

**SETTLEMENT AGREEMENT**  
**between**  
**ENVOY AIR INC.,**  
**and the**  
**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

AFA Grievance # 22-99-02-37-15

AFA Grievance # 22-99-02-20-20

In full and final settlement of the above-referenced grievance, the parties agree to the following:

- A. Flight Attendants who have perfect attendance from November 20<sup>th</sup>, 2021, through December 20<sup>th</sup>, 2021, shall receive one (1) negative attendance point.
- B. Flight Attendants who have perfect attendance from December 21<sup>st</sup>, 2021, through January 20<sup>th</sup>, 2022, shall receive one (1) negative attendance point.
- C. Flight Attendants who meet both A and B above, shall have the ability to earn a total of two (2) negative attendance points.
- D. Negative points earned will be applied to future attendance point(s) accrued.
- E. For the purpose of this Settlement Agreement, Flight Attendants who take scheduled vacation, incur approved failed commuting attempts, or who are on union business shall remain eligible to earn/use the negative attendance point(s). Unless required by law, all other absences shall be counted against perfect attendance.

IN WITNESS WHEREOF, the parties hereto have signed this Settlement Agreement on this 15<sup>th</sup> day of November 2021.

FOR THE ASSOCIATION:



Robert Barrow  
MEC President



Paula Mastrangelo  
Senior Staff Negotiator

FOR THE COMPANY:



Linda Kunz  
Vice-President – Inflight Services