

SETTLEMENT AGREEMENT
by and betwixt
ENVOY AIR INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

TDY Bidding
AFA Grievance # 22-99-2-35-14

Envoy Air Inc. (the Company) and the Association of Flight Attendants-CWA, AFL-CIO (the Union) have met and agree to resolve the above-referenced grievance as follows:

1. On the next occasion when the Company anticipates Temporary Vacancies (TDY) will exist for a full monthly bid period at more than one domicile, such vacancies will be filled in accordance with this settlement.
2. A Flight Attendant bidding for Temporary Vacancies may bid for one, more than one, or all Temporary Vacancies. Bids will be expressed in order of preference.
 - A. Flight Attendants at domiciles in which the Company has determined have more than adequate staffing levels will be eligible to submit bids for any or all of the TDY assignments.
 - B. TDY assignments will be awarded in seniority order to those Flight Attendants who have submitted a bid for the available assignment.
 - C. TDY assignments will be awarded to Flight Attendants at a specific domicile until such time that any further TDY awards would cause the domicile to fall below adequate staffing levels. (For example, if 20 TDY assignments are available and a specific domicile has more than adequate staffing levels by 10 Flight Attendants, no more than ten Flight Attendants from that domicile may be awarded TDY assignments).
 - D. TDY assignments remaining unassigned will be filled in reverse seniority order among the Flight Attendants at domiciles with more than adequate coverage.

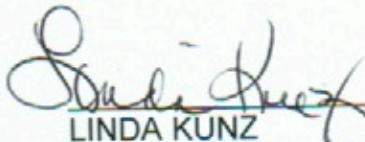
Settlement Agreement
AFA Grievance # 22-99-2-35-14
Page two

3. Following the first bid period in which Temporary Vacancies at more than one domicile have been filled in conformity with this settlement, at the request of either the Company or the Union, the parties agree to meet to review the process described herein and whether it is necessary to modify the process for a subsequent bid period in which Temporary Vacancies exist at more than one domicile.


AGREED

ENVOY AIR INC.

ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO


LINDA KUNZ
Vice President-Flight Service

3/25/15
Date


ROBERT BARROW
President-Master Executive Council

3-25-15
Date