

MEMORANDUM OF UNDERSTANDING  
by and 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

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**PBS - Credit Range Modifications 8.B.2.**

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THIS MEMORANDUM OF UNDERSTANDING is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between Envoy Air (hereinafter referred to as the "Company") and the Flight Attendants in the service of Envoy Air, as represented by the Association of Flight Attendants-CWA, AFLCIO (hereinafter referred to as the "Union").

1. The parties mutually understand that hours assigned to Envoy Air, Inc. by American Airlines vary on a month-to-month basis. For the month of February, in DFW, aircraft utilization has decreased overall pairing values and the underestimation of DFW staffing has impacted the overall monthly results.
2. For the bid month of February 2023, the Joint PBS Committee (hereinafter referred to as "JPBSC") shall have the authority to adjust the minimum, maximum and threshold parameters for each of the Normal, Minimum, Maximum and Part-Time credit range windows for purposes of achieving the ideal distribution of Flight Attendants.
3. For the bid month of February 2023, the credit range window parameters shall be set as shown here:

	MINIMUM	MAXIMUM	THRESHOLD
NORMAL	70:00	86:00	70:00
MINIMUM	60:00	86:00	60:00
MAXIMUM	86:00	105:00	86:00
PART-TIME	32:30	40:30	32:30

4. If the agreed parameters referenced above do not satisfy the operational need to achieve the ideal distribution of Flight Attendants awarded a line of flying with pairings to Flight Attendants assigned to reserve status, the Joint PBS Committee ("JPBSC") will have the authorization to lower the credit windows as necessary. Prior to the JPBSC lowering the credit range windows, they will consult the MEC President and Vice-President of Flight Service. Once approved the JPBSC will ensure that all parameters for the credit range windows and threshold remain identical. The threshold parameter for each credit range window shall be equal to the minimum value of each credit range window.

5. The JPBSO will ensure that the minimum, maximum and threshold parameters are set so that the Normal and Maximum Credit range windows are identical. The minimum credit range window will be 10 hours less the normal credit range window in the event that the JPBSO must lower the normal credit range window parameters.
6. Flight Attendants will continue to be pay protected at 75-hours for regular lines of flying and 37.50 hours for part-time lines of flying flight pay as required under Section 4.B of the CBA.
7. The terms of this Memorandum of Understanding cover the bid month of February 2023.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding on this 22<sup>nd</sup> day of January 2023.

For The  
Company



Linda Kunz – VP Flight Service

For the Association of Flight  
Attendants - CWA, AFL -CIO



Dermal Flores – MEC President



Robert Barrow – MEC Grievance Chair