

Memorandum of Agreement (“MOA”)

Between
Cabin Crew Members in the service of WestJet Encore Ltd.
(“Cabin Crew Members”)
As represented by the
Canadian Union of Public Employees, Local 4070
(“CUPE”)
-and-
WestJet Encore Ltd.
(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 Cabin Crew Member is ineligible to perform Open Time under Article 41-4.01 of the Collective Agreement as a direct result of an operational extension by the Company beyond 0259 Local Base Time into a Day(s) Off, vacation Day, or 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 41-6.01 of the Collective Agreement, the premium pay rate shall be paid at two (2.0) times the Cabin Crew Member’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.

Lisa Davis, Vice President & General Manager
WestJet Encore Ltd



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