

Memorandum of Understanding

Records of Sick Leave Accrual

3
4
5 February 8, 2008

6
7 Captain Dave Nieuwenhuis
8 ASA ALPA MEC Chairman
9 ASA ALPA Master Executive Council
10 3420 Norman Berry Drive
11 Suite 300
12 Hapeville, GA 30354

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15 Dear Dave:

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17 This will confirm our understanding reached during our recent discussion regarding the
18 application of recording sick leave accrual. The Company may comply with the terms of Section
19 14.F. of the Agreement by providing the pilot's credit and usage via an electronic process e.g
20 ourasa.com rather than the pay stub as required by the Agreement.

21
22 The Association will also grant relief to the Company in posting the required individual sick leave
23 report. If a pilot should desire to have a sick leave report he will be permitted to obtain such
24 report from a chief pilot or flight manager until the report is available online within one (1) year of
25 the date of signing of the Agreement.

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27
28 Sincerely,

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

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40 I agree:

Date:

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44 Captain Dave Nieuwenhuis
45 ASA ALPA MEC Chairman