

**MEMORANDUM OF AGREEMENT – SWOOP SUMMER STABILITY**

**(this “MOA”)**

**Between**

**Swoop, Inc.  
 (“Swoop”)**

**-and-**

**The Flight Attendants in the service of Swoop  
 (“Flight Attendants”)**

**As represented by the**

**Canadian Union of Public Employees, Local 4070  
 (the “Union”)**

**(Collectively, the “Parties”)**

**WHEREAS:**

- A. The Parties have agreed to implement certain measures, as described below in this MOA, to assist in the maintenance of Swoop’s operational integrity during the summer and into the fall.

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

**Swoop Rate of Pay Increase**

1. The rate of pay column set out in the table in Article 41-1 of the Collective Agreement that would take effect on October 1, 2023 shall instead take effect on August 1, 2023.

**General**

2. The above recitals are true and shall form part of this MOA.
3. Except as specifically amended in this MOA, the provisions of the WO Collective Agreement shall otherwise remain in full force and effect.
4. By the signature of the authorized representatives hereunder, the Company and the Union confirm their agreement to this MOA.
5. This 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.

**IN WITNESS WHEREOF**, the Parties have signed this MOA as of the dates set out below.

**For Swoop:**



Mark Rallo  
Manager, Inflight

August 2, 2023

Date

**For CUPE:**



Alia Hussain  
President, CUPE Local 4070

August 2, 2023

Date