

TENTATIVE AGREEMENT

Article 15 – Furlough Benefits

A. Furlough Allowance

1. Furlough allowance is paid to employees who are furloughed as a result of a reduction in force and for no other reason. The Company shall not be liable for furlough allowance where reductions in force are the result of a circumstance over which the Company does not have control. The term “circumstance over which the Company does not have control” includes, without limitation: an act of God; an act of terrorism; a natural disaster; a national emergency; war emergency; reduction in flying operations because of suppliers being unable to provide sufficient critical materials for the Company’s operations; revocation of the Company’s operating certificate; a grounding of Company aircraft; labor dispute; or any strike or picketing.
2. Full-time employees who have completed one (1) or more years of service, based on Passenger Service Seniority, on the date furloughed will receive furlough allowance according to the following schedule:

If the employee has completed:	Furlough Allowance:
1 year of service	1 week
2 years of service	2 weeks
3 years of service	3 weeks
4 years of service	4 weeks
5 years of service	5 weeks
6 years of service	6 weeks
7 years of service	7 weeks
8 years of service	8 weeks
9 years of service	9 weeks
10 years of service	10 weeks
11 years of service	12 weeks
12 years of service	13 weeks
13 years of service	14 weeks
14 years of service	15 weeks
15 years of service	17 weeks

A week of furlough allowance is computed on the basis of the employee's base straight time hourly rate at the time of furlough, multiplied by forty (40) hours. Full-time employees displaced to part-time who are furloughed within six (6) months of the displacement will be provided severance at a full-time rate.

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3. Part-time employees who have completed one (1) or more years of service, based on Passenger Service Seniority, on the date furloughed will receive furlough allowance at the rate of one (1) week's pay for each completed year of service, up to a maximum of ten (10) weeks. A week of furlough allowance is computed on the basis of the employee's straight time hourly rate, multiplied by the average number of regularly scheduled work hours per week in the employee's current awarded bid, excluding overtime hours, extra hours and shift swap hours on or off.

4. Furlough allowance is paid in successive pay periods immediately following the effective date of the furlough until the employee has returned to work or the entitlement is exhausted, whichever occurs first.

B. Furloughed employees will receive a lump sum payment for accrued, unused vacation and compensatory time. This payment will be made at the later of the employee's final paycheck or the employee's final furlough allowance payment. Vacation days taken in advance of accrual will be deducted from the employee's final paycheck. Sick leave bank days are not paid but are retained during furlough.

C. Medical/Dental and Life Insurance Benefits

1. Full-time employees: the Company will continue to pay the Company's portion of the cost of applicable medical/dental and life insurance for a period of time equal to the sum of: (1) duration of the furlough allowance, if any, and (2) ninety (90) days.

2. Part-time employees: the Company will continue to pay the Company's portion of the cost of applicable medical/dental and life insurance for a period of time equal to the duration of the furlough allowance, if any.

3. Furloughed employees are responsible to continue payment of the employee's portion of the cost of applicable medical/dental and life insurance during the extension periods as described in Paragraphs C.1 and C.2 above.

D. Furloughed employees shall receive on-line travel benefits for three (3) years following the effective date of furlough in accordance with Company policy; provided, however, that if the Company asserts that the reduction in force is a result of a circumstance over which the Company does not have control pursuant to Paragraph A.1 above, furloughed employees shall receive on-line travel benefits for five (5) years following the effective date of furlough in accordance with Company policy.

E. Furloughed employees who have been returned to work and are again furloughed within a one (1) year period will receive any unused furlough and benefits allowance remaining from the previous furlough.

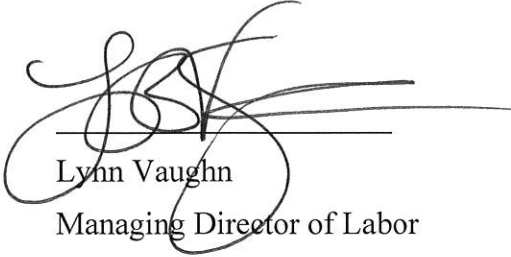
F. An employee who has returned to the service of the Company and who has completed one (1) year of active service after such return and who is again furloughed, will receive furlough benefits as described in this Article.

Employees who are furloughed and who qualify to retire from the Company during their furlough, may retire from furlough status, provided recall rights have not expired.

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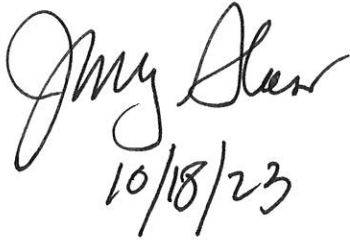
Tentative Agreement

For the Company:

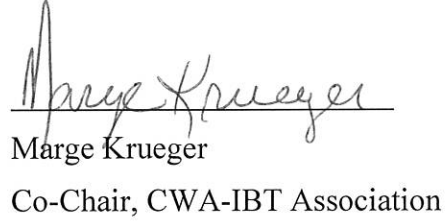


Lynn Vaughn
Managing Director of Labor

10/18/23
Date

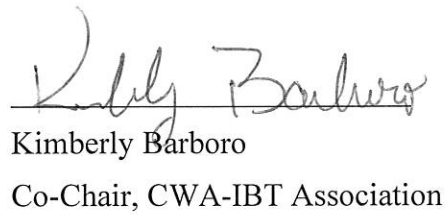

10/18/23

For the Union:



Marge Krueger
Co-Chair, CWA-IBT Association

10/18/23
Date



Kimberly Barboro
Co-Chair, CWA-IBT Association

10-18-23
Date