understanding this 27th day of July, 2020.

For PSA Airlines, Inc.



Keith Stamper
Vice President, Air Operations

For the Association of Flight Attendants - CWA



Sara Nelson
International President



Lee Wilkes
MECP/LECP