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

PBS - Credit Range Modifications 8.B.2.

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 the reduction of hours assigned to Envoy Air, Inc. by American Airlines will impair the ability of NAVBLUE preferential bidding system ("PBS") to build lines of flying under the existing rules of bid line construction under Section 8.B.2 of the Collective Bargaining Agreement (hereinafter referred to as "CBA").

2. The parties further mutually understand that, given the uncertainty of the volume of flying assigned to Envoy Air, Inc. from American Airlines in the coming months, the language referenced above may also be too restrictive upon both the Company and the Union to produce schedules with an efficient distribution of Flight Attendants assigned to pairings, Flight Attendants assigned to reserve status and hours placed into open time.

3. The Company and the Union agree that an ideal distribution of Flight Attendants assigned to reserve status is between 15 and 25 percent.

4. For the bid month of August 2020, 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 aforementioned ideal distribution of Flight Attendants assigned to reserve status. Any adjustments to the credit range windows will apply the threshold parameters to ensure they are identical.

5. For the bid month of August 2020, the credit range window parameters shall be set as shown here:

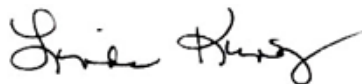|	MINIMUM	MAXIMUM	THRESHOLD
NORMAL	60:00	76:00	60:00
MINIMUM	50:00	76:00	50:00
MAXIMUM	60:00	76:00	60:00
PART-TIME	30:00	38:00	30:00

6. If the agreed parameters referenced above does 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.

7. The JPBSC 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 JPBSC must lower the normal credit range window parameters.

8. The JPBSC will not consider average line value (ALV) in the determination of a run to be published.

9. The Company and the Union mutually understand that the information produced by testing is subject to change as Flight Attendants adjust their bids accordingly based on such information.

10. Flight Attendants will continue to be pay protected at 75 hours of flight pay as required under Section 4.B of the CBA.

11. The terms of this Memorandum of Understanding cover the bid month of August 2020 and upon mutual agreement will to extend into future bid months.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding on this 7th day of July 2020.

For The
Company

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

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Linda Kunz
VP of Flight Service

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Robert Barrow
MEC President