

Memorandum of Understanding 2
COVID-19 Leave of Absence

THIS MEMORANDUM OF UNDERSTANDING made and entered into in accordance with the provisions of the Railway Labor Act, as amended, is by and between EXPRESSJET AIRLINES LLC (hereinafter referred to as “the Company”) and the Flight Attendants in the service of EXPRESSJET AIRLINES LLC as represented by the International Association of Machinists and Aerospace Workers (hereinafter referred to as the “IAM”).

WITNESSETH:

WHEREAS, the Company and the IAM are parties to a Collective Bargaining Agreement (“CBA”) setting forth the rates of pay, rules, and working conditions for the Flight Attendants; and

WHEREAS, the parties wish to provide a procedure to protect the health, safety, and security of Flight Attendants who may be affected by Coronavirus (“COVID-19”); and

NOW THEREFORE, the parties agree to the following:

A. Personal Leave - April 2020

1. Flight Attendants that elected to take Personal Leave for the month of April 2020 will retain pass travel benefits during this time.

B. Time Off Without Pay (“TOWOP”) – May 2020, June 2020 and July 2020

1. TOWOP will be offered per Section 11.B of the CBA, for 30, 60 or 90 day periods for the months of May 2020, June 2020, and July 2020.
2. Flight Attendants electing TOWOP leave during this time period will retain pass travel benefits.
3. Flight attendants will continue their current healthcare benefits provided that they pay their active rates during the TOWOP award covered by this MOU.

C. A Flight Attendant granted a leave of absence in excess of 30 days covered by this MOU will not be required to turn in any Company items (I.D. badge, manual, etc.).

D. The company will provide to the Union a monthly list of Flight Attendants on a Leave of Absence, for the period of April 2020 through July 2020.

E. Flight Attendants on a Leave under Paragraph A or B of this Agreement will be able to bid for Base Transfers and Jobshare, as though they are currently active.

Sincerely,
Agreed to this 2nd day of April 2020



/s/ _____
Brandee Reynolds
Vice President, Inflight



/s/ _____
Dave Supplee
President- Directing General Chairperson IAMAW District 142