

SETTLEMENT AGREEMENT

Between

ENVOY AIR, INC.

And the

FLIGHT ATTENDANTS

As represented by

THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

AFA Grievance # 22-99-02-31-19 24 hours in 7-Day Legality Removal


In full and final settlement of the above-referenced grievance, Envoy Air, Inc. ("Company") agrees to the following change in the specific case where a Flight Attendant has not had a 24-hour break in the previous 6 days, and she/he is scheduled to fly past 1944 Local Time on day 6.

1. The Company may remove any Flight Attendant who has not had twenty-four (24) consecutive hours free from duty in any seven (7) day period by removing her/him from any flights that are scheduled or expected to operate past 1944 local on the sixth (6th) day.
2. The removals in paragraph 1 above will be done with 100% pay protection, and the Flight Attendant will receive full per diem as if he/she had operated the flight. Such removals will be done with the SP removal code.
3. Any Flight Attendant removed from an overnight trip due to the SP removal code will receive, upon request, Company-provided hotel room (s) for the night (s) of the removed flying.
4. Any Flight Attendants who have been previously removed between July 1st and August 9, 2019 for this same legality and who received 96% pay shall receive 100% pay protection for such removals.

FOR ENVOY AIR, INC.

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


Linda Kunz 10/7/19
Vice President – Flight Service Date


Robert Barrow 10/7/19
MEC President Date