

March 14, 2020

MEMORANDUM OF UNDERSTANDING REGARDING
NOVEL CORONAVIRUS (COVID-19) MOU

The Transport Workers Union, AFL-CIO (“TWU”) and JetBlue Airways Corporation (“JetBlue”) enter into this Memorandum of Understanding as of the effective date as defined herein.

NOW, THEREFORE, the Parties agree as follows:

1. An IFC who is non-symptomatic, but who is directed by qualified medical, governmental or Company personnel; or by any governmental or legal order; to receive medical evaluation, treatment, or quarantine based on concerns, conditions or events related to COVID-19 must notify the Inflight Leadership immediately. Upon proper notification, such IFC shall be placed in a Displaced per Management (“DPM”) status and such IFCs trips will be dropped and pay protected for the duration of such evaluation, treatment, or quarantine. Such IFC shall provide the Company, within 14 calendar days, with documentation specific to the COVID-19 matter only, considered sufficient by the Company, documenting and supporting any such medical evaluation, treatment or quarantine. Providing the documentation that is considered sufficient by the company and is related to COVID-19 will relieve the IFC from any impact to dependability. If the IFC fails to provide sufficient documentation related to COVID-19, the IFC’s DPM status shall be rescinded and the IFC will be re-coded to Unavailable for Assignment (“UNA”), with applicable dependability implications. Any such re-coding will not prevent the IFC from applying for Family Medical Leave if the IFC is otherwise eligible.
2. Any IFC who displays symptoms of COVID-19 shall call in Unavailable (UNA). If the IFC tests positive for COVID-19 and she/he provides the Company with sufficient supporting documentation, the IFC shall be re-coded and placed in a DPM status for the duration of any resultant medical treatment or quarantine. Further, any hours deducted from such IFCs PTO bank initially used to cover such illness, treatment or quarantine will be restored.
3. Section 1.2 in the Inflight Scheduling Manual regarding opening/closing of bids will be amended for the April 2020 bid period as follows:
 - a. April Inflight R&R re-bid will open on March 16, 2020 and close on March 20, 2020
 - b. April Monthly Schedule re-bid will open on March 19, 2020 and close on March 24, 2020
4. **Duration:** This Memorandum of Understanding shall be implemented immediately and extend for thirty (30) days from the date of signature. This MOU will be reviewed at that time for necessary changes, cancellations, or extensions. This MOU will automatically renew for an additional thirty (30) days, unless either party gives the other written notice of termination at least five (5) days prior to the end of each thirty (30) day period. The parties will periodically meet, but no less than weekly, to discuss developments related to COVID-19.

IN WITNESS WHEREOF, TWU and JetBlue have caused this Memorandum of Understanding to be executed by their duly authorized officials as affixed below.

EDWARD BAKLOR
Ed Baklor, Vice President Inflight Experience
JetBlue

Date: March 14, 2020

March 14, 2020

Mike Mayes

Mike Mayes, Airline Division Director
TWU

Date: March 14, 2020