

## MEMORANDUM

**To:** Pilots Entitled to a Remedy Payment under the Low-Time FO ("LTFO") Grievance Award (ALPA Case No. MEC-0312)  
**From:** ENY MEC Contract Compliance Committee  
**Date:** July 21, 2016



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This memo is to advise you that you are on the list of pilots entitled to a monetary remedy under the arbitrator's award in the grievance ALPA filed back in 2012 when Envoy assigned flying to junior pilots in order to ensure that they reached the new FAA requirement for 1500 hours by the time that rule went into effect.

The arbitrator ruled that the Company violated the contract by doing this and the parties have negotiated a lump sum payment that will be divided among all affected pilots. The Company assigned flying to LTFOs for a period of 10 months, from October 2012 to July 2013. ALPA received an enormous amount of data from the Company containing all of the FO schedules during this period and ALPA has used this data to identify the FOs harmed each month. The amount of remedy each harmed FO will receive will depend on the number of months he/she was harmed.

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>. Please review the information concerning your remedy. If you wish to dispute the manner in which the award has been applied to you, you must notify ALPA in writing via email at [ENYLTFO@alpa.org](mailto:ENYLTFO@alpa.org), Fax (817-685-9797) or by mail:

ENY-MEC LTFO Award  
150 Westpark Way, Suite 130  
Eules, TX 76040

You have 30 days to challenge the manner in which the remedy award has been applied to you. You cannot challenge the distribution methodology approved by the MEC; you may only challenge whether the methodology was applied to you properly. The burden of proof will lie on the challenging pilot to prove why he/she believes he/she should be eligible for compensation in any given month. Concrete and specific evidence (such as HI1, activity sheets, pay sheets, etc.) must be submitted with any challenge. **The deadline to submit a challenge is AUGUST 31<sup>st</sup>, 2016.** Once the challenges have been processed, the Company will distribute the payments.

Since you no longer work for Envoy Air, Inc., ALPA must provide the Company with your address in order for them to mail a check to you. **Please notify ALPA in writing via one of the methods listed above, the address you want ALPA to provide to the Company for mailing this check to you.**

If you have any questions or need additional information, please contact the Contract Compliance Committee at the ENY-MEC office in writing, via email at [ENYLTFO@alpa.org](mailto:ENYLTFO@alpa.org) or via telephone at 817-685-7474.