

Covid-19 Medical Measures MOU  
Implementation Settlement Agreement

Going forward, if the pilot had both (a) a reduction in his vacation bank, and (b) an overlap between the awarded vacation period footprint, as adjusted, and the quarantine period, then the CH value (either R-day value, or 6 CH per day, as appropriate) of the overlap shall be restored to the pilot's vacation bank.

- a. The pilot will have the option of:
  - i. Being paid for all of the restored credit hours at the end of the year. The restored credit hours will not be subject to the 40% max buy back limit; or
  - ii. Having all restored credit hours above the 40% max buy back limit rolled over into the next year's vacation bank.
- b. Any claim under this agreement should be sent to FedEx Contract Administration for resolution.
- c. Either party may terminate this MOU implementation settlement agreement by written Notice to Terminate which must be given in writing at least 7 calendar days prior to the desired termination date by the FedEx MEC Chairman or FedEx Vice President, Flight Operations (or designee).

Note: The going forward date is December 17, 2020.