

**MEMORANDUM OF AGREEMENT (“MOA”) – VOLUNTARY RESERVE RELEASE TRIAL**

**Between**

**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”)**

**- and -**

**WestJet, an Alberta Partnership  
 (the “Company”)**

**(the Union and the Company, collectively, the “Parties”)**

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**WHEREAS:**

- A.** The Company has proposed a six (6) month trial program to allow Cabin Personnel to voluntarily request unpaid release from the last one (1), two (2), or three (3) Reserve Periods of a Reserve Block, subject to the Company’s operational requirements (“**Reserve Release Trial**”);

**NOW THEREFORE:** The Parties agree as follows:

**RESERVE RELEASE TRIAL**

- 1.** A Cabin Personnel may request to be released from the last one (1), two (2), or three (3) Reserve Periods of a Reserve Block by completing and submitting the designated form on their Cabin Crew Device. Return to Duty Reserve is not eligible for this trial program.
- 2.** The Company will have the sole discretion to approve reserve release requests, based on operational requirements and subject to base, classification, and aircraft qualifications. If two (2) or more release requests are received for the same Reserve Periods and the Company is unable to release all Cabin Personnel, seniority shall determine release priority as between those Cabin Personnel requesting reserve release.
- 3.** Release requests for pairings will be prioritized over release requests for Reserve Blocks.
- 4.** If a Cabin Personnel’s request to be released from either one (1), two (2) or three (3) Periods of a Reserve Block is approved, the Credit Hours for those released Days will be deducted from the Cabin Personnel’s pay. The Cabin Personnel’s MMG will be reduced accordingly by the Credit Hours of the Reserve Period(s) removed.

**DURATION AND TERMINATION**

- 5. The commencement date of this MOA and the Reserve Release Trial shall be May 8<sup>th</sup>, 2023 (the “**Commencement Date**”).
- 6. This MOA and the Reserve Release Trial shall terminate upon the Company providing thirty (30) calendar days’ written notice to the Union of such termination, or on the six (6) month anniversary of the Commencement Date if earlier termination notice under this Paragraph is not provided.
- 7. The Parties may request to meet thirty (30) calendar days prior to the expiration of this MOA and the Reserve Release Trial to discuss an extension to the program.

**APPLICABILITY OF THE COLLECTIVE AGREEMENT**

- 8. All other provisions of the Collective Agreement shall continue to apply unless they are expressly amended herein by this MOA.

**COUNTERPARTS**

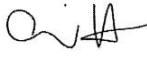
- 9. The Parties may execute this MOA in counterparts and executed copies may be delivered electronically.

**IN WITNESS WHEREOF**, the Parties hereto have signed this Memorandum of Agreement this 27 day of April 2023 at Calgary, Alberta.

**For WestJet:**

  
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Greg Orth  
Vice President, Inflight

**For the Union:**

  
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Alia Hussain  
President, CUPE Local 4070