

MEMORANDUM OF AGREEMENT – YEG BASE

Between

**WestJet, an Alberta Partnership
("WestJet")**

-and-

**The Cabin Personnel in the service of WestJet, an Alberta Partnership
("Cabin Personnel")**

As represented by the

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

(Collectively, the "*Parties*")

WHEREAS:

- A.** The Collective Agreement between the Parties was ratified on March 20, 2021 (the "Collective Agreement").
- B.** The Parties wish for these amendments to be incorporated directly into the Collective Agreement in regards to the introduction of the YEG base.

NOW THEREFORE, the Parties agree to the following:

1 Collective Agreement Amendments

- 1.1 Article 6-2.03 of the Collective Agreement shall be replaced as follows:

Old Language

6-2.03 Cabin Personnel are required to maintain aircraft appearance while guests are onboard the aircraft. For flights with a scheduled Block Time of one hour and forty-five (1:45) minutes or less, and not arriving in a Base (YVR/YYC/YYZ), Cabin Personnel shall be required to complete post-flight aircraft tidying duties. Cabin Personnel shall not be required to perform post-flight aircraft tidying duties on wide-body aircraft.

New Language

6-2.03 Cabin Personnel are required to maintain aircraft appearance while guests are onboard the aircraft. For flights with a scheduled Block Time of one hour and forty-five (1:45) minutes or less, and not arriving in a Base (YVR/YYC/YYZ/**YEG**), Cabin Personnel shall be required to complete post-flight aircraft tidying duties. Cabin Personnel shall not be required to perform post-flight aircraft tidying duties on wide-body aircraft.

- 1.2 Article 41-10.01 of the Collective Agreement shall be replaced as follows:

Old Language

41-10.01 A Cabin Personnel will receive the following for travelling out of base for training:

- a) Travel between YVR-YYC or YYC-YVR will be credited one and one half (1.5) Credit Hours for the round trip.
- b) Travel between YYZ-YYC or YYC-YYZ will be credited four (4) Credit Hours for the round trip.
- c) Travel between YVR-YYZ or YYZ-YVR will be credited five (5) Credit Hours for the round trip.
- d) Travel from a Cabin Personnel's base to any city not listed above will be credited fifty percent (50%) of the scheduled round trip flight time.

New Language

41-10.01 Cabin Personnel will receive the following for travelling out of base for training:

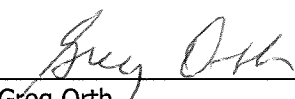
- a) Travel between YVR-YYC or YYC-YVR will be credited one and one half (1.5) Credit Hours for the round trip.
- b) **Travel between YEG-YYC or YYC-YEG will be credited one (1) Credit Hour for the round trip.**
- c) Travel between YYZ-YYC or YYC-YYZ will be credited four (4) Credit Hours for the round trip.
- d) Travel between YVR-YYZ or YYZ-YVR will be credited five (5) Credit Hours for the round trip.
- e) Travel from a Cabin Personnel's base to any city not listed above will be credited fifty percent (50%) of the scheduled round trip flight time.

2 Other Provisions

- 2.1 The amendments contained in this Memorandum of Agreement shall take effect May 1st, 2023.
- 2.2 Except as specifically amended in this Memorandum of Agreement, the provisions of the Collective Agreement shall otherwise remain in full force and effect.
- 2.3 The amendments contained this Memorandum of Agreement shall be incorporated into the Collective Agreement.
- 2.4 By the signature of the authorized representatives hereunder, the Company and the Union confirm their agreement to the Collective Agreement amendments set out in this Memorandum of Agreement.
- 2.5 This Memorandum of Agreement 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 executed this Memorandum of Agreement – Collective Agreement Amendments as of the date(s) specified below.

For WestJet:

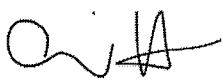


 Greg Orth
 VP – Inflight, WestJet AP

May 1, 2023

 Date

For CUPE:



 Alia Hussain,
 President, CUPE Local 4070

April 27, 2023

 Date