

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

Zero-Time Bid Option

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 following will set forth the structure of Zero-Time Lines as a bid option when the Company has sufficient staffing to allow the option.

NOW THEREFORE the parties agree as follows:

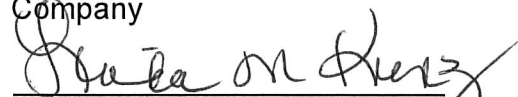
1. The purpose of zero-time lines is to balance the workforce during periods of overstaffing at a specific domicile or throughout the system. Zero-time lines offer no pay for the bid-month in which they are awarded.
2. When the requirements of the service permit, the Company may offer zero-time lines. Zero-time lines will be offered in seniority order within the domicile where such staffing overage exists.
3. A Flight Attendant awarded a zero-time line will retain and accrue seniority, and all Company-provided benefits including, but not limited to, medical insurance, dental insurance, 75-hour credit towards the benefits cliff, and pass privileges, in the same manner as any other current active Flight Attendant.
4. A Flight Attendant who is scheduled for vacation and is awarded a bid for a Zero-Time Line will have the vacation hours paid out on the following end of month’s pay period.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 8th day of October 2019

For The Association
AFA – CWA, AFL-CIO


Robert Barrow, MEC President

For The
Company


Linda Kunz - VP, Flight Service