

**MEMORANDUM OF AGREEMENT – LEAD FLIGHT ATTENDANT STIPEND
("Lead Stipend MOA")**

Between

**SWOOP, INC.
(the "Company")**

- and

**CANADIAN UNION OF PUBLIC EMPLOYEE'S, LOCAL 4070
(the "Association")**

(collectively, the "Parties")

Whereas:

- A. The Parties have a mutual interest in attracting and retaining Flight Attendants in the Lead Flight Attendant position.
- B. On a without prejudice or precedent basis, the Parties have agreed to increase the Lead Flight Attendant Stipend.

NOW THEREFORE the Parties agree as follows:

Lead Flight Attendant Stipend

1. The Lead Flight Attendant Stipend set out in Article 39-12.01 of the Collective Agreement shall increase to instead be sixty-five dollars (\$65.00) per duty period.

TERM

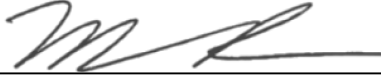
2. This Lead Stipend MOA shall be retroactive to June 1, 2023 and shall terminate at midnight on September 30, 2026, unless the Parties mutually agreed to extend.

OTHER PROVISIONS

3. All other provisions of the Collective Agreement shall continue to apply unless they are expressly amended herein by this Lead Stipend MOA.
4. The preamble forms an integral part of this Lead Stipend MOA.
5. This Lead Stipend MOA may be executed in any number of counterparts with the same effect as if all Parties had signed the same document. All counterparts, including signatures transmitted by facsimile or emailed PDF, shall be construed together, and shall constitute one and the same agreement.
6. Any disagreement arising out of this Lead Stipend MOA shall be subject to the grievance process as per Article 30 - Grievance Procedure.

IN WITNESS WHEREOF the Parties have executed this Lead Stipend MOA on the dates set out below.

For the Company:



Signature

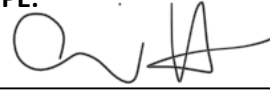
Mark Rallo

Name (Print)

June 6, 2023

Date

For CUPE:



Signature

Alia Hussain

Name (Print)

June 6, 2023

Date