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3 **MEMORANDUM OF UNDERSTANDING**

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5 **Between**

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7 **EXPRESSJET AIRLINES, INC.**

8 **and the**

9 **FLIGHT ATTENDANTS**

10 **in service of**

11 **EXPRESSJET AIRLINES, INC.**

12 **as represented by**

13 **INTERNATIONAL ASSOCIATION OF MACHINISTS**

14 **AND AEROSPACE WORKERS**

15

16 THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is made and entered into in
17 accordance with the provisions of the Railway Labor Act, as amended, by and between
18 ExpressJet Airlines, Inc., and the International Association of Machinists and Aerospace
19 Workers (collectively referred to as the “Parties”).

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21 WHEREAS, IAM filed General Grievance 41 and General Grievance 42 (the “Grievances”)
22 under the IAM/ExpressJet Collective Bargaining Agreement.

23
24 WHEREAS, the Parties have entered into a Settlement Agreement to fully and finally resolve the
25 Grievances and all claims relating thereto; and

26
27 THEREFORE, the Parties agree as follows:

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29 Subject to the terms and conditions set-forth in the Settlement Agreement, the Company will
30 make a one-time lump sum payment to eligible ERJ Flight Attendants on the seniority list as of
31 the Date-of-Ratification of the 2019 Joint Collective Bargaining Agreement. The lump sum will
32 be divided equally among all eligible ERJ Flight Attendants on the seniority list.

33 The snapback payment will be equal to a minimum of seventeen-hundred dollars (\$1700.00) per
34 eligible ERJ Flight Attendant.

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36 IN WITNESS WHEREOF, the Parties have signed this Memorandum of Understanding this
37 ____ day of _____, 2019.

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FOR EXPRESSJET AIRLINES

Brandee Reynolds
Vice President, In-Flight Service

FOR THE INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS

Dave Supplee
PDGC – IAMAW District 142