

# 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                                 | Company passed to TWU 7/21/21      |
| 6 - Holidays  | TWU passed to the Company 6/24/21  |
| 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   | TWU passed to Company 7/21/21      |
| 10 - Classifications And Qualifications               |                                    |
| 11 - Overtime   | TWU Passed to the Company 7/21/21  |
| 12 - Probationary Period                              | <b>Tentative Agreement 3/18/21</b> |
| 13 -- Hours Of Work                                   | TWU passed to the Company 6/24/21  |
| 14 - Transfers And Promotions                         |                                    |
| 15 - Furlough/Recall                                  | Company passed to TWU 7/22/21      |
| 16 - Leaves Of Absence                                | <b>Tentative Agreement 4/29/21</b> |
| 17 - Field Work                                       | Company passed to TWU 6/22/21      |
| 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                             | <b>Tentative Agreement 7/21/21</b> |
| 23 - Meal Periods                                     | <b>Tentative Agreement 4/27/21</b> |
| 24 - Part Time Employees                              | Company passed to TWU 5/26/21      |
| 25 - Union Security                                   | TWU passed to the Company 6/24/21  |
| 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       | <b>Tentative Agreement 7/21/21</b> |
| 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                           | <b>Tentative Agreement 6/24/21</b> |
| 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       | <b>Tentative Agreement 6/24/21</b> |
| 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> |