

## ENVOY AIR MAINTENANCE AND RELATED NEGOTIATIONS PROGRESS

ARTICLE	Status
Preamble	
1 - Recognition And Scope	
2 - Definitions	
3 - Non-Discrimination And Management Rights	<b>Tentative Agreement 4/29/21</b>
4 - Compensation	
5 - Personal Days Off	
6 - Holidays	
7 - Sick Leave/On The Job Injury/ Catastrophic Bank	TWU passed to the Company 5/26/21
8 - Physical Examinations	<b>Tentative Agreement 4/28/21</b>
9 - Seniority	Company passed to TWU 5/27/21
10 - Classifications And Qualifications	
11 - Overtime	
12 - Probationary Period	<b>Tentative Agreement 3/18/21</b>
13 -- Hours Of Work	Company passed to TWU 4/29/21
14 - Transfers And Promotions	
15 - Furlough/Recall	Company passed to TWU 4/27/21
16 - Leaves Of Absence	<b>Tentative Agreement 4/29/21</b>
17 - Field Work	TWU passed to the Company 4/27/21
18 - Attendance at Hearings,Investigations,Training	TWU passed to the Company 5/26/21
19 - General	TWU passed to the Company 3/19/21
20 - Representation	<b>Tentative Agreement 5/26/21</b>
21 - Grievance Procedures	<b>Tentative Agreement 5/26/21</b>
22 - Boards Of Adjustment	
23 - Meal Periods	<b>Tentative Agreement 4/27/21</b>
24 - Part Time Employees	Company passed to TWU 5/26/21
25 - Union Security	
26 - No Strike - No Lockout	<b>Tentative Agreement 3/18/21</b>
27 - Saving Clause	<b>Tentative Agreement 3/18/21</b>
28 - Health & Safety	<b>Tentative Agreement 4/27/21</b>
29 - Duration Of Agreement	

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LETTER	AIRCRAFT MTX
A - Finalizing Arbitration / Board Awards	Company passed to TWU 4/29/21
B - CR1 Sexual Harassment Removal	Company passed to TWU 4/29/21
C - CR1 Rebuttal	CO 4/29/21
D - 14 Floating Holiday/Probationary employees	TWU proposed to Company 4/28/21
E - Bid Positions/SelectionPanel - TVL expenses	Keep
F - 401k Me Too	
G - Cope Deduction	<b>Tentative Agreement 5/26/21</b>
H - Nepotism Policy	
I - Expansion of Holidays or Medical Plans	<b>Tentative Agreement 5/26/21</b>
J - AA Transfer Program	
K - Flex Hiring Rates Clarification	TWU Proposed to Company 4/28/21
L - SJU Grievance Time Limits	<b>Tentative Agreement 5/26/21</b>
M - Guidelines Empl on Union Leave of Absence	TWU Proposed to Company 4/28/21
N - Work Contracted Out Report	<b>Tentative Agreement 4/29/21</b>
O - SJU Tribunal	<b>Tentative Agreement 5/26/21</b>
P - Grandfathered Avionics	<b>Tentative Agreement 4/29/21</b>
Q - One Station Agreement JFK & LGA	<b>Tentative Agreement 5/26/21</b>
R - MQT Field Trip	TWU Proposed to Company 4/28/21
S - MQT System Boards	TWU passed 5/25/21
T - SJU Entitlements	<b>Tentative Agreement 5/26/21</b>
U - Ground Support CDL Premium	<b>Tentative Agreement 5/26/21</b>
W - Me too provision ( bankruptcy)	<b>Tentative Agreement 5/26/21</b>
X - Elimination of Lic. Premium/Repairmen	Company passed to TWU 5/27/21
Y - 1113 Amendment Process	<b>Tentative Agreement 5/26/21</b>
Z - 1113 AMT/ Early out Incentive	<b>Tentative Agreement 5/26/21</b>
AA - Profit Sharing Plan	<b>Tentative Agreement 5/26/21</b>