

**SETTLEMENT AGREEMENT**  
**by and between**  
**Envoy Air, Inc.**  
**and**  
**The Association of Flight Attendants - CWA**

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**Reserve Availability Period Commuting**  
**Grievance No. 22-99-02-44-19**

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The parties to the collective bargaining agreement (“CBA”) effective July 26, 2012, Envoy Air, Inc. (“Company”) and the Association of Flight Attendants-CWA (“Association”), hereby agree to resolve Grievance No. 22-99-02-44-19 (“Grievance”) on the following terms:

1. This settlement addresses the circumstances under which a Reserve Flight Attendant on a Reserve Availability Period (RAP) may travel to domicile after being contacted by Crew Scheduling for an assignment (a flight assignment or Airport Reserve). After being contacted by Crew Scheduling for an assignment, a Reserve Flight Attendant may only travel to domicile for that assignment if the Reserve can demonstrate that she/he would be able to check-in for the assignment within two (2) hours of call-out (inclusive of the fifteen (15) minutes period for responding to Crew Scheduling’s message).
2. A Reserve Flight Attendant who is permitted to travel to domicile during a RAP pursuant to paragraph (1) must still comply with the requirements of Section 9.D.2. (responding to a telephone message from Crew Scheduling within fifteen (15) minutes) and Section 9.E. (check-in within two (2) hours of call-out).
3. A Reserve Flight Attendant who does not comply with the requirements of Sections 9.D.2 and 9.E. while traveling during RAP may be subject to an attendance occurrence or discipline. The parties do not agree upon the type or level of attendance occurrence/discipline that may be assessed. Nothing in this settlement shall affect the ability of the Association or an individual Flight Attendant to challenge the assessment of discipline.
4. Nothing in this settlement shall affect either party’s position as to whether a Reserve Flight Attendant on a RAP who is not in position to sign-in at domicile within two (2) hours of call-out may be assessed discipline as a result.
5. Nothing in this settlement shall alter the provisions of the Good Faith Commuter Policy (Section 31).
6. The Grievance is withdrawn.

ACCEPTED AND AGREED TO THIS 6th day of November 2020:

**For Envoy Air, Inc.:**

**For the Association of Flight Attendants-CWA:**

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Christopher J. Pappaioanou  
Vice President Legal, Labor & Employment



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Robert Barrow  
MEC President