

MEMORANDUM OF UNDERSTANDING

between

EMERY WORLDWIDE AIRLINES, INC.

and the

**AIR LINE PILOTS ASSOCIATION, INT'L.
Council 110**

Availability for Reassignment

Emery Worldwide Airlines and the Air Line Pilots Association Council 110 have reached the following understanding concerning the availability for reassignment of pilots who have been displaced from their scheduled trip/flight or whose scheduled flight/trip has been cancelled.

This Memo of Understanding (MOU) and the CBA contract language apply differently to three distinct situations. The three situations are described as follows:

- a. A pilot who is displaced from a trip or flight for an OE student
- b. A pilot who is displaced from a trip or flight
- c. A pilot whose trip or flight is cancelled.

The following table and subsequent paragraphs reflect typical operational situations and how each would be classified and managed under this MOU.

<u>SITUATION</u>	<u>CLASSIFICATION</u>
Pilot is removed from his trip/flight for an OE student	Displacement for Training
Flight is scheduled for one EWA equipment type and then changed to another EWA type; e.g., from DC1 0 to DC8	Displacement
Flight is scheduled for EWA and then changed to another contractor aircraft	Displacement
Flight is cancelled.	Cancellation

**SITUATION A: DISPLACEMENT FROM A TRIP FOR TRAINING
(ref: Article 9, para. A.1.c, page 9-I)**

- 1. The displaced pilot may select open time flights or trips on his original scheduled days of work. (See Article 25, para G.3)
- 2. The company can assign the displaced pilot to uncovered flights that are on the original scheduled workdays.

3. If no open time flying is available, the company can assign the pilot to ~~Standby or Reserve~~ based on his original scheduled workdays. If the pilot is displaced before reporting for his scheduled trip/flight, he shall be placed on Reserve and shall be assigned to flights/trips consistent with his seniority number (i.e., in reverse seniority order).

SITUATION B: DISPLACEMENT FROM A TRIP (NOT DUE TO TRAINING)
(ref: Article 25, para. F.1.d, page 25-10)

1. The company can assign the displaced pilot to another trip or flight if the replacement trip/flight is:
 - a. Assigned within one (1) hour of the scheduled departure of the originally assigned trip or flight,

AND
 - b. If the replacement trip/flight departs within two (2) hours of the original trip or flight departure time.
2. If the company is unable to assign the pilot to a replacement trip/flight (per the above timing) at the time of the displacement, the pilot is required to be **available at the airport** at the show time for his original outbound trip or flight and he must remain at the airport until two (2) hours after the scheduled departure time of his original trip or flight from which he was displaced. A hotel will be provided if requested by the pilot.
3. If no flight is assigned while the pilot is available at the airport for a reassignment, then the pilot shall report the following day for his next scheduled outbound flight/trip.
4. This sequence will continue until either of the following happens:
 - a. The pilot is assigned a replacement flight that meets the departure time criteria;

OR
 - b. The pilot has used up all of his original scheduled workdays and would be starting his scheduled day(s) off;

OR
 - c. The pilot is put back on the rest of his originally scheduled trip.

SITUATION C: IF A TRIP/FLIGHT IS CANCELLED
(ref: Article 25, para. F.1.a, page 25-9)

1. The company can assign the displaced pilot to another trip or flight if the scheduled duty time and the scheduled return time of the replacement trip/flight are within four (4) hours of the originally scheduled trip/flight.

2. This means that the company can either:

a. Assign the pilot to replacement trip/flight that meets the duty and return time limits stated above;

OR

b. Follow the sequence of actions previously described in Steps 2 and 3 from Situation B. This sequence of actions will continue until either of the following happens:

i. The pilot is assigned a replacement flight that meets the scheduled duty and return time criteria;

OR

ii. The pilot has used up all of his original scheduled workdays and is going to start into his scheduled day(s) off;

OR

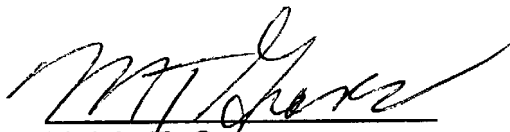
iii. The pilot is put back on the rest of his originally scheduled trip.

3. NOTE: The pilot is allowed to waive any of the contractual limitations (above) that apply to this situation.

This memorandum will remain in effect until or unless cancelled by one or both parties, or it is modified by mutual agreement of the parties.

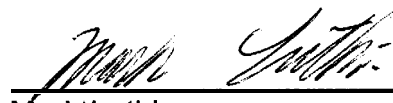
FOR THE COMPANY

FOR THE AIR LINE PILOTS
ASSOCIATION, COUNCIL 110



Melvin T. Graves
VP Flight Operations

Date: 7/3/01



Mark Luthi
MEC Chairman

Date: 7-9-01



Terry Kierce
Contract Administrator

Date: 7-3-01



Kevin Cannon
Grievance Committee Chairman

Date: 7-10-01