

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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Sick Bank Payout LOA

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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, 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.”

WHEREAS, the parties acknowledge a mutual desire reward Flight Attendants who manage their attendance well by allowing them to receive an annual Sick Bank Payout.

NOW THEREFORE, the parties agree to:

**A. SICK BANK PAYOUT**

Paragraph 11.K will be added as follows:

When a Flight Attendant anticipates that her/his sick bank will reach three hundred (300) hours, she/he may request to be paid a portion equal to twenty-five percent (25%) of her/his sick bank. Such request may be made up to ninety (90) days in advance of her/his sick bank reaching three hundred (300) hours. Once requested, upon her/his sick bank actually reaching three hundred (300) hours, twenty five (25%) of the hours in her/his sick bank will be removed from the sick bank balance, and such hours will be paid at the Flight Attendant’s rate of pay on the date of such transaction.


1. In order to be eligible for such payout, the Flight Attendant must have perfect attendance for the six (6) months leading up to the date of the transaction.
2. If a Flight Attendant calls in sick or otherwise accrues an attendance point after such payout request is made and before the sick bank payout occurs, such transaction will be automatically cancelled. A Flight Attendant whose

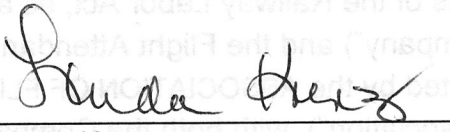
transaction is cancelled will be eligible again to request a Sick Bank Payout once she/he establishes both six (6) months without accruing an attendance point and once her/his sick bank reaches three hundred (300) hours.

IN WITNESS WHEREOF, the parties have signed this Agreement this 18<sup>th</sup> day of Jan, 2018.

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

FOR  
THE COMPANY

  
Robert Barrow  
President

  
Linda Kunz  
Vice President – Inflight Services