

Memorandum of Understanding

Implementation of Section 13.G.7.b Converting Reserve lines to Regular lines

February 8, 2008

Captain Dave Nieuwenhuis
ASA ALPA MEC Chairman
ASA ALPA Master Executive Council
3420 Norman Berry Drive
Suite 300
Hapeville, GA 30354

Dear Dave:

This will confirm our understanding reached during our recent discussion regarding the application of Section 13.G.7.b. At least 5% of the reserve lines per position, using conventional rounding, will retain the days off identified pursuant to paragraph C.3.b.(2). When constructing the lines after the 5% is reached the Company will then, first attempt if necessary to move the group(s) of days off by sliding the days off in one direction or the other. When sliding the days, in one direction, the Company will attempt to slide in the following order, by one day at a time then two days and so on, etc. so as to accommodate the line construction.

If the assignment of days off as prescribed above cannot accommodate the line construction rules as provided above, the Company may move the days off as it deems necessary to complete the line(s) construction process. If the Company has to move the originally awarded days off as prescribed above, the Company will construct the line(s) with at least (2) two groups of (3) three days off, or (1) one group of (4) four days off and (1) group of (2) two days off.

If there are insufficient bidders to be converted to regular lines as per Section 13.G.7.a., the Company may convert reserve line(s) holder(s) in inverse seniority order using the above mentioned process.

The terms and conditions of this Memorandum of Understanding will be adopted into a Letter of Agreement between the Association and the Company within 60 days of the date of signing of this letter.

Sincerely,


Charles S. Tutt
V.P. Flight Operations
Atlantic Southeast Airlines, Inc.

I agree:

Date:


Captain Dave Nieuwenhuis
ASA ALPA MEC Chairman

