



LOA 4 - COVID-19 FAQs

Personal Leave for High-Risk Individuals

1. Who is a High-Risk individual?

As we learn more about COVID-19, the CDC redefines who is considered a High-Risk individual. Currently, it is an individual with an underlying medical condition such as cardiovascular disease, chronic respiratory disease and/or cancer, and persons older than age 60.

2. I am a High-Risk individual, what are my options?

You may either continue to fly your trips as scheduled or apply for Personal Leave. Since you are a High-Risk individual, your leave will be granted for thirty (30) days. After thirty (30) days, it will be renewable by mutual agreement of the parties for 30 days at a time, or until the federal government no longer considers COVID-19 to be a public health emergency in the United States.

3. If I am a High-Risk individual and I take a Personal Leave, will I be pay protected?

No, you will not be pay protected when you take a personal leave of absence. Personal Leave is an unpaid leave of absence. See Section 12.A. of the CBA.

4. What happens to my health care benefits?

If you are a High-Risk individual who took Personal Leave, you may purchase healthcare at active Pilot rates until the last day of the month in which the leave begins. After that, a Pilot on leave is eligible to purchase insurance at COBRA rates.

5. How do I apply for Personal Leave?

To apply for Personal Leave, go to xjt.com > My Items > "Time off work" > LOA Self Service

Pay Protection and Sick Leave Restored

6. Who can recommend me to be quarantined and removed from flying?

Under LOA 4, the only people the company recognizes as having the authority to quarantine

you are: MedAire, the company, a recognized Government authority or a Qualified Health Professional (QHP) as defined by the American Medical Association¹.

7. What happens if I call out sick and test positive for COVID-19?

If you call out sick and test positive for COVID-19, your trips and/or training will be pay protected and any sick leave used during the 14 calendar days will be restored.

8. What happens if I am recommended to be quarantined?

If you are recommended to be quarantined, your trips and/or training will be pay protected and any sick leave used during the 14 calendar days will be restored.

9. What happens after the 14 calendar days when I am quarantined or called out sick and test positive for COVID-19?

After 14 calendar days, the company will have no obligation to reimburse the pilot's sick bank for additional hours used beyond that timeframe and the pilot may continue to utilize sick bank, if appropriate, and is advised to request an appropriate leave (i.e. Medical or FMLA) per the CBA.

10. My spouse, child, roommate, etc. has been diagnosed with Covid-19. I am not showing any symptoms, however I called my doctor and they recommended that I self-quarantine for 14 days. Am I pay protected for my trip starting in 2 days?

Yes. According to LOA 4 Section B.1, if you are recommended to self-quarantine and/or test positive for Covid-19, all your trips/training will be pay protected by the company for 14 days. Any sick bank used during the 14 days will be restored. After the 14-day period, the remaining trip drops will be paid out of a pilot's sick bank and not entitled to restoration.

11. What if I experience symptoms but cannot be tested?

If you experience COVID-19 symptoms (fever, cough, shortness of breath), you must call out sick. There are times where patients cannot get tested. While testing supplies are limited, those who are declared high risk by the CDC are given testing priority. If you cannot get tested and get a confirmation as to whether or not you have/had the COVID-19 virus, your sick bank will be deducted per our CBA.

12. What is the process for getting my sick bank restored?

If you have been told to quarantine and/or you called out sick then tested positive for COVID-19, and your sick bank has not been restored – contact your chief pilot office.

During Trip

13. What happens if I quarantine or call out sick and test positive for COVID-19 while on duty?

The company will provide a hotel room in the city of quarantine. The company will not be required to place you at a long overnight hotel in these instances. During this stay it is recommended that you use hotel room service, Uber Eats or Grub Hub type of food service. If requested, the company will provide assistance in ensuring the Pilot has access to food.

14. Can I call MedAire?

Yes, you may request MedAire to coordinate your care.

15. Once the government entity lifts the quarantine requirement or the QHP notifies me that I am non-contagious and do not test positive for COVID-19, how will I get home?

The company will provide appropriate transportation for the pilot to the pilot's domicile or the closest major airport near the pilot's home of record.

Domestic Shutdown

16. What is a Domestic Shutdown?

A "Domestic Shutdown" is a partial and/or complete shutdown of the airspace covering the United States of America.

17. Should a Domestic Shutdown occur, and I am in the middle of a trip, how do I get home?

The company will provide ground transportation back to your domicile or home of record (pilot's option) IAW Section 6.B of the CBA.

18. What if a Domestic Shutdown occurs and I am able to deadhead or ferry a flight back to my domicile?

If the United States government allows airlines to operate ferry flights during a Domestic Shutdown, the pilot may deadhead on or may agree to operate a ferry aircraft back to their domicile provided all the necessary precautions are taken to ensure no further spread of virus.

19. In case of a Domestic Shutdown and I am extended past the end of my pairing, do I then get those CBA protections for extension beyond pairing termination?

Yes.

General

20. When would I have been eligible to qualify for the benefits under paragraph B.1 (Pay Protection, Sick Leave Restored)?

A pilot must have been on company-assigned duty (trip, training, etc.) after March 1, 2020 and within 14 days of a paragraph B.1 event.

21. Will the company require written verification of the COVID-19 diagnosis or the quarantine recommendation?

The company may require written verification of the COVID-19 diagnosis or the quarantine recommendation. The company may also require written verification of your condition that qualifies you as a High Risk Individual eligible for Personal Leave.

22. What are my responsibilities to the company when I learn that I am non-contagious and no longer test positive for COVID-19?

You must notify the company as soon as possible, but in no case greater than 24 hours from learning from a QHP, that you are non-contagious and no longer test positive for COVID-19. You are also required to provide a note from the QHP confirming that you are no longer contagious and no longer test positive for COVID-19 prior to returning to work. You will be returned to active status.

¹ In 2013, the American Medical Association (AMA) established a definition for a qualified healthcare professional (QHP), in terms of which providers may report medical services: "A 'physician or other qualified health care professional' is an individual who is qualified by education, training, licensure/regulation (when applicable) and facility privileging (when applicable) who performs a professional service within his/her scope of practice and independently reports that professional service."