

Letter of Agreement
between
ENVOY AIR INC.
and the
AIRCRAFT MAINTENANCE AND RELATED EMPLOYEES
in the service of
ENVOY AIR INC.
as represented by
TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO

AIRCRAFT MAINTENANCE TECHNICIAN APPRENTICESHIP PROGRAM

THIS Letter of Agreement (“LOA”) is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ENVOY AIR INC. (“Envoy” or “Company”), and the Aircraft Maintenance and Related Employees in the service of ENVOY AIR INC., as represented by the Transport Workers Union of America, AFL-CIO (hereafter “TWU” or “Union”) (Envoy and TWU each a “Party” to this LOA, and collectively the “Parties” to this LOA).

WHEREAS, the Company and Union have negotiated a renewal Collective Bargaining Agreement (hereafter “CBA”) covering the terms and conditions of employment for Envoy’s Maintenance and Related Employees; and

WHEREAS, the Company has conveyed its desire to establish an Aircraft Maintenance Technician Apprenticeship Program (“AMTAP”) in order to enhance the recruitment, training and retention of new AMT employees; and

WHEREAS, the establishment and implementation of the AMTAP shall be by mutual agreement of the Parties.

NOW THEREFORE, the Parties agree as follows:

1. No later than ninety (90) days following the effective date of the renewal CBA, the Parties shall commence discussions to develop and implement an AMTAP.
2. The development and implementation of an AMTAP shall be accomplished jointly by Company and Union representatives selected by their respective Party.

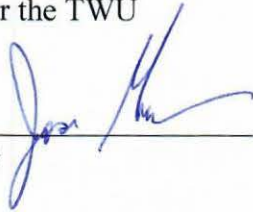
3. Any AMTAP established pursuant to this LOA shall not be implemented in advance of an executed written agreement between the Parties.

THIS LETTER OF AGREEMENT will become effective on the date of signing and will remain in effect concurrent with the CBA.

IN WITNESS WHEREOF, the Parties have signed this Letter of Agreement this 13th day of March 2023.

For the TWU

For Envoy Air Inc.

JG 

3/13/2023
Date

CP

Date