

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

2022 Summer Incentive Reward Program

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, in order to incentivize Flight Attendants through the 2022 Summer peak schedule, the parties agree to the following

A. Summer Incentive Reward Program:

1. Flight Attendants meeting the provisions of A.5. below from June 15, 2022 through July 14, 2022 shall receive an incentive bonus of \$1000.
2. Flight Attendants meeting the provisions of A.5. below from July 15, 2022 through August 14, 2022 shall receive an incentive bonus of \$1,500.
3. Flight Attendants meeting the provisions of A.5. below from August 15, 2022 through September 14, 2022 shall receive an incentive bonus of \$2,000.
4. The incentive rewards described above shall be eligible for 401k deferral, but will not be eligible for Company match.
5. For the purpose of this Letter of Agreement, Flight Attendants taking scheduled vacation, or performing company related union business shall be credited as working for attendance purposes. In addition, a Flight Attendant may incur one (1) absence not to exceed four (4) consecutive workdays (not to include an intervening scheduled day off) in each reward period. Unless required by law, all other absences shall be counted against the eligibility of the Summer Incentive Reward Program.
 - a. For the contractual month of June 2022, ending on July 1, any PO removal or PO/V6 conversion shall not disqualify a Flight Attendant under the terms of this program.
 - b. The list of disqualifying codes is attached as Attachment A.

6. Flight Attendants must remain on company payroll through the date of payment in order to qualify for each summer incentive reward program period. Payment for each reward period will occur on the 15th of the following month of each reward period.

This Letter of Agreement will expire on November 1, 2022.

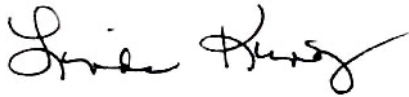
The parties have signed this Letter of Agreement on this 14th day of June, 2022.

For The Association



Robert Barrow
MEC President

For The Company



Linda Kunz - VP, Flight Service



Paula Mastrangelo
Senior Staff Negotiator

ATTACHMENT A

LIST OF DISQUALIFYING ABSENCES

Removal code	Description		
PE	Personal Emergency (mng. Discretion depending on situation)	Unpaid	Absent
PO	Personal Off	Unpaid	Absent
BU	Bereavement	Unpaid	Absent
SK/US	Sick/Unpaid sick	Paid/Unpaid	Absent
SF/IF	Sick FML/Unpaid intermittent FML	Paid/Unpaid	Absent
PG	Pending (due to missing work assignment)	Unpaid	Absent
UA	Unauthorized absence	Unpaid	Absent
MA	Missed work assignment	Unpaid	Absent
MT	Missed trip	Unpaid	Absent
LR	Late report that results in lost time	Unpaid	Absent
V6	Unplanned vacation day	Paid	Absent
LP	7 day personal time off (on payroll)	Unpaid	Absent
ADA	American disability act	Paid/Unpaid	Absent
IOD	Injury on duty	Paid	Absent

Note: Any absence from the table above, in excess of one occurrence and/or four days in an eligibility period will disqualify a Flight Attendant from receiving the incentive bonus.