

SETTLEMENT AGREEMENT  
Between  
ENVOY AIR, INC.  
And the  
FLIGHT ATTENDANTS  
As represented by  
THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

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AFA Grievance # 22-99-02-35-18 Minimum Monthly Guarantee (4.B)

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In full and final settlement of the above-referenced grievance, Envoy Air, Inc. ("Company") agrees to the following change in the procedures in the calculation of Crew Pay.

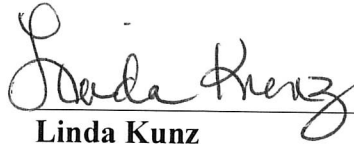
1. **If a Flight Attendant is, at the time of the first administrative run in a given month, projected to be below 45 (forty-five) hours for the month, then her/his pay check for the 15<sup>th</sup> of the month shall be locked, which is consistent with current procedures.**
2. **In conjunction with the second administrative run for the month, Crew Pay Compensation will audit any Flight Attendant's hours, and if such Flight Attendant has picked up time to the extent that she/he is estimated to have more than 45 hours for the month, at the time of the analysis, then such Flight Attendant's pay will be audited and the base hours from the 15<sup>th</sup> check, which were not paid on the 15<sup>th</sup>, will be added to the end of the current month's pay check, to the extent that hours are due to the Flight Attendant. Unpaid time will be considered in this calculation for the purposes of prorating the Flight Attendant's guarantee in accordance with Section 4.B of the Agreement, and also to avoid potential overpayments.**
3. **It is understood that Flight Attendants who do not surpass 45 (forty five) hours on the second administrative run will have their hours trued up and paid on the last check of the following month.**

**Example: Flight Attendant Jones traded away most of her trips for the month of March, and she completed these trades at the beginning of the month, so that when Pay Compensation audited her credit around March 7<sup>th</sup>, she only had 30 hours of credit for the whole month. Because she was risking being overpaid, Pay Compensation "Locked" her March 15<sup>th</sup> check. On about March 15<sup>th</sup>, Flight Attendant Jones picks up a 20-hour trip later in the same month, bringing her credit for March up to 50 hours. When Pay Compensation does a follow-up audit about a week before the end of March, they see that she picked up the hours. They manually correct her pay, and she receives 50 hours of pay on the end of the month check.**


4. **The parties agree that Flight Attendants holding Part Time lines are exempt from this process, for the months in which they hold Part Time lines, in accordance with CIC Report dated April 16, 2013.**

5. Both parties agree that Flight Attendants holding minimum credit lines and CDO lines whose guarantee is protected per the collective bargaining agreement will have such credited time included in the administrative runs.

FOR ENVOY AIR, INC.

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

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

 10/07/19  
Robert Barrow Date  
MEC President