

Transition Agreement

The Implementation and Transition LOA (2026) provides that the “Association and the Company shall work together to develop provisions for transitioning from the current provisions to the basic Agreement.” The Company and Association agree as follows:

- Section 4.F.1. trip guarantee and computation of credit hours values:** Due to changes in the MPDPs (Section 4.F.2.b.), domestic night duty rig (Section 4.F.2.d.ii.), and international duty rig (Section 4.F.2.d.iv.) in the 2026 Agreement and the fact that the July bid period package was constructed under the 2015 CBA, a pilot whose trip’s pay is calculated using sum of the duty periods (Section 4.F.1.b.) shall receive the applicable increased pay no later than the September 15, 2026, check.
- Section 4.C. reserve line guarantee and R-day value:** A pilot with a July 2026 bid period RLG (or mini-RLG) shall receive the applicable increased pay due to the changes in the Agreement no later than the September 15, 2026, check. The following crew position RLGs (and R-day values for mini-RLG) shall be increased to the following:

Base	CA RLG	CA R-day	F/O RLG	F/O R-day
IND 767	94:41	4:59	94:22	4:58
MEM300	86:46	4:34	91:50	4:50
MEM757	87:24	4:36	87:24	4:36
MEM767	93:06	4:54	93:06	4:54
MEMMD11	85:00	4:28	85:00	4:28
OAK767	91:50	4:50	92:09	4:51
MEM777	98:29	5:11	98:29	5:11
ANC777	91:50	4:50	92:09	4:51

- Vacation bank adjustment:** A pilot who had a vacation bank deduction in relation to a July bid period trip or R-day shall have an additional deduction in the vacation bank if that trip or R-day had a credit hour increase as described in #1 or #2 above. The vacation bank deduction shall occur prior to the September bid period.
- Other adjustments:** A pilot whose pay was calculated as awarded/assigned using the sum of the duty periods (Section 4.F.1.b.) or RLG/R-day value shall receive the applicable increased pay (with other corresponding adjustments) no later than the September 15, 2026, check.
- Secondary lines** shall be constructed as provided in the 2015 Agreement.

6. The Company issued FCIF 26-00198 on May 26, 2026, regarding July 2026 vacation cancellations, with results posted on June 3, 2026. The **Section 7.I.1.** prohibition will be applicable for involuntary cancellations, but not for voluntary cancellations.

Agreed this day of June 19, 2026.

FOR THE COMPANY:



Jeffery E. Robertson
Vice President
Labor Relations & Benefits Law

FOR THE ASSOCIATION:



First Officer Alan G. Bjorklund
Chair, MEC Negotiating Committee