

Letter of Understanding

Between

Jazz Aviation LP (The Company);

And

Jazz Technical Services (The MRO Company);

And

Unifor and its Local 2002 (The Union – Jazz Aviation LP)

And

Unifor and its Local 2002 (The Union – Jazz Technical Services)

RE: Special Maintenance Visit(s)

WHEREAS:

1. The impact of covid 19 pandemic resulted in aircraft having been parked within the storage program for up to 2 years and;
2. As a result of the aircraft being parked for up to 2 years, the timeframe of certain Calendar and Out of Phase (OOP) tasks which normally would have aligned with the C check program are coming due before certain aircraft reaching the C check interval and;
3. The Embraer 175 (EMB 175) fleet has been introduced and the previous aircraft maintenance service provider did not setup a maintenance program for heavy block checks and;
4. Jazz will be setting up the maintenance program for the scheduled heavy checks with the EMB 175 fleet and;
5. JTS is currently at maximum utilization of the work it can perform in the hangar with CPA and third-party contract(s) and;
6. Line maintenance has been utilized within the line base(s) to aid with the additional Calendar and OOP tasks and help with the EMB 175 maintenance transition program;

Now Therefore, the Parties agree to the following:

- a) Jazz line will continue to be utilized for the Calendar and OOP tasks and JTS will perform the C Check scheduled visits when they are due which will include some of the same tasks that line had performed.
- b) Jazz line will be utilized For the EMB 175 fleet where it will help address the inspection program including completing OOP tasks and calendar inspections that are not in line with the base check (B Check). This will help contribute to the development of the EMB 175 maintenance program for its B Check. This initiative will take up to 2 years to complete. This initiative will be aligned with the other fleet type maintenance program currently in place.
- c) The Union & the Company will meet quarterly to review the dockline plan to accomplish the aircraft maintenance contemplated in item b).
- d) Should special assignment(s) be required to carry out the aircraft maintenance as per item b) above within line maintenance then JTS will be offered overtime opportunity or opportunities equivalent to the hours of the special assignment(s) at the Halifax location within JTS. The overtime opportunity or opportunities will be offered in accordance with the JTS Collective Agreement.
- e) Should JTS not be at maximum utilization to an extent that the one or more of the aircraft contemplated in accordance with item b) above can be accomplished at JTS then such maintenance will be performed at JTS.
- f) A committee will be setup consisting of the Bargaining Chairperson from Unifor Jazz line; Bargaining Chairperson Unifor JTS; Unifor National Representative; VP, Maintenance & Engineering; Director, MRO & Real Estate; Director, Line Maintenance; and Director, Labour Relations to have transparent communication on the activity and movement of aircraft into the line environment. This will include copies of the planned dock line.
- g) The Company will notify both Chairpersons in advance of any future episodes that involve the assistance of the line maintenance.
- h) Staff reductions will not occur at JTS while any of the work contemplated in item b) is , or is planned to be carried out by Jazz Line Maintenance.
- i) This LOU is made on a without prejudice and precedent basis and will expire 2 years from the date this document being signed.

All other provisions of the Collective Agreement will continue to apply, except as expressly modified by this Letter of Understanding.

IN WITNESS THEREOF, the parties hereto have signed this AGREEMENT, this 18th day of April, 2022.

For the Company:

For the Union:



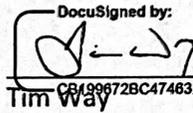
Kal Rebin
Vice President, Maintenance



Bruce Snow
Director, Transportation, Unifor



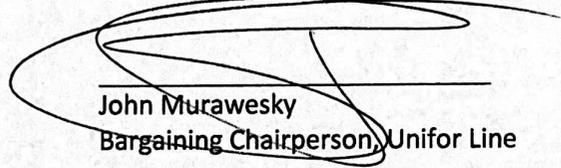
Steve Tully
Director, MRO & Real Estate

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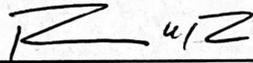
Tim Way
Bargaining Chairperson, Unifor JTS



Mark Lenglet
Director, Line Maintenance



John Murawesky
Bargaining Chairperson, Unifor Line



Rajib Roy
Director, Labour Relations