

Memorandum of Agreement (“MOA”)

Between
Flight Attendants in the service of Swoop Inc.
(“Flight Attendants”)
As represented by the
Canadian Union of Public Employees, Local 4070
(“CUPE”)
-and-
Swoop Inc.

(The “Company”)
(CUPE and the Company, collectively, the “Parties”)

RE: Operational Integrity Holiday Peak Season 2022/2023 -Additional Term

WHEREAS:

- A. The Parties agree that supporting operational integrity is crucial to the success of the Company and therefore a benefit to both Parties.
- B. As a result of the unique and challenging weather events, and the other pressures of this holiday season, the Parties agreed to implement measures as described in a Memorandum of Agreement RE: Operational Integrity Holiday Peak Season 2022/2023 on December 23, 2022; and
- C. The Parties wish to address situations where a Flight Attendant is ineligible to perform Open Time under Article 39-4.01 of the Collective Agreement as a direct result of an operational extension by the Company beyond 0159 Local Base Time into a GDO.

NOW THEREFORE: On a without prejudice and precedent basis, the Parties agree as follows:

PAIRING EXTENSION PAY MULTIPLE

- 1. For the period between 0100 Local Base Time on December 18, 2022 and 0059 Local Base Time on January 8, 2023, for the purposes of premium pay under Article 39-6.01 of the Collective Agreement, the premium pay rate shall be paid at two (2.0) times the Flight Attendant’s regular rate of pay.

DURATION AND TERMINATION

- 2. Upon execution of this MOA, it shall become retroactively in force from 0100 Local Base Time on December 18, 2022, to 0059 Local Base Time on January 8, 2023.

APPLICABILITY OF THE COLLECTIVE AGREEMENT

- 3. Any disputes between the Company and the Union arising out of the interpretation, application, administration, or alleged violation of this MOA shall be subject to the grievance and arbitration procedures set out in the Collective agreement.

IN WITNESS WHEREOF, the Parties have signed this MOA this ____ day of **January 2023** at Calgary, Alberta.



Mark Rallo, Manager, Inflight
Swoop Inc.



Alia Hussain, President
Canadian Union of Public Employees, Local 4070