

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**EMERY WORLDWIDE AIRLINES, INC.**  
**and**  
**THE AIRLINE PILOTS ASSOCIATION**

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**Medical Leave of Absence/Pay Increase Eligibility**

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THIS MEMORANDUM OF UNDERSTANDING has been reached by EMERY WORLDWIDE AIRLINES, INC., (hereinafter referred to as the "Company") and the AIR LINE PILOTS ASSOCIATION, (hereinafter referred to as the "Association"), with both referred to hereinafter as "the Parties" to this Memorandum.

It is mutually agreed and understood by and between the Parties that for the purpose of Article 3, Compensation, a Pilot's longevity date will be adjusted forward to reflect periods of absence from the service of the Company, including Loss of Medical Certificate Leave and Long Term Disability Leave.

As of the implementation date of Article 3, Compensation, the Pilot(s) on Loss of Medical Certificate Leave, or, Long Term Disability Leave will receive an hourly pay increase as described in Appendix B., based on his adjusted longevity date, position and a/c type at the time he began to receive benefits under the Loss of Medical Certificate Leave/Long Term Disability Leave plan. Benefits under the Loss of Medical Certificate Leave and Long Term Disability Leave plan are paid at 66 and 2/3<sup>rd</sup>s of the 60 hour Minimum Bid Period Guarantee. The Pilot (s) will not be eligible to receive further longevity or contractual increases until returning to active status.

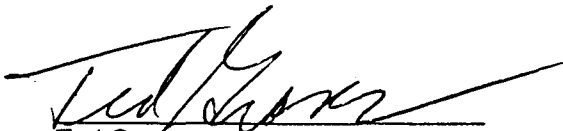
A Pilot(s) who goes on Loss of Medical Certificate Leave or, Long Term Disability Leave after the date of implementation of Article 3, Compensation are not eligible for longevity or contractual increases until returning to active status.

A Pilot(s) on Short Term Disability Leave continues to accrue longevity during the period of time he is absent from the service of the Company, and remains eligible to receive longevity and contractual pay increases.

IN WITNESS WHEREOF, the Parties hereto have signed this Memorandum this  
19<sup>th</sup> day of October, 2000.

WITNESS:

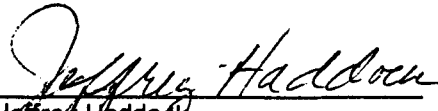
FOR EMERY WORLDWIDE AIRLINES, INC.

  
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Ted Graves  
Vice-President, Flight Operations

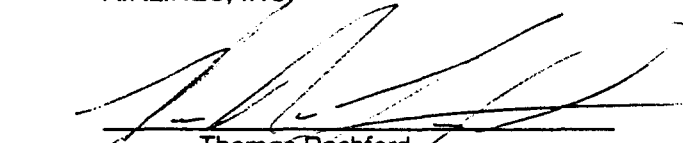
  
\_\_\_\_\_  
Don Fausset  
EWA Negotiations Committee Chairman

WITNESS

FOR THE AIRLINE PILOTS IN THE  
SERVICE OF EMERY WORLDWIDE  
AIRLINES, INC.

  
\_\_\_\_\_  
Jeffrey Haddock

ALPA Negotiations Committee  
Chairman

  
\_\_\_\_\_  
Thomas Rachford

ALPA 110 Master Executive Council  
Chairman