

Memorandum of Settlement #2 (MOS #2)

Between

Jazz Aviation LP

And

Unifor Crew Schedulers

WHEREAS this Memorandum of Settlement is made and entered into by and between Jazz Aviation LP hereinafter referred to as "the Company", and Unifor Crew Scheduling hereinafter referred to as the "Union" AND

WHEREAS it is hereby agreed that both parties will fully recommend the acceptance of this agreement AND

WHEREAS It is agreed that both parties will meet on a timely basis to resolve any implementation issues AND


WHEREAS the obligations specified in this MOS shall be incorporated to form Collective Agreement No 6 AND

WHEREAS all other provisions of the existing Collective Agreement shall remain as is except as expressly modified by this MOS AND

WHEREAS this Memorandum shall be effective on July 1, 2021 upon successful ratification by the Union membership.

NOW THEREFORE the parties agree to the following:

1. **Duration of Agreement:** July 1st, 2021 to June 30th, 2025.
2. **Wages: (Article 6)**
 - a. Pay Structure for Schedulers & Assistant Schedulers will be:
 - i. Pay Scales as per attached Appendix A.
 - ii. 2% annual increases on renewal date as per attached Appendix A
3. **Benefits & Employee Pension: (Article 23)**
 - a. Benefits – increase by 2% for benefit maximums (para-medical expenses, disability maximums) effective July 1, 2021.


CJ

- b. In accordance with article 23.02.05 below, the Company will adjust the pension contribution accordingly commencing from July 1, 2021.

23.02.05 Further to Article 23.02 above should the Unifor Maintenance Nontechnical group successfully ratify an agreement with the Company, which provides an employee pension plan that differs significantly from Article 23.02 then the Union shall have the option of selecting that package. It is the intent of this Article that the employee pension plan of the Unifor Crew Schedulers and Unifor Maintenance Non-technical groups be similar.

RF

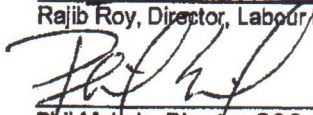
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Signed this 22 day of February 2021 in Halifax, NS; Toronto, ON & Vancouver, BC.


For the Company:



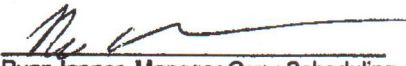
Rajib Roy, Director, Labour Relations



Phil Majerle, Director, SOC



Stephen Boa, Manager, Labour Relations



Ryan Isenor, Manager Crew Scheduling

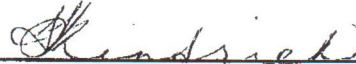


Wei Qian, Manager Financial Services

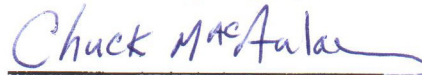
For the Union:



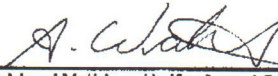
Chad Johnston, Unifor National Representative



Tami Kendrick, Bargaining Representative



Charles McAuley, District Chair



Ashley Watkins, Unifor Local 2002

Appendix A to MOS #2 – Wage Scale Article 6

Schedulers – Wage Rates

July 1st, 2021 > 2% Wage Increase
 July 1st, 2022 > 2% Wage Increase
 July 1st, 2023 > 2% Wage Increase
 July 1st, 2024 > 2% Wage Increase

Schedulers – Wage Rates & Loyalty Premium

Wage Rates	Jul 15 Jun 16	Jul 16 Jun 17	Jul 17 Jun 18	Jul 18 Jun 19	Jul 19 Jun 20	Jul 20 Jun 21	Jul 21 Jun 22	Jul 22 Jun 23	Jul 23 Jun 24	Jul 24 Jun 25
0-6 months	\$16.93	\$17.27	\$17.61	\$17.97	\$18.33	\$18.69	\$19.07	\$19.45	\$19.84	\$20.23
6-12 months	\$17.66	\$18.01	\$18.37	\$18.74	\$19.12	\$19.50	\$19.89	\$20.29	\$20.69	\$21.11
1-2 years	\$18.80	\$19.18	\$19.56	\$19.95	\$20.35	\$20.76	\$21.17	\$21.60	\$22.03	\$22.47
2-3 years	\$19.94	\$20.34	\$20.75	\$21.16	\$21.58	\$22.02	\$22.46	\$22.90	\$23.36	\$23.83
3-4 years	\$21.12	\$21.54	\$21.97	\$22.41	\$22.86	\$23.32	\$23.78	\$24.26	\$24.75	\$25.24
4-5 years	\$22.37	\$22.82	\$23.27	\$23.74	\$24.21	\$24.70	\$25.19	\$25.70	\$26.21	\$26.73
5-6 years	\$23.69	\$24.16	\$24.65	\$25.14	\$25.64	\$26.16	\$26.68	\$27.21	\$27.76	\$28.31
6-7 years	\$24.88	\$25.38	\$25.89	\$26.40	\$26.93	\$27.47	\$28.02	\$28.58	\$29.15	\$29.73
7-8 years	\$26.10	\$26.62	\$27.15	\$27.70	\$28.25	\$28.82	\$29.39	\$29.98	\$30.58	\$31.19
8-9 years	\$27.16	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46
9+ years	\$28.54	\$29.11	\$29.69	\$30.29	\$30.89	\$31.51	\$32.14	\$32.78	\$33.44	\$34.11

Loyalty Premium	Jul 15 Jun 16	Jul 16 Jun 17	Jul 17 Jun 18	Jul 18 Jun 19	Jul 19 Jun 20	Jul 20 Jun 21	Jul 21 Jun 22	Jul 22 Jun 23	Jul 23 Jun 24	Jul 24 Jun 25
0-6 months	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51
6-12 months	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53
1-2 years	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56
2-3 years	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.60
3-4 years	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.59	\$ 0.61	\$ 0.62	\$ 0.63
4-5 years	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.59	\$ 0.61	\$ 0.62	\$ 0.63	\$ 0.64	\$ 0.66	\$ 0.67
5-6 years	\$ 0.59	\$ 0.60	\$ 0.62	\$ 0.63	\$ 0.64	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.69	\$ 0.71
6-7 years	\$ 0.62	\$ 0.63	\$ 0.65	\$ 0.66	\$ 0.67	\$ 0.69	\$ 0.70	\$ 0.71	\$ 0.73	\$ 0.74
7-8 years	\$ 0.65	\$ 0.67	\$ 0.68	\$ 0.69	\$ 0.71	\$ 0.72	\$ 0.73	\$ 0.75	\$ 0.76	\$ 0.78
8-9 years	\$ 0.68	\$ 0.69	\$ 0.71	\$ 0.72	\$ 0.73	\$ 0.75	\$ 0.76	\$ 0.78	\$ 0.80	\$ 0.81
9+ years	\$ 0.71	\$ 0.73	\$ 0.74	\$ 0.76	\$ 0.77	\$ 0.79	\$ 0.80	\$ 0.82	\$ 0.84	\$ 0.85

Assistant Schedulers – Wage Rates

July 1st, 2021 > 2% Wage Increase
 July 1st, 2022 > 2% Wage Increase
 July 1st, 2023 > 2% Wage Increase
 July 1st, 2024 > 2% Wage Increase

Assistant Schedulers – Wage Rates & Loyalty Premium

Wage Rates	Jul 15 Jun 16	Jul 16 Jun 17	Jul 17 Jun 18	Jul 18 Jun 19	Jul 19 Jun 20	Jul 20 Jun 21	Jul 21 Jun 22	Jul 22 Jun 23	Jul 23 Jun 24	Jul 24 Jun 25
0-6 months	\$13.53	\$13.80	\$14.08	\$14.35	\$14.65	\$14.94	\$15.24	\$15.54	\$15.85	\$16.17
6-12 months	\$14.57	\$14.86	\$15.16	\$15.46	\$15.77	\$16.09	\$16.41	\$16.74	\$17.07	\$17.41
1-2 years	\$15.61	\$15.92	\$16.24	\$16.57	\$16.90	\$17.23	\$17.58	\$17.93	\$18.29	\$18.66
2-3 years	\$16.65	\$16.98	\$17.32	\$17.67	\$18.02	\$18.38	\$18.75	\$19.13	\$19.51	\$19.90
3-4 years	\$17.69	\$18.04	\$18.40	\$18.77	\$19.15	\$19.53	\$19.92	\$20.32	\$20.73	\$21.14
4-5 years	\$18.73	\$19.10	\$19.49	\$19.88	\$20.27	\$20.68	\$21.09	\$21.51	\$21.95	\$22.38
5-6 years	\$19.77	\$20.17	\$20.57	\$20.98	\$21.40	\$21.83	\$22.26	\$22.71	\$23.16	\$23.63
6-7 years	\$20.81	\$21.23	\$21.65	\$22.08	\$22.53	\$22.98	\$23.44	\$23.90	\$24.38	\$24.87
7-8 years	\$21.85	\$22.29	\$22.73	\$23.19	\$23.65	\$24.12	\$24.61	\$25.10	\$25.60	\$26.11
8-9 years	\$22.89	\$23.35	\$23.81	\$24.29	\$24.78	\$25.27	\$25.78	\$26.29	\$26.82	\$27.36
9+ years	\$23.93	\$24.41	\$24.90	\$25.39	\$25.90	\$26.42	\$26.95	\$27.49	\$28.04	\$28.60

Loyalty Premium	Jul 15 Jun 16	Jul 16 Jun 17	Jul 17 Jun 18	Jul 18 Jun 19	Jul 19 Jun 20	Jul 20 Jun 21	Jul 21 Jun 22	Jul 22 Jun 23	Jul 23 Jun 24	Jul 24 Jun 25
0-6 months	-	N/A	N/A	\$ 0.36	\$ 0.37	\$ 0.37	\$ 0.38	\$ 0.39	\$ 0.40	\$ 0.40
6-12 months	-	N/A	N/A	\$ 0.39	\$ 0.39	\$ 0.40	\$ 0.41	\$ 0.42	\$ 0.43	\$ 0.44
1-2 years	-	N/A	N/A	\$ 0.41	\$ 0.42	\$ 0.43	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47
2-3 years	-	N/A	N/A	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50
3-4 years	\$ 0.44	\$ 0.45	\$ 0.46	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53
4-5 years	\$ 0.47	\$ 0.48	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56
5-6 years	\$ 0.49	\$ 0.50	\$ 0.51	\$ 0.52	\$ 0.53	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.59
6-7 years	\$ 0.52	\$ 0.53	\$ 0.54	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.59	\$ 0.60	\$ 0.61	\$ 0.62
7-8 years	\$ 0.55	\$ 0.56	\$ 0.57	\$ 0.58	\$ 0.59	\$ 0.60	\$ 0.62	\$ 0.63	\$ 0.64	\$ 0.65
8-9 years	\$ 0.57	\$ 0.58	\$ 0.60	\$ 0.61	\$ 0.62	\$ 0.63	\$ 0.64	\$ 0.66	\$ 0.67	\$ 0.68
9+ years	\$ 0.60	\$ 0.61	\$ 0.62	\$ 0.63	\$ 0.65	\$ 0.66	\$ 0.67	\$ 0.69	\$ 0.70	\$ 0.71

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