

Letter of Understanding  
(LOU)

Between

Jazz Aviation LP (the Company)  
And  
Unifor Jazz Airports (the Union)

RE: Overtime

**WHEREAS** the Company and Union recognize that the purpose of amending Article 7 and LOU 1 is to maximize staffing levels when overtime is applied and to encompass the seniority provisions under the collective agreement.

**NOW THEREFORE** the company and the union agree to the following;

Should an overtime shift become available, it will be offered to all eligible employees in seniority order per LOU 1 and Article 7.

An employee who has any shift at overtime rates will have the ability to accept an alternate shift that is greater in length. Once an employee has accepted the longer overtime shift, they will have the ability to drop their original overtime shift.

Should there be an overlap in shift times between the new overtime shift and the original overtime shift, the employee will be obligated to drop the original shift.

An employee can opt to hold both shifts if no overlap exists.

Should the employee be required or choose to drop their original overtime shift, it will be offered back out in seniority order.

Nothing in the foregoing prohibits an employee from accepting a second shift on the same day at overtime rates.

This LOU shall come into force upon execution and will be in effect for the duration of the collective agreement, which expires January 1, 2027.

This LOU may be executed in counterparts, each of which shall be deemed to be an original, but all of which, taken together, shall constitute one and the same agreement.

SIGNED at Toronto, Ontario this 26 day of February, 2025.

For the Company:

For the Union:



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Marnie King  
VP Airports



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Lucie Lapierre  
Unifor Local 2002 Jazz Bargaining Chair



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Stephen Boa  
Manager Labour Relations