

SETTLEMENT AGREEMENT

between

ENVOY AIR INC.

and the

THE ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL-CIO

in the matter of

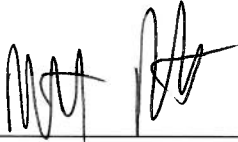
AFA Case No. 22-99-2-17-25 Section 8 – Return to Domicile Extension
(JP/JM/EX)

In full and final settlement of all claims arising out of the above grievance,
pursuant to the parties hereto agree to the following:

- A Flight Attendant who flies or deadheads an Extension (EX) will be paid at the involuntary premium of 200% or a minimum of 4 hours, whichever is greater, pursuant to 8.N.6.
- A Flight Attendant who flies or deadheads a Junior Man (JM) or a Return to Domicile Extension (JP) on their scheduled day off, will be paid at the involuntary premium of 200% or a minimum of 4 hours, whichever is greater, pursuant to 8.N.2.c. and 8.N.6.
- The Company agrees to drop its dispute against the language contained within 8.N.2.c and 8.N.6
- The Company and Association agree to produce examples that will aid in Flight Attendants' understanding of Sections 8.N.2.c. and 8.N.6.
- The Association agrees to produce a list of affected Flight Attendants including the sequence and date by no later than July 31, 2025, which the Company will audit and remedy if the JP event occurred on a scheduled day off. The eligible date range for affected Flight Attendants shall be June 1, 2022 through July 1, 2025.
- The Company will implement this interpretation effective July 2, 2025.

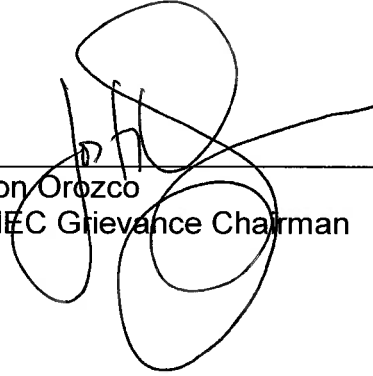
Dated this 26th day of June, 2025.

For Envoy Air Inc.

A handwritten signature in black ink, consisting of several loops and a final horizontal stroke.

Matt Bartle
Director, Labor Relations - Air

For Association of Flight Attendants

A handwritten signature in black ink, featuring a large, prominent loop at the top and several smaller loops below.

Jon Orozco
MEC Grievance Chairman