

SETTLEMENT AGREEMENT
Between
ENVOY AIR, INC.
And the
FLIGHT ATTENDANTS
As represented by
THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

AFA Grievance # 22-99-02-17-17 (Medical Leave Recertification)

As settlement of the above-referenced grievance, Envoy Air, Inc. ("Company") agrees to the following modifications to the Company's current medical leave recertification practice as it applies to the Company's Flight Attendants, as represented by the Association of Flight Attendants – CWA, AFL-CIO ("Union"). This settlement shall have no effect on the Company's medical leave recertification process for any employees other than its Flight Attendants. In addition, nothing in this settlement shall affect the Company's rights under Section 11.D of the Collective Bargaining Agreement.

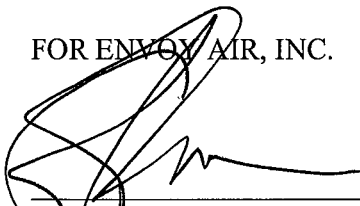
A. For diagnoses of a non-terminal nature:

1. If the doctor's note provided by the Flight Attendant does not contain an anticipated duration for the leave: the Company may require recertification every ninety (90) calendar days.
2. If the doctor's note provided by the Flight Attendant has an initial anticipated duration of less than one hundred eighty (180) calendar days: the Company may not require recertification unless the anticipated duration is later extended beyond one hundred eighty (180) calendar days, in which case paragraph 3, below, shall apply.
3. If the doctor's note provided by the Flight Attendant has an initial anticipate duration of more than one hundred eighty (180) calendar days: the Company may require recertification after one hundred eighty (180) calendar days and every six (6) months thereafter.

B. For diagnoses of a terminal nature:

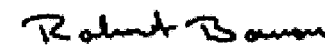
- In the event that a physician diagnoses a Flight Attendant as having a disease that the doctor believes is terminal, the Flight Attendant shall not have to provide any subsequent recertification, unless the Flight Attendant is subsequently able to return to work.

FOR ENVOY AIR, INC.



Chris Pappaionou
Vice President – Legal

FOR THE ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO


Robert Barrow
MEC President

April 23, 2018
Date