

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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HOTELS FOR OPEN TIME ASSIGNMENTS

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THIS LETTER OF AGREEMENT (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, Section 34 of the Flight Attendant Collective Bargaining Agreement (CBA) covers Hotels and;

WHEREAS, the parties desire to adjust Section 34 in order to provide hotel rooms to facilitate open time coverage for Flight Attendants for the duration of this Letter of Agreement,

NOW THEREFORE, the parties agree as follows:

- A. Section 34.A. of the Basic Agreement will be supplemented by adding the following language for “Hotels for Open Time Pairings”:
  - 3. b. Commuter Rooms for pairing(s) picked up from Open Time:
    - i. Commuter Flight Attendants will be eligible for a Company paid hotel room, in their domicile or in another domicile, for added pairings from open time flying.
    - ii. A Flight Attendant will be eligible for a Company paid hotel room out of domicile for an added pairing from open time flying that originates in another domicile.

- iii. Any such hotels under this provision will be in addition to the four (4) commuter hotels provided in Section 34.A.3.a., however the Company will not be required to provide more than three (3) hotel rooms per month to a Flight Attendant under the terms of this Agreement (for the interest of clarity, Flight Attendants qualify for a total of up to seven (7) rooms – four (4) under the existing Section 34.A.3.a, and an up to an additional three (3) rooms under this Letter of Agreement)

THIS LETTER OF AGREEMENT will become effective on the date of execution and will remain in full force and effect for the duration of the CBA.

IN WITNESS WHEREOF, the parties have signed this Agreement this 14<sup>th</sup> day of June, 2022.

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



Robert Barrow  
President

FOR  
THE COMPANY



Linda Kunz  
Vice President – Flight Service



Paula Mastrangelo  
Senior Staff Negotiator