



ENVOY AIR MASTER EXECUTIVE COUNCIL
AIR LINE PILOTS ASSOCIATION, INTERNATIONAL
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July 21, 2016

TO: Affected LTFO Pilots

The settlement of the remedy for the LTFO grievance has been a long time coming and is the culmination of several years of hard work from dozens of dedicated ALPA volunteers. By coming to an agreement with the Company for a remedy consisting of a lump sum \$520,000 plus two return days for each affected pilot, we avoided the lengthy arbitration remedy process that would have postponed the distribution of these funds even further.

On our [website's new LTFO section](#) you will find the five documents listed below:

- The Settlement Agreement
- Appendix A – The Approved Methodology for Distributing Funds
- Appendix B – Spreadsheet Indicating Months of Harm Per Pilot
- Appendix C – List of Pilots to Receive Return Days
- Memorandum to Pilots No Longer Working Here (If you know of any pilot who may be eligible, but no longer works here, please forward this Memorandum to them)

We now ask each affected FO to verify that the data the Company provided to ALPA concerning the months you were harmed matches your records. If you notice an error in the data and you believe that your eligibility for a given month is inaccurate, you will have at least 30 days to notify the MEC so that your case can be reviewed. This ~30-day challenge window will close on **Wednesday, August 31, 2016**. After this date, challenges will no longer be accepted and the results of the payout will be **final**.

Any challenges arising during the 30-day challenge period will be limited to the application of the methodology for a given month, but not the methodology itself. In other words, you can argue that you satisfied the eligibility criteria in a particular month when we believed you did not, but you cannot challenge the actual eligibility criteria (as set forth in Appendix A). The review process will be ongoing and will be conducted by a review board consisting of at least three ALPA members.

One of the documents is called "Appendix B" and it is a list of each affected pilot's harm on a month-by-month basis. The Company violated the contract for 10 months (October 2012 – July 2013) and the \$520,000 will be divvied up by the total "pilot months" of harm and distributed based on how many months an individual pilot was harmed. If you were in long-term training, on a leave of absence, captain upgrade training, or otherwise not a qualified line pilot, your total eligible months were reduced proportionally from the maximum of 10 (in accordance with the methodology outlined in Appendix A).

Please find your name on Appendix B and review the information we have for your activity

during the violation period. If you have a question or find a discrepancy, please first review the methodology in Appendix A to ensure that you were eligible for the month. If you challenge our determination of your eligibility for any period, send an email **with your full name and employee number in the subject line** to ENYLTFO@alpa.org requesting a review of the determination. Please provide specific and detailed evidence supporting your claim. (Examples of credible evidence will be hi1/hi2/hi3, pay sheets, activity sheets, logbook entries, etc.) **All review requests must be submitted via this email address.** Any challenges sent to other addresses will be discarded. Again, the list of all affected pilots and the number of months ALPA determined each was harmed is available on the ENY ALPA website at <http://envoy.alpa.org/ltfo>. You will need to log in to the website to view all of the documents.

The Settlement Agreement calls for payment to be made within 2 pay cycles after the 30-day review window closes. The agreement also provides two Return Days to affected pilots. Appendix C is a list of pilots that we believe are owed those Return Days. The two Return Days may be used separately or together and will be handled on a case by case basis by crew scheduling. Pilots wanting to use the Return Days will use the RF 100 RTD entry, with pilots entering "low time settlement" in the remarks section. As of this writing you will have until April 30, 2017 to use your Return Days, but we will ask the Company to extend this deadline to accommodate the delay in publishing the final list. These Return Day requests will have priority over "regular" drop requests. If all of your Return Day requests between now and April 30, 2017 are denied, you will be paid the value of the two days at your then current pay rate.

The MEC would like to thank our dedicated First Officer corps for their professionalism, patience, and understanding over the last 4 years. When the violation first occurred in 2012, the Company's proposals to make the assignment of flying to LTFOs compliant with our CBA would have provided significantly less value to only a handful of First Officers. It has taken much work from many volunteers to fight for the \$520,000 and days off for each affected pilot. We know that the grievance process does not move at a fast pace, but we believe that in this case the outcome has produced more overall value (for more pilots) than what the Company originally wanted to offer in 2012.

We hope that with this saga coming to a final conclusion we can close a difficult chapter in Envoy's history.

Fraternally,

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