

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

Between

**The Cabin Crew Members in the service of WestJet Encore Ltd.
 (“Cabin Crew Members”)**

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

- and -

**WestJet Encore Ltd.
 (the “Company”)**

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

WHEREAS:

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

NOW THEREFORE: The Parties agree as follows:

RELEASE TRIAL

1. A Cabin Crew Member 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 release under this trial program.
2. A Cabin Crew Member may submit a request to Crew Scheduling to voluntarily drop a pairing by completing and submitting the designated form on their Cabin Crew Device.
3. The Company will have the sole discretion to approve release requests, based on its operational requirements.
4. Release requests for pairings will be prioritized over release requests for Reserve Blocks.
5. If two (2) or more release requests are received for the same Reserve Block(s) or pairing, and the Company is unable to release all Cabin Crew Members, seniority shall determine release priority as between those Cabin Crew Members requesting release.

6. If a Cabin Crew Member'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 Reserve Periods will be deducted from the Cabin Crew Member's pay. The Cabin Crew Member's MMG will be reduced accordingly by the Credit Hours of the Reserve Period(s) removed.

7. If a Cabin Crew Member's request to drop a pairing is approved, the original pairing Credit Hours will be deducted from the Cabin Crew Member's pay. The Cabin Crew Member's MMG will be reduced accordingly by the Credit Hours of the pairing removed.

DURATION AND TERMINATION

8. The commencement date of this MOA and the Release Trial shall be October 1, 2023 (the "Commencement Date").

9. This MOA and the 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.

10. The Parties may request to meet thirty (30) calendar days prior to the expiration of this MOA and the Release Trial to discuss an extension to the program.

APPLICABILITY OF THE COLLECTIVE AGREEMENT

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

COUNTERPARTS

12. 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 19 day of October 2023 at Calgary, Alberta.

For the Company:



Jodi Schultz

Director, WestJet Encore Inflight

For the Union:



Alia Hussain

President, CUPE Local 4070