

LETTER OF AGREEMENT #10
between
PSA AIRLINES, INC.,
and
THE AIR LINE PILOTS
in the services of
PSA AIRLINES, INC.,
as represented by
THE AIR LINE PILOTS ASSOCIATION
INTERNATIONAL

This Letter of Agreement (“Agreement”) 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/or (“Company”) and the pilots in the service of PSA as represented by the Air Line Pilots Association, International (“Association”) and/or “ALPA” collectively, the (“Parties”).

The Parties mutually agree that it is in their collective best interest to remedy a current shortage of captains at PSA Airlines, Inc. Therefore, the parties agree to amend Section 24.B.6 of the Collective Bargaining Agreement (CBA) as follows:

1. After awarding all upgrade bids on file, if no bids are on file indicating a preference for a captain vacancy, the Company shall have the right to assign the most senior qualified first officer systemwide to fill the vacancy. Such pilot will be referred to as “senior-assigned.”,
2. A senior-assigned pilot shall be awarded an upgrade vacancy in his current domicile, if possible, or his highest captain bid preference if no vacancy exists in his current domicile.
3. A senior-assigned pilot shall not be considered to have been involuntarily displaced from his domicile.
4. The Company will make a reasonable effort to award a senior-assigned pilot the same scheduled vacation weeks he held as a first officer, based on available weeks as a captain in their domicile and operational needs. However, if the vacation week(s) are not awarded, his vacation shall be considered as cancelled and subject to the provisions in Section 7.H of the CBA.
5. A senior-assigned pilot who fails an upgrade attempt shall be requalified as a first officer and not permitted to upgrade for a period of six (6) months. At the completion of the six (6) month period, he shall be permitted to upgrade again, or be subject to senior assignment to a captain vacancy, at the company’s

discretion. Subsequent training failures shall be handled in accordance with Section 11 of the CBA.

6. The Company shall award upgrade vacancies to all qualified pilots with a preference to upgrade prior to exercising the company's right to senior assign a pilot to an upgrade vacancy.
7. A pilot who is projected to flow to American Airlines, or reach mandatory retirement age under the applicable FAR, within one (1) year of the commencement of an upgrade class shall not be senior assigned.
8. A pilot who bypasses upgrade for the purpose of a major life event that was scheduled prior to the forced upgrade including, but not limited to, marriage, birth, or adoption of a child, shall notify the Company as soon as he is notified he has been awarded or assigned an upgrade vacancy. If the life event aligns with a scheduled vacation, the Company shall ensure the pilot's plans are unaffected including the option to bypass to the next most senior pilot, provided the pilot provides satisfactory documentation to the Company. If the major life event occurs during the projected training period, the Company, shall bypass the pilot until his scheduled event has passed and continue to fill vacancies starting with the next most senior pilot. Pilots bypassed in accordance with this paragraph shall not be considered bypassed under the provisions of the CBA.

This Letter of Agreement shall become effective on the date of signing and shall continue in full force and effect for the same duration as, and subject to the same amendable date as, the PSA Pilot Agreement.

IN WITNESS WHEREOF, the Parties hereto have signed this Agreement this ___ day of December, 2017.

FOR PSA AIRLINES INC.

FOR THE AIR LINE PILOTS
ASSOCIATION, INT'L

Captain Keith Stamper
Vice President of Flight Operations
PSA Airlines, Inc.

Captain Travis Ricks
Chairman
ALPA, PSA MEC