

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

Monthly Special Assignment

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 compensation structure of Flight Attendants performing Special Assignment duties under the terms of the Flight Attendant Agreement:

1. This Letter of Agreement shall apply to Flight Attendants scheduled to serve in a Special Assignment capacity for a contractual bid month. The Manager of the department shall determine such duties and work schedule.
2. Flight Attendants covered under this Letter of Agreement shall be removed from monthly bidding in the Navtech Preferential Bidding System (“PBS”) during the affected month(s) as INACTIVE. Those who will return to active status must inform the Administrative Manager by the 8th of the month for the following contractual bid month. A Flight Attendant on Special Assignment duties may elect to have PBS determine their hours for pay purposes. Those who elect PBS to determine their hours, will not have the ability to protest their award except in the case of computer system error.
3. Flight Attendants performing Special Assignment duties on an intermittent basis are not covered under this Letter of Agreement and shall continue to be compensated as outlined under Section 4.I. of the Agreement.
4. Flight Attendants covered under this Letter of Agreement shall be paid at their hourly rate of pay as outlined under Section 4.A. of the Agreement.
5. The numbers of hours and amount of per diem to be paid to Flight Attendants covered under this Letter of Agreement shall be based on their Occupational Seniority in accordance with the chart below.

Occupational Seniority	Hours of Pay	Hours of Per Diem
0 – 5 Years	90 Hours	275
6 – 10 Years	95 Hours	275
11 – 15 Years	100 Hours	300
16 - 20 Years	105 Hours	300
21 + Years	110 Hours	350


6. Compensation as set forth above shall be considered as “pay protected” in the event a Flight Attendant shall be absent from Special Duty due to vacation, training, paid sick or other absence that would otherwise be credited towards a monthly guarantee for a Flight Attendant holding of line of flying or on reserve.
7. Flight Attendants covered under this Letter of Agreement shall see their compensation reduced by 3:45 hours per day of an absence without credit toward a monthly guarantee (such as unpaid sick, Move Days, Unauthorized Absence, etc.) for a Flight Attendant holding a line of flying or on reserve.
8. Flight Attendants covered under this Letter of Agreement shall have the ability to request and fly hours of Open Time. Such hours flown shall be paid in addition to hours earned while serving in a Special Assignment capacity.
9. Flight Attendants covered under this Letter of Agreement shall be subject to the Attendance Control Policy. Consecutive days missed under the policy shall count as (1) point just as though a Flight Attendant holding a line of flying or on reserve had called out sick for more than one consecutive duty period for less than (14) days. Flight Attendants covered under this Letter of Agreement shall be granted the opportunity to reduce (2) point occurrences (such as absences extending beyond (14) days or occurring during critical periods) to (1) point with a note from a doctor.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 13th day of March 2018

For The Association
AFA – CWA, AFL-CIO


Robert Barrow, MEC President

For The
Company


Linda Kunz - VP, Flight Service