

SECTION 11
LEAVES OF ABSENCE

Modified Section 11 as follows:

B. Personal Leaves of Absence

2. The Company shall consider all personal leave requests. Leave requests shall be considered on a case by case basis. Forecast staffing requirements and/or associated training costs shall be among the factors taken into consideration by the Company when making their decision.
3. The Company will respond, in writing, within a reasonable time as to whether or not the pilot's request for a leave can be honored.
4. The Company will not normally cancel a PLOA once it has been granted. A pilot may cancel his request for a PLOA prior to its effective date. In this event, he/she shall notify the Company as soon as possible.
5. Company approval shall be required for any pilot who wishes to return from a PLOA prior to its expiration date.

E. Military Service Leaves

2. A pilot ordered to duty in the uniformed services of the United States, whether voluntary or involuntary, shall be granted a leave of absence for the entire period of such duty. In accordance with USERRA, a pilot's seniority and length of service for pay purposes shall accrue during any such leave. Further, in the categories of exempt uniformed service set forth in Section 4312© of USERRA, the cumulative total of all non-exempt uniformed service shall not exceed five (5) years.
5. Notice and Verification
 - b. In addition to providing the Company with advance notice of uniformed service in accordance with a, above, the pilot shall notify the Company of any such change as soon as practicable in the event the pilot's reporting date or expected duration change prior to the commencement of military leave.
 - c. Verification of uniformed service shall be in accordance with Section 4312(f) of USERRA, except that the Company may require verification of military leave periods shorter than thirty-one (31) days: (i) to calculate a pilot's cumulative total of non-exempt military leave, or (ii) to verify the pay guarantee provisions of Section 11.E.8.c. (Q&A 140).
8. Guarantee
 - c. The guarantee of a pilot who is removed from a trip sequence or from days of reserve availability will not be reduced provided: [See Q&A #6, #7, #8, #77, #140]
 - (4) The pilot, if reserve, who then changes the original military request which complied with paragraphs (1) and (2) above, increases the days of reserve unavailability but, at the same time, moves DFPs or PVD's such that they cover the increased unavailable days. If the pilot is unable or chooses not to cover the increased unavailable days, the reserve pilot's guarantee will be reduced by one-nineteenth (1/19th) for each day of increased reserve

availability missed. In such case, remaining DFPs may be moved to alleviate any potential illegalities, or

- (5) The pilot, if reserve, submits a late military request, or the original military request resulted in more than four (4) days of reserve unavailability, moves DFPs or PVD's such that they cover all unavailable days. If the pilot is unable or chooses not to cover all unavailable days, the reserve pilot's guarantee will be reduced by one-nineteenth (1/19th) for each day of reserve availability missed. In such case, remaining DFPs may be moved to alleviate any potential illegalities.

9. Crediting

Absences due to military leave (removal from a trip sequence or removal from days of reserve availability) not in compliance with the Notice and Verification provisions above will be uncredited, unpaid.

11. General

- b. A current and qualified pilot who will be available for at least the last seven (7) days of the next contractual month will be eligible to bid for a trip selection.

140. Q: In order to receive the pay guarantees of Section 11.E.8 is a pilot required to verify the military service in question, and if so what type of verification is required?

A: If a pilot satisfies the conditions of Section 11.E.8.a, verification is not required. With respect to the pay guarantee in Section 11.E.8.c, the Company reserves the right to request verification in connection with a military leave of absence. Upon request by the Company, an individual pilot must provide a Leave and Earnings Statement or equivalent official government document to verify the specific military service for which the pilot received the pay guarantee under Section 11.E.8.c.