MEMORANDUM OF UNDERSTANDING
Special Short Term Leave of Absence Letter of Agreement

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 additions to the Special Short Term Leave of Absence Letter of Agreement between AFA and PSA:

Section A. Eligibility and Bidding as stated in the LOA and previously amended by the MOU dated April 29, 2020 shall be amended as follows:

- A.2. shall be amended to read, "VSTLOAs will be offered as **one (1),** three (3) or six (6) month leaves. Six (6) month leaves will be awarded first**, followed by three (3) month leaves and then one (1) month leaves.** If additional leaves are offered after the initial election period, extensions will first be offered to Flight Attendants who bid for a six (6) month leave but were awarded a three (3) month leave **and then to those who bid for a three (3) month leave but were awarded a one (1) month leave.**

The Company retains the right and ability to offer one month unpaid leaves.

A special election will be held for one (1) month leaves to award paid and unpaid leaves. When a special election period is announced, the announcement will include:

- The month during which the leave will occur
- The opening date and time for the election period
- The closing date and time for the election period

Awarded leaves will be posted electronically.

Effective Date and Duration: This MOU will become effective on the date of signing by both PSA and AFA and shall remain in full force through 23:59 Eastern Time on March 31, 2021.

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