

LETTER OF AGREEMENT
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

Letter of Agreement #6
OE/IOE Scheduling

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

WHEREAS, PSA and ALPA are parties to a collective bargaining agreement effective April 1, 2013 (“Basic Agreement”) mutually desire to clarify the procedure for assigning/awarding schedules and flying to pilots who are completing IOE/OE;

NOW THEREFORE, the parties hereby agree as follows:

A. Definitions

1. “Call-in day” is a calendar day assigned by the Pilot IOE Coordinator to a pilot awaiting an IOE/OE flight assignment.
2. “Fully Qualified” means that a pilot has met the applicable FAR requirements for all aircraft to be flown in his status, including IOE/OE and, that such qualification has been through Company provided or approved training (i.e. CRJ200 and CRJ701/900).

B. Monthly IOE/OE Scheduling

1. A pilot who has completed training, including any required check rides, that requires IOE/OE who is not fully qualified will not be awarded a Flying, Build-up, or Reserve schedule until he is fully qualified. IOE/OE will be scheduled in accordance with paragraph C., below.
2. A pilot who is not fully qualified but would otherwise be eligible to bid a schedule pursuant to Section 25.C. of the Basic Agreement, will bid a schedule for purposes of pay and credit only. The pilot will not actually be awarded the schedule he could have held with his seniority.

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3. A pilot who is restricted from being awarded a monthly schedule pursuant to paragraphs B.1. and 2. above, shall be credited with the published monthly credit value for the schedule he would have been awarded or what is actually flown, whichever is greater.
4. Except as provided in paragraph C.3.f below, a pilot shall not be required to exceed the limitations of Sections 12.A.4. or 12.A.5. of the Basic Agreement except due to circumstances beyond the company's control (e.g. all remaining flights that could be scheduled in accordance of the Basic Agreement and/or 14 CFR to the pilot's domicile have cancelled). A pilot who does so exceed the limitations will be paid in accordance with Section 3.G. of the Basic Agreement.

C. IOE/OE Scheduling Process

1. A pilot is required to contact the Pilot IOE Coordinator for the purpose of scheduling IOE/OE on the day (not later than the following day if the Pilot IOE Coordinator is unavailable when training is completed) he completes all required training for his awarded status, including any required checkride.
2. During the initial call with the Pilot IOE Coordinator, the pilot will be provided an IOE/OE assignment, at that time or, placed on Call-in days pursuant to paragraph C.3. below. In either case, the pilot shall, in accordance with Section 11.B.1. of the Agreement, be provided with at least two (2) days off prior to commencing an IOE/OE assignment or the commencement of call-in day obligations.
3. A pilot who is not immediately assigned an IOE/OE trip as prescribed in C.2. above, will be assigned call-in days as follows:
 - a. At the Company's discretion, call-in days will be assigned as either Monday and Thursday or Tuesday and Saturday.
 - b. Once assigned, call-in days will not be changed without the pilot's consent.
 - c. Pilots assigned call-in days are required to contact the Pilot IOE Coordinator between 1500 and 1800 on his assigned call-in days.
 - d. A pilot who does not receive a flight assignment when he calls-in as required above, will have no further obligation to the Company until his next call-in day.
 - e. The pilot will not be required to call-in on any days not assigned as call-in days, but may do so voluntarily.
 - f. Except as provided for below, a pilot given an IOE/OE flight assignment from a call-in day, will not be required to report to his domicile prior to 1000 on the first day of an IOE/OE flight assignment. The Company may, in its discretion, elect to deadhead the pilot in accordance with Section 8 of

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the basic agreement, from the pilot's home on record to the IOE/OE flight assignment, regardless of where the company previously released the pilot. If the Company so elects, notwithstanding the limitation of Section 12.A.5. of the basic agreement, an IOE/OE flight assignment may contain four (4) sections, plus a travel day.

- g. A pilot who has received an assignment pursuant to paragraph C. of this Agreement, has no further obligation to contact the Pilot IOE Coordinator on his designated call-in days unless he is returned to the call-in day cycle as set forth below.
- h. If a pilot on an IOE/OE flight assignment has not been assigned a subsequent IOE/OE trip by the end of his current trip, he will contact Pilot IOE Coordinator for additional flying or be released from duty. Additional flying may be part of a same-day continuous flight duty period or a later report time after legal rest as prescribed in Sections 12 and 25 of the Basic Agreement and 14 CFR. If no additional flying is assigned by Pilot IOE Coordinator the pilot will resume contacting Pilot IOE Coordinator on his originally assigned call-in days pursuant to paragraph C.3. above.
- i. A pilot will not be assigned any flying duties other than IOE/OE training or deadhead until fully qualified.

D. Completion of OE

- 1. A pilot who has completed IOE/OE (fully qualified) may be assigned additional flying as part of the same-day continuous flight duty period, subject to the FARs and Sections 12 and 25 of the Basic Agreement.
 - a. A pilot assigned additional flying pursuant to paragraph D.1. above, whose seniority would hold a reserve line may be assigned additional flying as if the entire calendar day was a scheduled reserve day.
 - b. A pilot assigned additional flying pursuant to paragraph D.1. above, whose seniority would not hold a reserve line will be subject to the limitations of Section 25.F.5. of the Basic Agreement and paid pursuant to Section 3.H. of the Basic Agreement.
- 2. Once a pilot becomes fully qualified, he shall contact crew scheduling and work jointly with crew scheduling to build a build-up or reserve schedule, as he would have otherwise been awarded in accordance with Section 25.C.4
 - a. If the pilot's seniority is such that he could have held a flying or build-up line, and there is insufficient open time available to build a build-up line, the build-up line shall not contain SCR days, but may contain LCR days which are not convertible to SCR.

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- b. If the pilot's seniority is such that he could not have held a flying or build-up line, crew scheduling may, after the reserve line has been constructed, designate assigned reserve days as SCR or LCR, at their discretion.
3. All schedules created pursuant to paragraphs D.2.a. and b. above, shall contain at least the minimum number of days off (11) in a month taking into account the number of days off that the pilot may have already had prior to becoming fully qualified. A past call-in day where the pilot was actually contactable shall not be considered a day off.
- E. If the Company modifies the training curriculum from the current format (e.g., differences training from one continuous cycle to two separate and distinct events), the parties shall meet and confer regarding the impact, if any, on the process set forth in this Letter of Agreement.
- F. Section 25.F.7.b. of the Basic Agreement notwithstanding, a pilot may be displaced from his scheduled flying by another pilot for training purposes, including IOE/OE, any time after the commencement of the trip from which he is being displaced. A pilot so displaced and will be subject to the limitations of Section 25.F.7.c(1)-(2) and 25.F.7.d-e. A pilot so displaced will have the option to be released for the remainder of his trip (with a deadhead to his domicile, if applicable) with pay protection or be reassigned to additional flying (not reserve) by the company. If a pilot is removed from his trip in domicile and the reassigned trip does not begin earlier than the next day, the company shall provide the pilot with lodging in domicile.
- G. Once a IOE/OE student has been assigned to a Line Check Airman's (LCA) trip, the Company may "lock" the trip onto LCA's schedule (i.e., the LCA is restricted from trading the trip); provided, however, the "lock" may not occur more than six days prior to the commencement of the trip.
- H. Upon date of signing, the grievances listed below shall be considered settled:
1. PSA-2014-78 (Jones)
 2. PSA-2014-79 (Underwood)
 3. PSA-2014-85 (Lohr)
 4. PSA-2014-106 (MEC-Weeks)
 5. PSA-2014-115 (Colquhoun)
 6. PSA-2014-131 (Kronmeyer)
 7. PSA-2014-139 (MEC-Jendrek)
 8. PSA-2014-146 (Tang)

Additionally, ALPA acknowledges that it is not currently processing any grievances, and will not pursue any new grievances or disputes that transpired prior to the signing of this Letter of Agreement, that would be resolved by the terms of this Letter of Agreement.

This Letter of Agreement shall be effective upon signing and shall remain in effect and run concurrent with the basic Agreement.

IN WITNESS WHEREOF the parties have signed this Letter of Agreement this ____ day of _____, 2015.

FOR PSA AIRLINES INC.

FOR THE AIR LINE PILOTS
ASSOCIATION, INT'L

Dion Flannery
President

Captain Timothy G. Canoll
President

Captain Jason McConnell
Chairman, PSA Airlines
Master Executive Council