

Letter of Understanding

Between:

Jazz Aviation LP (The Company)

And

Unifor Local 2002 (The Union)

Re: YQY JAZZ AIRPORTS

WHEREAS The Company and the Union agree that it is in the best interests of everyone involved to maintain employment for Jazz Airports Customer Service Agents (CSAs) in YQY (Sydney, NS): and

WHEREAS per information known as of today, the Summer 2026 flight schedule for YQY will include Air Canada aircraft, Jazz aircraft until June 30th and aircraft operated by PAL as of July 1st to October 24th.

THEREFORE the parties agree as follows:

- 1. This LOU and the YQY arrangement in its entirety is entered into on a without precedence or prejudice basis to both parties;**
- 2. Effective May 1, 2026 it is agreed by the parties that Jazz YQY CSAs will perform the above-the-wing work for Jazz aircraft, and Air Canada aircraft, and PAL aircraft at the YQY station.**
- 2. Jazz nor Unifor will use this arrangement to further any position for any other dispute or matter between the parties.**
- 3. This LOU will become effective upon signing and will be for a duration of the term of this collective agreement.**
- 4. All other provisions of the Collective Agreements will continue to apply, except as expressly modified by this Letter of Understanding.**
- 5. Jazz also commits that if the Company operates with its own metal into YBG, YUY, YZV, YYR, YDF, YQX , due to PAL metal not being available due to any reasons (YDF - Jazz Unifor employees will handle all Jazz metal), a minimum of three (3) Jazz employees will be recalled to the affected base and will be guaranteed a minimum of thirty (30) days of work, or pay in lieu, where that circumstance occurred.**
For clarity, a Flight Diversion of any Jazz metal into any one of the listed bases won't trigger the recall of Jazz employees.

IN WITNESS THEREOF, the parties hereto signed this AGREEMENT, this 27th day of April, 2026.



Marnie King
VP Airports



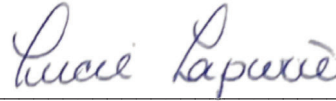
Suzanne Asseff
Director Employee Relations



Stephen Boa
Manager Labour Relations



Josee Genoie
Unifor Local 2002 Assistant to the President



Lucie Lapierre
Unifor Local 2002 Jazz CS/ACS Bargaining Chairperson