



March 22, 2025

**BY EMAIL**

RE: Response AFA Grievance Various – TAR Events

Dear:

Pursuant to Section 16 of the Agreement between PSA Airlines and the Association of Flight Attendants CWA, AFL-CIO (AFA), a hearing was held on December 10, 2024, at the Inflight Services office at the

Charlotte Douglas International Airport in Charlotte, NC. In attendance at this hearing were yourself, Lee Wilkes, AFA MEC President, David Whitworth, Assistant Director Inflight Training and Standards, Tamika Harris, HR Business Partner, Glenn Baker, DCA Inflight Services Manager <sup>(1)</sup>, and me.

The grievance was filed on behalf of several PSA Flight Attendants (detailed list provided in the appendix). These grievances allege the Company violated the PSA Crewmember Reliability Program for issuing Tardy/TAR reliability occurrence events without just cause.

The company believes the occurrences identified and documented were in fact accurate. However, given the process change implemented to capture these events, and the limited time for employees to prepare for this change, we have agreed to a non-precedent setting, non-referral one time waiving of tardy (TAR) events for the period of October 15, 2024, thru December 15, 2024. Additionally, we will send a communication to all PSA Crew Members within forty-eight hours of the issuance of this letter, to reset expectations related to crew check-in time adherence. This communication will reinforce our monitoring of the check-in process going forward for all crew members as outlined in the Crew Member Reliability Program. The process to identify TAR events and apply the appropriate points will resume effective midnight March 31, 2025.

Please note, this response has been held in abeyance due to the unforeseen circumstances associated with the events of January 29, 2025.

Regards,

A handwritten signature in black ink, appearing to read "Stephen S. Kingsley".

Stephen S. Kingsley  
Vice President, Inflight Operations and Training



- .c Thomas Kilheeny, Director, Inflight Operations
- David Whitworth, Assistant Director, Inflight Training and Standards
- Glenn Baker, Manager, Inflight Operations
- Deborah Quigley, Director, Labor and Employment Chabl'e
- Oliver, Assistant Director, Employee Relations
- Tamika Harris, Employee Relations Business Partner
- Lee Wilkes, MEC President
- Alidz, Oshagan, AFA Legal

(1) Reflects attendance via MS Teams



## Appendix

26-57-01-17-24		Discipline - TAR
26-57-01-18-24		Discipline - TAR
26-57-01-19-24		Discipline - TAR
26-75-01-19-24		Discipline - TAR
26-75-01-20-24		Discipline - TAR
26-75-01-23-24		Discipline - TAR
26-75-01-25-24		Discipline - TAR
26-75-01-28-24		Discipline - TAR
26-75-01-27-24		Discipline - TAR
26-75-01-29-24		Discipline - TAR
26-75-01-30-24		Discipline - TAR
26-75-01-31-24		Discipline - TAR
26-75-01-32-24		Discipline - TAR
26-75-01-33-24		Discipline - TAR
26-75-01-34-24		Discipline - TAR
26-75-01-35-24		Discipline - TAR
26-75-01-21-24		Discipline - TAR
26-75-01-26-24		Discipline - TAR
26-57-01-20-24		Discipline - TAR
26-75-01-22-24		Discipline - TAR
26-57-01-21-24		Discipline - TAR
26-75-01-43-24		Discipline - TAR
26-75-01-40-24		Discipline - TAR
26-75-01-36-24		Discipline - TAR
26-75-01-41-24		Discipline - TAR
26-75-01-39-24		Discipline - TAR
26-75-01-37-24		Discipline - TAR
26-75-01-44-24		Discipline - TAR
26-54-01-12-24		Discipline - TAR
26-75-01-45-24		Discipline - TAR
26-57-01-23-24		Discipline - TAR
26-54-01-01-25		Discipline - TAR