



TWU-ENVOY FLEET SERVICE CONTRACT NEGOTIATIONS
September 3rd - 4th 2026

Dear Brothers and Sisters,

On Thursday, September 3rd and Friday, September 4th, your TWU negotiating committee met with Envoy management.

During this session, the Company proposed changes to the following Articles:

- **Article 12 – Probationary Period**
- **Article 19 – General**
- **Letter A – CR1 Entries/Employee Rebuttal Relative to Investigations**

We gave the Company a counter proposal to:

- **Article 12 – Probationary Period**

The Union reviewed the Company's proposals on Article 19 and Letter A. The Union's counter proposal is pending upon further review.

The Union and the Company reached a Tentative Agreement on Article 11 – Overtime.

The following Articles of the Collective Bargaining Agreement are tentatively agreed by both parties.

- **Article 1 – Recognition and Scope**
- **Article 3 – Non-Discrimination and Management Rights**
- **Article 8 – Medical Examinations**
- **Article 15 – Furlough / Recall**
- **Article 16 – Leaves of Absence**
- **Article 17 – Field Work**
- **Article 20 – Representation**

- **Article 23 – Meal Periods**
- **Article 25 – Union Security**
- **Article 26 – No Strike – No Lockout**
- **Article 28 – Health and Safety**
- **Letter C – COPE Deductions**
- **Letter D – Expansion of VC, Holidays or Medical Plans**
- **Letter H – JFK/LGA One-Station Agreement**
- **Letter K – Flexible Hiring Rates / Clarification**

The parties further acknowledged that no proposals have been exchanged with respect to these articles and that neither party intends to seek modifications to these provisions during the current negotiations.

The parties agreed that in the event changes negotiated to open article(s) that require a change to a tentatively closed article, the tentatively closed article will be opened and negotiated between the parties.

Our next meeting is scheduled for October 15th and 16th.

Fraternally,

TWU Local 570

Robert Barboza

Christian Figueroa

TWU Local 571

Adam Fernandez

Julius Cajigas

TWU Local 575

Enrique Guzman

Eduardo Murillo

UNITED-INVINCIBLE