



## COVID-19 MEDICAL MEASURES MOU Q&A v1.0

PLEASE DIRECT PDRs RELATED TO THIS MOU TO THE **ALPA CONTRACT ENFORCEMENT** CATEGORY

Q1: The [China Flying OIM](#) says that I should call in SCK via VIPS if symptomatic, has that changed? Do I need to call a fleet manager or D/O to begin this process?

A1: The [Covid-19 Medical Measures MOU](#) enhances the Medical portion (#4) of the China Flying OIM. If you become symptomatic, you should immediately call an appropriate member of Flight Management. You may also report that you are symptomatic through the Everbridge system. Upon notification, you will immediately be placed in sick status or, alternatively, you may call in sick. Regardless of sick status, you should not report to duty if you are symptomatic.

Q2: Does a removal from flight status due to an Everbridge answer qualify as a sick call?

A2: Yes, eventually. Notifying via Everbridge is notifying the Company that you are Covid-19 symptomatic. Expect a call from the Company confirming your Everbridge inputs. Per the MOU, after notifying the Company you will be placed in a sick status.

Q3: Am I required to answer an Everbridge query about my status?

A3: Yes, Everbridge is the Company's method of ensuring pilots are self-monitoring per the SAFO and, among other things, to exclude symptomatic individuals from work. If you do not provide answers, the Company will likely contact you regarding your status.

Q4: What is a SAFO and where do I find the current one?

A4: A SAFO is an FAA "Safety Alert for Operators." It contains important safety information and recommended action for air carriers to meet their statutory duty to provide service with the highest possible degree of safety in the public interest. The current SAFO dealing with Covid-19 is SAFO 20009 dated 5/11/2020 and can be found [here](#).

*While at home not on a trip, I became symptomatic, and have been out on SCK status for 4 days. I just received a diagnosis of COVID-19 and have been at home in isolation:*

Q5a: What does "withheld from service" in the definition of Pay Protection mean and how does it work?

A5a: Paragraph A of the MOU defines Pay Protection as follows:

*Pay Protection: A pilot is withheld from service as provided in this MOU. The pilot will continue to accrue all pay and benefits (e.g., seniority, longevity, retirement, vacation, sick leave) as if he had not been withheld from service (e.g., a pilot receives 100% of the SCH value of a missed trip). The pilot shall continue to have the same access to Company communications systems (e.g., e-mail, VIPS, etc.), and will be eligible to bid for an actual line of flying in the monthly bid.*

*(answer continued on next page)*

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(continued) Q5a: What does “withheld from service” in the definition of Pay Protection mean and how does it work?

A5a: Generally, you are removed from future activities (e.g., trip, R-day) with pay. There are certain exceptions. Since MUS, MUV, CMU, VLT and DRF do not have trip guarantee until block out, they will only be protected as per the CBA Section 4.P. and Q. That means removal from such trips prior to block out may result in either showpay credit or no credit, depending on the timing.

Q5b: Did my pay protection start from my COVID test or from my sick call date?

A5b: The sick call date (i.e. the date on which you became symptomatic). Any sick hour deduction will be restored.

*I am on a layover in Frankfurt and was directed to quarantine by FedEx due to a close contact with a Covid-19 positive, but my trip still has 5 days left on it.*

Q6a: How does the MOU work in this instance?

A6a: Under B.1. of the MOU, you will be withheld from service for the rest of the trip with pay. You are pay protected up to a maximum of 21 days (for future activities as described above) from the date of the quarantine. The “up to a maximum” of 14 days R-day pay would begin after the end of original trip footprint. The 14 days need not be consecutive, but instead apply to any day(s), within the quarantine period, which are not under the footprint of a pay generating activity.

Q6b: Do days not under another trip footprint and paid as an R-day count as days of work for Min Days Off purposes or leveling?

A6b: No.

*Please define “days” as used in the MOU.*

Q7a: Are those working days or calendar days?

A7a: A “day” is defined as a 24-hour period of time, stated in LBT, specific to each base (See CBA Section 2.38).

Q7b: What happens if I have a trip that starts on Pay Protection day 21, is the entire trip dropped with pay?

A7b: Yes, the entire trip is removed with pay with the exception of the pay codes listed in A5a above. There is no sick bank deduction regardless of the trip pay code.

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Q8: I made an MOU Paragraph B.2.b. election not to self-isolate and subsequently became Covid-19 positive. Are the 60 days under Paragraph B.3.c. in addition to the 21 days made available to me under Paragraph B.2.?

A8: Those are two separate things. You were asymptomatic but directed to quarantine and pay protected for up to 21 days under Paragraph B.1. If for instance, on day 13 you become symptomatic, you will go on SCK status. With the positive diagnosis, any sick hours deducted will be restored and the 60 days of Pay Protection begins from the date of the sick status.

Q9: I am symptomatic, may I choose to self-isolate in a Company reimbursed hotel to protect my family?

A9: No.

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*I am asymptomatic, but received a positive test result during a voluntary test under Paragraph E of the MOU.*

Q10a: May I choose to self-isolate in a Company reimbursed hotel to protect my family?

A10a: Yes, you would be eligible for 5.B. lodging reimbursement within 25 miles of the test site or your residence at the Company's contract rate for the duration of any period of mandatory self-isolation. You would be responsible for booking the hotel and expensing the cost.

Q10b: May I choose to have my family isolate at that hotel instead of me?

A10b: No.