

LETTER OF AGREEMENT  
between  
ENVOY AIR INC.,  
and the  
FLIGHT ATTENDANTS  
in the service of  
ENVOY AIR INC.,  
as represented by the  
ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL-CIO

---

Uniform IOD Absences LOA

---

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ENVOY AIR INC., (“the Company”) and the Flight Attendants in the service of ENVOY AIR INC., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL-CIO (“the Association”), with both the Company and Association referred to as “the parties.”

The Company recognizes that a number of its employees have suffered a variety of adverse reactions as a result of wearing uniform pieces issued by Twin Hill, a subsidiary of Tailored Brands, Inc. The Company and the Union agree that absences resulting from adverse reactions to the Twin Hill uniform pieces are outside of the individual control of the Flight Attendants. Furthermore, the Company and the Union agree, given that affected Flight Attendants follow the protocol stated below, that any point incurred under the Company’s Attendance Control Policy (hereinafter known as the “ACP”) will be removed from the attendance records of the affected Flight Attendants.

The following will set forth the procedures for point removal under the ACP for Flight Attendants affected by adverse reactions to the Twin Hill uniform pieces prior to the date of this Letter of Agreement:

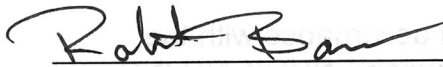
1. The Flight Attendant has completed Injury-On-Duty paperwork.
2. The Flight Attendant reported to the Company at the time of the absence that such absence was the result of an adverse reaction to the Twin Hill uniform pieces.
3. The Flight Attendant made arrangements to wear an alternative uniform.

The following will set forth the procedures for point removal under the ACP for Flight Attendants affected by adverse reactions to the Twin Hill uniform pieces after the date of this Letter of Agreement:

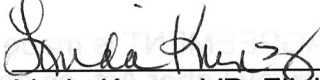
1. The Flight Attendant completes Injury-On-Duty paperwork.
2. The Flight Attendant reports to the Company at the time of the absence that such absence is the result of an adverse reaction to the Twin Hill uniform pieces.
3. The Flight Attendant and the Company make arrangements for the Flight Attendant to wear an alternative uniform.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 27<sup>th</sup> day of November 2017

For The Association  
AFA – CWA, AFL-CIO

  
Robert Barrow, MEC President

For The  
Company

  
Linda Kunz - VP, Flight Service