by and betwixt ENVOY AIR INC. and the

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Late Reserve Assignments AFA Grievance # 22-59-2-74-14 AFA Grievance # 22-52-2-79-14

The parties have met and agree to resolve the above-referenced grievances as follows:

- 1. The parties acknowledge that notwithstanding the requirements of 9.C.4 of the collective bargaining agreement, from time to time Crew Scheduling does not assign all known Airport Reserve Periods, RAPs and open time pairings scheduled to depart the next day by 1800 Central Time (CT). When this happens, affected Flight Attendants will be compensated according to the following parameters.
- 2. If the assignments are made between 18:01 and 18:15, the affected Flight Attendants will be paid thirty (30) minutes of flight pay at the rate they would earn on the affected day. These monies will be paid above guarantee.
- 3. If the assignments are made at 18:16 or later, the Flight Attendants will be paid one (1) hour of flight pay at the rate they would earn on the affected day. These monies will be paid above guarantee.
- 4. Notwithstanding that this settlement is entered to resolve grievances arising from the Miami and Dallas Flight Attendant domiciles, it is understood that this agreement will apply with equal force to all Envoy Flight Attendants without regard to their domicile.
- 5. In consideration for this settlement, the Association agrees to withdraw these grievances, with prejudice.

ENVOY AIR INC.

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

LINDA KUNZ

Vice President-Flight Service

ROBERT BARROW

MEC President