

Tentative Agreement

Date: 01/20/2011

Time:

Subject: Moving Expenses	
Proposal Reference(s): AA 01/20/2011, APA 1/20/2011	
Contract Reference(s): Section 8, Section 17	
A.1. House Hunting Expenses (Section to be removed)	
A.2. En Route Expenses	
a. \$.41 per mile. In lieu of automobile mileage expense, a pilot may elect to have two automobiles shipped at Company expense.	
A.3. Direct Moving Expense	
\$1600.	
A.4. Home Sale / Lease Termination Expenses	
\$1,200 will be paid to a pilot who owns and sells his primary residence, or breaks a lease, as a result of an eligible relocation.	
A.5. Shipment of Household effects	
Up to 18,000 lbs	
Insurance \$3.50 per pound, up to \$42,000	
Self-Move. Company pays 50% of contract costs for a self-move. Actual move requires verification and any documentation /	

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receipts required for Federal tax purposes.

B. Eligibility

1. Any displacement where the pilot cannot be displaced within his/her base to:
 - (a) a lateral bid position (INT/DOM), or
 - (b) a different bid position of equal or greater pay
2. Any bid award to a new or reactivated base.
3. Closed base (current contract)

Time Period for Completion of Move

Within 18 months of the effective date of the bid award. Extensions to the 18 month period will be considered on an individual case basis.

Forfeiture of Eligibility for a Paid Move

- The pilot does not relocate within the allotted time
- Prior to relocating the pilot is awarded a position at his/her former Domicile
- Prior to relocating the pilot becomes eligible for relocation benefits again
- Prior to relocating the pilot retires, dies, or becomes inactive
 - In the event an inactive pilot later returns to active duty, eligibility for such paid move, if still applicable, will be retained insofar as the move can be completed within the original 18 month window of eligibility.

Decision Period

A pilot entitled to a paid move must notify the company no later than 90 days following the effective date of the award. This

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notification does not create an obligation to complete the move. Any associated lock-in will commence on the effective date of the bid award. In the event a pilot elects not to move and has not been reimbursed for any associated moving expenses, any lock-in will be removed and the pilot is awarded a reinstatement right to his previous bid status. Any entitlement right awarded during the lock-in period will be unaffected.

Company Travel Passes

The following business travel passes will be provided to each eligible family member, as necessary, for the following purposes. If more than one of the listed activities are accomplished during the same trip the trip passes are combined. Example: A pilot makes a single trip for the purposes of making arrangements for the shipping of household goods and to close on the sale of his home. In this example a pilot has used the travel benefits of #s 2 and 3 below.

1. Two (2) round trip passes for house hunting purposes.
2. One (1) round trip pass to make arrangements for shipping household goods.
3. One (1) round trip pass to close on the sale of your home; and
4. One (1) one-way pass to report to your new location.

Time off for Move:

- Paid time off for an eligible move shall be calculated on the basis of 1 day for each 350 miles, or portion thereof, based on the standard mileage derived by Mapquest, or equivalent, between the old and new Domicile.
- Up to four (4) paid days for the purpose of travel associated with the actual move. Can be split, but must be taken in conjunction with the actual move. In the event a pilot is removed from more than 4 calendar days of flying, the pilot will be paid a prorated amount of 4 days at the average daily credit value of the sequence(s) dropped. Any remaining credit will be unpaid, uncredited and go against guarantee, if applicable.
- A pilot will contact the Company in order to request the necessary paid days off needed in association with the actual move. The Company will make every effort to honor the pilot's request for the desired days, but may deny a pilot his/her requested days if that pilot's absence would create a significant burden to the operation of the airline. After denying a pilot's specific requested days off the Company will work with the pilot to identify mutually agreeable alternative dates. In the event that the pilot subsequently completes the move on his/her duty free period(s)(DFP), day(s) off (DO), or planned absence, such pilot

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shall be paid, but not credited, for the sequence(s) he/she would otherwise have been removed and paid for.

- Up to four (4) additional move days (unpaid) for additional moving-related activities. Can be split. Do not need to be taken adjacent to actual move.
- More additional unpaid days may be requested from the pilot's local Chief Pilot.