

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

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PBS “Make Whole” Provision

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THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor act, as amended, betwixt and between ENVOY AIR INC. (hereinafter referred to as the “Company”), and the Flight Attendants in the service of ENVOY AIR INC. as represented by the Association of Flight Attendants-CWA, AFL-CIO (hereinafter referred to as the “Union”).

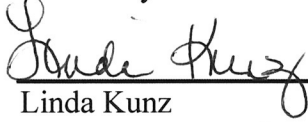
WHEREAS the Company and the Union have reached consensual agreement upon a collective bargaining agreement (hereinafter referred to as the “Agreement”);

NOW THEREFORE, the parties agree as follows:

- A. It is understood that, upon implementation of the Preferential Bidding System (PBS), Flight Attendants who, through no fault of their own, are incorrectly awarded a line of flying or a line of Reserve availability, or who receive no line award at all due to human error by the PBS administrators or due to a system malfunction or erroneous setting, will be ‘made whole’ through:
1. Adding any pairings available in open time to their monthly schedule, according to their preferences and respecting their seniority. To the extent that sufficient pairings do not exist to build a full line, a Flight Attendant will be fully pay protected in accordance with Section 4 of this agreement. Such pay and credit will be applied to a Flight Attendant’s benefits calculation as found in Section 20 of the Agreement.
  2. Determination of a PBS non-award will be made solely by the Joint PBS Committee.
  3. This Sideletter shall be in effect through the next (12) PBS bid cycles starting with February 2018, and ending with the January 2019 bid cycle and shall expire on January 31<sup>st</sup>, 2019. Either party may reactive the provisions contained within the side letter upon mutual agreement prior to January 31<sup>st</sup>, 2019.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement on this 31<sup>st</sup> day of January 2018.

For Envoy Air Inc.



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Linda Kunz  
Vice President - Flight Service

For the Association of Flight Attendants – CWA



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Robert Barrow  
MEC President

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John Morse  
Staff Attorney