

MEMORANDUM OF UNDERSTANDING
by and 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

Sections 4.E. Deadheading Pay / 4.G Ferry Pay

THIS MEMORANDUM OF UNDERSTANDING is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between Envoy Air (hereinafter referred to as the "Company") and the Flight Attendants in the service of Envoy Air, as represented by the Association of Flight Attendants-CWA, AFL-CIO (hereinafter referred to as the "Union").

WHEREAS the Parties have discussed the designation of Flight Attendants as either working crew or deadheading while flying repositioning ("repo") or ferry flights; and

WHEREAS the Parties have also discussed the implications of requesting a "No Show" for repo or ferry flights which occur at the end of a sequence;

NOW THEREFORE the Parties have agreed to resolve the matter with the understanding set forth below.

1. Flight Attendants will be scheduled by default as working crew on repo or ferry flights. They will no longer be listed as deadheading. However, if MOC advises that Flight Attendants cannot be onboard due to the nature of a maintenance issue, the affected Flight Attendants will be scheduled to deadhead on a different flight to return them to base, or catch them up with their sequence.
2. Flight Attendants may request a No Show for repo or ferry flights, but only at the end of a sequence. No such requests will be approved for repo or ferry flights which occur at the beginning or middle of a sequence.
 - a. In order to reflect a No Show in the schedule, the Flight Attendant will be moved to a deadhead position and will not be listed as working the flight.
 - b. Notwithstanding the preceding language, a Flight Attendant's No Show request for a repo or ferry flight at the end of a sequence will be denied if the flight is converted to an extra-section revenue flight.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Understanding on this 11th day of August 2025.

For The Company:



Linda Kunz – VP Flight Service

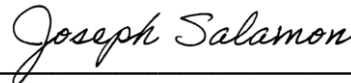
For the Association of Flight Attendants -
CWA, AFL -CIO:



Dermal Flores – MEC President



Jon Orozco – MEC Grievance Chair



Joseph Salamon
AFA Staff Attorney