

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 Summer Reliability Rewards Program

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, 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 the Association referred to as “the Parties.”

RECITAL

1. The Parties intend to incentivize Flight Attendant reliability by entering into this Letter of Agreement (Agreement).

LETTER OF AGREEMENT

1. **Recital.** The Recital, above, reflects the Parties’ intent in entering into this Agreement, and the Parties incorporate that Recital as if fully set forth here.
2. **Eligibility.** All Flight Attendants subject to the Parties’ current collective bargaining agreement (CBA), including part-time instructors, are eligible for the Rewards in this Agreement if they meet all of the following criteria:
 - a. The Flight Attendant is in active service during the applicable Rewards Period;
 - b. The Flight Attendant has successfully completed their Initial Ground School Training; and
 - c. The Flight Attendant has met the conditions applicable to each, individual Reward.
3. **Rewards Periods.** The 2022 Summer Reliability Rewards Program includes the following Rewards Periods:

- a. May 15, 2022-June 14, 2022;
 - b. June 15, 2022-July 14, 2022; and
 - c. July 15, 2022-August 14, 2022.
4. **Rewards and Their Conditions.** The 2022 Summer Reliability Rewards Program includes the following Rewards:
- a. Meeting the Reliability Goal for one Rewards Period: \$1,000.
 - b. Meeting the Reliability Goal for two Rewards Periods: \$1,000 for the first Rewards Period and \$1,500 for the second Rewards Period (\$2,500 total).
 - c. Meeting the Reliability Goal for three Rewards Periods: \$1,000.00 for the first Rewards Period, \$1,500 for the second Rewards Period, and \$2,000 for the third Rewards Period (\$4,500 total).
 - d. “Meeting the Reliability Goal” means the Flight Attendant does not accumulate more than two points under the Crewmember Reliability Program and does not have any time coded as PUD during the applicable Rewards Period. Flight Attendants taking FMLA or military leave must work at least part of the applicable Rewards Period to be eligible for its corresponding Reward.
 - e. Disqualification from receiving a Reward in one Rewards Period does not automatically disqualify a Flight Attendant from receiving a Reward in any other Rewards Period.
 - f. Each Reward will be paid on the 5th of the month after the Reward is earned.
 - g. Rewards shall be eligible for 401k deferral, but will not be eligible for Company match.

[signature page follows]

The parties have signed this Letter of Agreement on this __ day of May, 2022.

For AFA:



Sara Nelson
President, AFA

For PSA Airlines:



Lourdmareddy Gumireddy
Vice President of Inflight and Operations Performance



Lee Wilkes
President, PSA MEC



Steven Nigh
Chief Legal Counsel