

Interim Memorandum of Agreement – YTZ Customer Service Representative Overtime

Between

Porter Airlines Inc. (The “Company”)

And

Unifor and its Local 2002 (The “Union”)

Whereas there currently may be a requirement for additional staff to fulfill Customer Service Representative duties during certain shifts, and for an interim period of time, while new employees are being trained and qualified in these duties;

And Whereas the Company may choose to satisfy this requirement for additional Customer Service Representative work during the interim period of July 11, 2022 to September 5, 2022 (the “Interim Period”) through requests for overtime within the bargaining unit;

Now Therefore, without prejudice to any position that the Union or the Company may take after the Interim Period and expiry of this Interim Memorandum of Agreement, the Company and the Union agree to the following:

During the Interim Period, when the Company determines to fill the requirement for additional Customer Service Representative work through requests for overtime of qualified bargaining unit members, the Company shall offer this additional work on overtime in accordance with the provisions of Article 14 of the collective agreement, as amended herein.

Notwithstanding Article 14.03 and 14.04 of the collective agreement to the contrary, overtime pay for this work will be paid at 2x (double time) rates, and the said double time rates will apply to all hours worked in excess of the employees’ regular work day and for all hours worked on their regular days off, whether the said employees are Full Time or Part Time.

All other terms and conditions of Article 14 of the current collective agreement will continue to apply in full unless amended by mutual agreement of the Company and the Union.

Effective September 6, 2022, this Interim Memorandum of Agreement will cease to apply and Article 14 in all respects will then be applied.

Both parties agree that this Interim Memorandum of Agreement is without prejudice to any position either party may take if the requirement for additional Customer Service Representative work is satisfied by the Company otherwise than by offering overtime to qualified bargaining unit Customer Service Representatives.

Both parties further agree that following the Interim Period and the expiry of this Interim Memorandum of Agreement, neither party will refer to or in any way rely on the terms and conditions of this Interim Memorandum of Agreement, and both parties reserve all rights with respect to the interpretation and application of Article 14 of the collective agreement.

Signed on this day 11 July, 2022.

A handwritten signature in blue ink, appearing to read 'Eghtedar Manouchehri', written above a horizontal line.

Porter Airlines – Eghtedar Manouchehri

A handwritten signature in black ink, reading 'Denise Cochrane', written above a horizontal line.

Unifor Local 2002 – Denise Cochrane