



SECTION 20: Retirement, Insurance and Benefits Qualifications

A. Insurance

1. Flight Attendants shall receive the insurance programs and benefits implemented by AAG for Envoy Air carrier employees and their eligible dependents.
2. In the event that any new or improved insurance benefit(s) are provided to any other AAG Envoy Air employee, said benefit(s) will be made available under the same terms and conditions to the Flight Attendants.
3. The Company will meet with the Association to review the basis for proposed cost allocation for the new benefit year, and will share the data and the calculations used by the Company to determine the next year's employee benefits contribution. Such meeting will occur before the new benefit plan costs are announced.

B. Retirement

Flight Attendants will be eligible to participate in the Company 401(k) Plan, or equivalent type plan, (hereinafter referred to as the "Plan") in effect on the date of ratification of this Agreement. Such Plan shall remain in effect and the benefit levels shall not be reduced during the term of this Agreement. However, the provisions of such Plan may be modified from time to time to comply with applicable Federal law; and may also be amended at the Company's discretion, provided no discretionary amendment shall reduce benefit levels during the term of this Agreement. The Company will match each eligible Flight Attendant's pre-tax contribution to the 401(k) Plan, based on length of service, as follows:

Years of Service	Company Match Of Flight Attendant Eligible Earnings
1 - 9	54% of up to 6% for a maximum of 3.25%
10+	61% of up to 7% for a maximum of 4.25%



<u>Years of Service</u>	<u>Company Match Of Flight Attendant Eligible Earnings *</u>
<u>1 - 9</u>	<u>54% of up to 6% for a maximum of 3.25%</u>
<u>10 - 15</u>	<u>70.84% of up to 6% for a maximum of 4.25%</u>
<u>16 - 19</u>	<u>83.3% of up to 6% for a maximum of 5%</u>
<u>20 +</u>	<u>100% of up to 6% for a maximum of 6%</u>
<u>* Effective March 02, 2022</u>	

C. Benefits Qualifications

1. Unless otherwise provided for, Flight Attendants shall be required to meet certain annual hourly thresholds of paid credit hours in the current year in order to accrue benefits for the following year. Newly hired flight attendants with less than a full year of seniority within the qualifying period of accrual (July 1st through June 30th) will receive benefits in accordance with the pro-ration chart in Section 20.C.2.b except for eligibility in the Company's health and welfare plans which shall commence immediately upon their status into that of active service.
 - a. Benefits: shall mean vacation accrual, sick leave accrual, uniform allowance accrual, and the Company's health and welfare plans.
 - b. Credit hours: shall mean all compensation paid to a Flight Attendant as expressed in terms of hourly pay. Examples of this include, but are not limited to: block hours, guarantee pay, vacation pay, sick pay, paid union leave, paid leave, pay-withheld status, training pay, special assignment pay, premium pay, etc.
 - c. Unless otherwise specified in this Agreement, the period of accrual shall be the period from January 1, 2013 to June 30, 2013 for benefits eligibility commencing January 1, 2014 and the credited hours shall be prorated using the table in Section 20.C.2.b below. For all subsequent years the period of accrual for uniform allowance, sick leave accrual and vacation accrual shall be the period from July 1st through June 30th for benefits eligibility for the following year. For the purpose of health and welfare benefits only, the accrual period will be from October 3rd to October 2nd of the following year, in compliance with the Affordable Care Act.
2. In order to be eligible for benefits, as set forth in the above paragraph, for the following year, a Flight Attendant must earn pay credit hours pursuant to paragraph C.1.c. above, in accordance with the following schedule:



- a. Any Flight Attendant who receives pay credit of 540 hours or more will not experience any reduction in benefits or benefits accrual.
- b. Any Flight Attendant who receives pay credit of at least 350 hours, but less than 540 hours will receive partial benefits as outlined in the table below.

Benefit Proration Chart

	0-349 Pay Credit Hours	350-539 Pay Credit Hours	540+ Pay Credit Hours
Sick Accrual - Less Than 5 Years	None	1 hour 45 minutes per month	3 hours 30 minutes per month
Sick Accrual - More Than 5 Years	None	2 hours per month	4 hours per month
Health Benefit Participation	None	At Part-time Rate	At Full-time Rate
Vacation Accrual	None	1/2 of Full-time Accrual per 10.A.1. PBS 1/2 week = 4 Consecutive Days	Full-time Accrual Per 10.A.1.
Uniform Cash Value	None	\$125.00 Dollars	\$250.00 Dollars

3. Health and Welfare Benefits

- a. A Flight Attendant who goes out on an IOD or Medical Leave of Absence will be eligible to continue health insurance at the active-employee rate for a maximum of twelve (12) months. If she/he comes back to active status and subsequently goes out on a leave again for a different medical reason, the 12-month clock for active-employee status insurance benefit eligibility starts anew. If she/he comes back to active status and subsequently goes out on a leave again for the same reason, she/he must have been in active status for a minimum of ninety (90) days before the 12-month clock for active-employee insurance benefit eligibility starts anew.



- b. Once a Flight Attendant returns to active status from a Leave of Absence, she/he shall continue/resume medical insurance benefits on an active-status basis until the new plan year. In order to determine the entitlement to future benefits, the Flight Attendant's eligibility shall be determined on a prorated basis for the months remaining in the "period of accrual" defined in C.1.c. above, and as outlined in the table below.

LOA Benefit Chart		
Number of Months	Qualifying Hours for Full Benefits	Qualifying Hours for Partial Benefits
1	45	29:10
2	90	58:20
3	135	87:30
4	180	116:40
5	225	145:50
6	270	175:00
7	315	204:10
8	360	223:20
9	405	262:30
10	450	291:40
11	495	320:50