



31 March 2020

These certainly are interesting times. Four weeks ago, the company desperately needed help to attract and retain pilots. In the blink of an eye, the tides have turned. Pilots who were considered highest at risk to leave this airline to fly for another find themselves deciding to stay for job security. Those who were looking for an airline to start their career had a plethora of options available to them one month ago. Today, no one is hiring and the new-hire bonuses, which were upwards to \$100,000, have all but disappeared.

Like the rest of the industry, your Negotiating Committee (NC) too must adapt to this new environment. We believe the last six months of negotiating with management (on Letter 2 and the tentative AIP announced at the beginning of March) helped build the relationships needed to work together quickly to create mutually beneficial agreements during this constantly evolving environment.

For the past few weeks, the Association has been in constant contact with management to discuss options to protect pilots from contracting COVID-19 and the economic fall-out that this virus brings. The NC is happy to deliver to the pilot group a Letter of Agreement (LOA) that contains protocols for: those who are considered high-risk individuals according to the CDC; pay protection; sick leave restoration; and benefits for pilots who are quarantined or test positive during a trip. The NC also successfully negotiated language that specifies how the company will get you home should a shutdown of the entire domestic airspace once again occur. Attached are Frequently Asked Questions to LOA 4 as well as the signed LOA.

While the work for LOA 4 is complete, there remains a great deal of work to be done. Your NC continues to discuss other areas on which the pilot group and management need relief. There are immediate challenges from which both parties need temporary relief while we navigate these difficult times. Hotels temporarily closing and crash pads shutting down are obstacles for which both parties need to find a temporary solution. Those closings, coupled with significant flight reductions for an undefined period of time, compound the stress and anxiety levels for our commuters. Discussing solutions to these problems will be mutually beneficial for both parties.

We have no doubt that, in the coming days, we will continue to have discussions about

these and other hurdles. Together, we will find solutions that benefit both management and the pilots.

Contact XJTNC@alpa.org if you have any questions regarding LOA 4 or negotiations.

XJT MEC Office (281) 987-3636, Monday - Friday 8:30-16:30 Central
www.expressjet.alpa.org

Air Line Pilots Association, International
www.alpa.org