



Sick Time Accrual :

- As many of you will recall during bankruptcy negotiations one of the company's main request was to remove all the "Me-Too" clauses in our 2005 agreement. Your Negotiations Team fought to retain as many of those "Me-Too" clauses in our agreement as possible. Section 11.A. states that we would also receive an increase in sick time accrual should the pilots attain an increase in their accrual.

So what does this all mean? When ALPA ratified the recent concessionary contract, it changed their PTO (Personal Time Off) back to regular sick and vacation banks. Our current sick accrual is 2.5 hours per month, which is banked in the month following the month it was earned in.

Beginning January 1, 2016 our sick accrual will automatically increase from 2.5 hours to 3.5 hours for those who have between 90-days and 5 years seniority. Those with 5 or more years of service will begin to earn 4.0 hours on January 1, 2016. If you have any questions please don't hesitate to contact AFA at afamec@afaeagle.com. Below is the language from the pilot agreement:

Appendix C
SICK LEAVE

A. SICK LEAVE ACCRUAL

1. A pilot will accrue sick leave for each month of active service in accordance with the following:

Completed Years of Service	Sick Accrual
After ninety (90) days but less than five (5) years of service	3.5 hours per month of active service
After five (5) years of service	4.0 hours per month of active service

2. The maximum accrual to the sick bank is four hundred eighty five (485) hours.
3. Effective with the delivery of the first EMB-175, a pilot who has accrued credit in his Supplemental Sick Leave Bank pursuant to Section 8, Part II, A.3. of the 2013 Agreement will retain but no longer accrue credit in his Supplemental Sick Leave Bank. The pilot may use such credit in his Supplemental Sick Leave Bank in accordance with Section 9.B.7.

In Solidarity,
Your AFA MEC