

# WestJet & Swoop Pilot CA2 Road Show

WJA MEC Negotiating Committee

May 2023

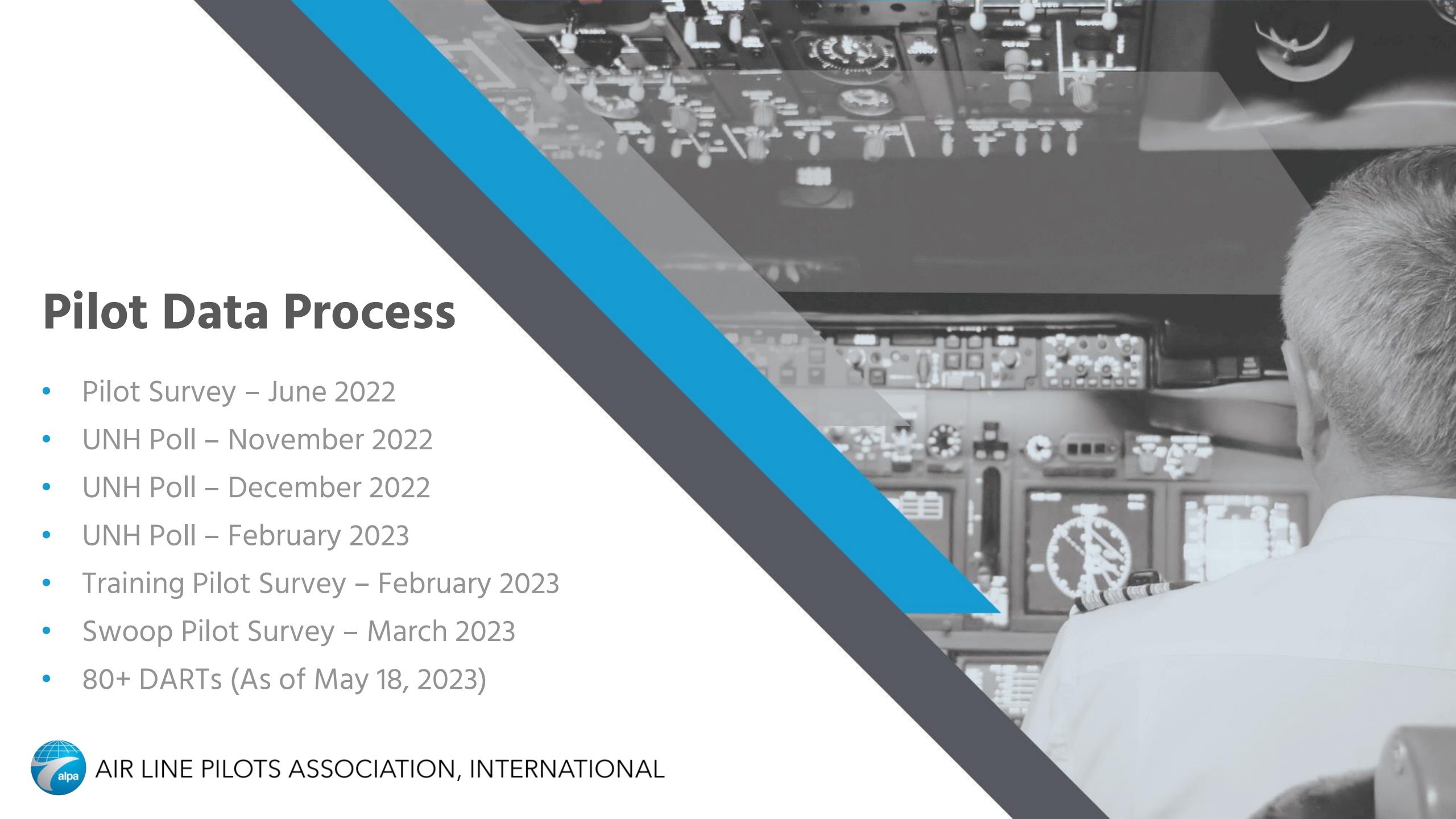


AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

# Bargaining Mandate Identified by the MEC

- Job Security
- Income/Take Home Pay
- Scheduling/Quality of Life
- Retirement
- Benefits





# Pilot Data Process

- Pilot Survey – June 2022
- UNH Poll – November 2022
- UNH Poll – December 2022
- UNH Poll – February 2023
- Training Pilot Survey – February 2023
- Swoop Pilot Survey – March 2023
- 80+ DARTs (As of May 18, 2023)



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# This is What We Heard From the Mandate Survey

## Compensation Categories

| Importance | Compensation Categories         |
|------------|---------------------------------|
| 1          | Take Home Pay                   |
| 2          | Total Compensation (Higher T-4) |
| 3          | Scheduling/QOL                  |
| 4          | Retirement                      |
| 5          | Job Security Protection         |

## Take-Home Pay Priorities

| Importance | Take Home Pay Priorities                                                                            |
|------------|-----------------------------------------------------------------------------------------------------|
| 1          | Paid Disability Premiums                                                                            |
| 2          | Reduction or elimination of WSP holding period or elimination of WSP pilot contribution requirement |
| 3          | Higher Meal Cost Replacement                                                                        |
| 4          | Other                                                                                               |

# This is What We Heard From the Mandate Survey

## Quality of Life Priorities

| Importance | Quality of Life Priorities                 |
|------------|--------------------------------------------|
| 1          | Extra Vacation                             |
| 2          | Commuter Policy                            |
| 3          | Fewer days worked-more hours per day       |
| 4          | Time Bank                                  |
| 5          | Partial Trip Trades                        |
| 6          | Fewer Pilots Required to Hold Reserve      |
| 7          | Fewer days worked-same hours but lower MMG |
| 8          | Parental Benefits                          |
| 9          | Other                                      |



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# Term & Cost

4 Years

\$461M in new spending

35% Increase in current book

26% compounded over  
4 years





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# The Quick and Dirty

# Highlights

- Swoop Integration – **Dependent on ratification**
  - Maximum 16 tails until full integration
  - No additional DEC hiring
  - Pilots upgrading to Swoop as Transition Captains get WestJet wages, and benefits, but Swoop working conditions until full integration
  - October 31, 2023 - Five tails moved to WestJet (next PSB)
  - May 1, 2024 – Five more tails
  - October 31, 2024 – All remaining tails
  - November 1, 2024 – LOU 2 expires
  - No layoffs
  - Orderly vacancy and reduction bid
  - Current Swoop Captains pay-protected until Hourly Rate of Pay catches up



# Highlights

- Sunwing Integration – **Dependent on ratification**
  - Regulatory requirements from Orders in Council
    - Requirements to maintain or exceed 2022 seasonal levels
    - Maintain service between city-pairs
  - Seasonal leasing practices to end by May 1, 2026
  - Targeted operational integration date of June 1, 2025
  - CA2 will be the Collective Agreement if ALPA is the successor bargaining agent
  - Maximum 18 Sunwing-owned tails with no Widebody Aircraft
  - No Hawaii flying or trans-Atlantic
    - Intra-European leasing already committed to
  - No WestJet aircraft will be transferred to Sunwing



# Highlights

- ALPA involvement
  - Crew Requirement Review Committee (CRRC)
  - Scheduling Review Committee (SRC)
    - Pairing Construction Sub-Committee
    - PBS Sub-Committee
  - Hotel Selection Committee (HSC)
  - Pilot Training Committee (PTC)
  - Central Air Safety Committee (CASC)
  - Benefits, Retirement, and Insurance Committee (BRIC)
  - Grievance Committee



# Pay Rate Calculation

- CA2 Pay Rate
  - \$100/hour x 15.5% increase = \$115.50/hour
  - \$115.50/hour x 9.1% WSP transfer = \$126.01/hour
  - \$126.01/hour x 10% WSP = \$138.61/hour Pilot cost
- CA1 Pay Rate
  - \$115.50/hour x 20% WSP = \$138.60/hour Pilot cost
- Cash Equivalent Payment (CEP) will be paid out May 30<sup>st</sup> 2023 then
  - Captain: \$10,298/24 pay periods = \$429 per pay period
  - First Officer: \$7,312/24 pay periods = \$305 per pay period



# Highlights

- Retro pay to January 1, 2023
  - Lump sum cash payment based on all earnings to be paid Aug 15, 2023
  - Includes retro on WSP
- Year 12 787 CAPT ~\$18,616 + WSP
- Year 12 737 CAPT ~\$16,037 + WSP
- Year 11 787 FO ~\$11,250 + WSP
- Year 10 737 FO ~\$8,963 + WSP
- Year 5 737 FO ~\$7,952 + WSP



# Pay Scales

**B737 First Officer**

| Steps | Completed Active Service* | July 1 <a href="#">2023</a> | Jan 1 <a href="#">2024</a> | Jan 1 <a href="#">2025</a> | Jan 1 <a href="#">2026</a> |
|-------|---------------------------|-----------------------------|----------------------------|----------------------------|----------------------------|
| 1     | Start rate                | \$ 81.81                    | \$ 84.26                   | \$ 86.79                   | \$ 88.96                   |
| 2     | Completed 1 year          | \$ 88.65                    | \$ 91.31                   | \$ 94.05                   | \$ 96.40                   |
| 3     | Completed 2 years         | \$ 113.26                   | \$ 116.66                  | \$ 120.16                  | \$ 123.16                  |
| 4     | Completed 3 years         | \$ 120.93                   | \$ 124.56                  | \$ 128.30                  | \$ 131.50                  |
| 5     | Completed 4 years         | \$ 139.04                   | \$ 143.21                  | \$ 147.51                  | \$ 151.20                  |
| 6     | Completed 5 years         | \$ 145.38                   | \$ 149.74                  | \$ 154.23                  | \$ 158.09                  |
| 7     | Completed 6 years         | \$ 150.51                   | \$ 155.02                  | \$ 159.67                  | \$ 163.66                  |
| 8     | Completed 7 years         | \$ 152.11                   | \$ 156.67                  | \$ 161.37                  | \$ 165.40                  |
| 9     | Completed 8 years         | \$ 154.40                   | \$ 159.03                  | \$ 163.80                  | \$ 167.90                  |
| 10    | Completed 9 years         | \$ 156.71                   | \$ 161.41                  | \$ 166.25                  | \$ 170.41                  |

**B737 Captain**

| Steps | Completed Active Service* | July 1 <a href="#">2023</a> | Jan 1 <a href="#">2024</a> | Jan 1 <a href="#">2025</a> | Jan 1 <a href="#">2026</a> |
|-------|---------------------------|-----------------------------|----------------------------|----------------------------|----------------------------|
| 1     | Start rate                | \$ 199.66                   | \$ 205.65                  | \$ 211.82                  | \$ 217.12                  |
| 2     | Completed 1 year          | \$ 206.43                   | \$ 212.62                  | \$ 219.00                  | \$ 224.48                  |
| 3     | Completed 2 years         | \$ 213.13                   | \$ 219.53                  | \$ 226.11                  | \$ 231.77                  |
| 4     | Completed 3 years         | \$ 219.74                   | \$ 226.33                  | \$ 233.12                  | \$ 238.95                  |
| 5     | Completed 4 years         | \$ 226.47                   | \$ 233.26                  | \$ 240.26                  | \$ 246.26                  |
| 6     | Completed 5 years         | \$ 233.32                   | \$ 240.32                  | \$ 247.53                  | \$ 253.72                  |
| 7     | Completed 6 years         | \$ 242.73                   | \$ 250.02                  | \$ 257.52                  | \$ 263.95                  |
| 8     | Completed 7 years         | \$ 252.10                   | \$ 259.66                  | \$ 267.45                  | \$ 274.14                  |
| 9     | Completed 8 years         | \$ 261.57                   | \$ 269.42                  | \$ 277.50                  | \$ 284.44                  |
| 10    | Completed 9 years         | \$ 270.90                   | \$ 279.02                  | \$ 287.40                  | \$ 294.58                  |
| 11    | Completed 10 years        | \$ 274.89                   | \$ 283.14                  | \$ 291.63                  | \$ 298.92                  |
| 12    | Completed 11 years        | \$ 280.39                   | \$ 288.80                  | \$ 297.46                  | \$ 304.90                  |

**B787 First Officer**

| Steps | Completed Active Service* | July 1 <a href="#">2023</a> | Jan 1 <a href="#">2024</a> | Jan 1 <a href="#">2025</a> | Jan 1 <a href="#">2026</a> |
|-------|---------------------------|-----------------------------|----------------------------|----------------------------|----------------------------|
| 1     | Start rate                | \$ 81.81                    | \$ 84.26                   | \$ 86.79                   | \$ 88.96                   |
| 2     | Completed 1 year          | \$ 97.32                    | \$ 100.24                  | \$ 103.24                  | \$ 105.83                  |
| 3     | Completed 2 years         | \$ 113.39                   | \$ 115.76                  | \$ 119.23                  | \$ 122.21                  |
| 4     | Completed 3 years         | \$ 121.99                   | \$ 125.65                  | \$ 129.42                  | \$ 132.66                  |
| 5     | Completed 4 years         | \$ 167.88                   | \$ 172.92                  | \$ 178.11                  | \$ 182.56                  |
| 6     | Completed 5 years         | \$ 174.50                   | \$ 179.73                  | \$ 185.13                  | \$ 189.75                  |
| 7     | Completed 6 years         | \$ 180.99                   | \$ 186.42                  | \$ 192.01                  | \$ 196.81                  |
| 8     | Completed 7 years         | \$ 187.65                   | \$ 193.28                  | \$ 199.08                  | \$ 204.06                  |
| 9     | Completed 8 years         | \$ 194.19                   | \$ 200.02                  | \$ 206.02                  | \$ 211.17                  |
| 10    | Completed 9 years         | \$ 195.44                   | \$ 201.31                  | \$ 207.34                  | \$ 212.53                  |
| 11    | Completed 10 years        | \$ 196.69                   | \$ 202.59                  | \$ 208.67                  | \$ 213.88                  |

**B787 Captain**

| Steps | Completed Active Service* | July 1 <a href="#">2023</a> | Jan 1 <a href="#">2024</a> | Jan 1 <a href="#">2025</a> | Jan 1 <a href="#">2026</a> |
|-------|---------------------------|-----------------------------|----------------------------|----------------------------|----------------------------|
| 1     | Start rate                | \$ 274.32                   | \$ 282.55                  | \$ 291.03                  | \$ 298.31                  |
| 2     | Completed 1 year          | \$ 277.06                   | \$ 285.37                  | \$ 293.93                  | \$ 301.28                  |
| 3     | Completed 2 years         | \$ 279.77                   | \$ 288.16                  | \$ 296.81                  | \$ 304.23                  |
| 4     | Completed 3 years         | \$ 282.50                   | \$ 290.98                  | \$ 299.71                  | \$ 307.20                  |
| 5     | Completed 4 years         | \$ 285.15                   | \$ 293.70                  | \$ 302.51                  | \$ 310.08                  |
| 6     | Completed 5 years         | \$ 287.92                   | \$ 296.56                  | \$ 305.46                  | \$ 313.09                  |
| 7     | Completed 6 years         | \$ 294.20                   | \$ 303.02                  | \$ 312.11                  | \$ 319.92                  |
| 8     | Completed 7 years         | \$ 300.46                   | \$ 309.47                  | \$ 318.76                  | \$ 326.73                  |
| 9     | Completed 8 years         | \$ 306.71                   | \$ 315.91                  | \$ 325.39                  | \$ 333.52                  |
| 10    | Completed 9 years         | \$ 312.97                   | \$ 322.36                  | \$ 332.03                  | \$ 340.33                  |
| 11    | Completed 10 years        | \$ 319.25                   | \$ 328.83                  | \$ 338.69                  | \$ 347.16                  |
| 12    | Completed 11 years        | \$ 325.49                   | \$ 335.25                  | \$ 345.31                  | \$ 353.94                  |

**Swoop B737 Captain**

| Steps | Completed Active Service* | 1-Jul-23 | Jan 1 <a href="#">2024</a> |
|-------|---------------------------|----------|----------------------------|
| 1     | Start rate                | \$128.22 | \$132.06                   |
| 2     | Completed 1 year          | \$147.93 | \$152.37                   |
| 3     | Completed 2 years         | \$162.74 | \$167.62                   |



# 737 Step 1 First Officer Pay Statements

## First Semi-Monthly Pay



WestJet An Alberta Partnership  
22 Aerial Place NE  
Calgary AB Canada T2E 3J1  
Phone (403) 444 - 2600 Fax (800) 550 - 7880

|             |             |
|-------------|-------------|
| Route       | 10106002    |
| Cheque No.  |             |
| Cheque Date | Aug 28 2023 |
| Period End  | Aug 15 2023 |

### Electronic Pay Stub

Employee Name:  
Employee ID:  
Department:

Employee Address:

Date Generated:  
Period Number:

| Earnings / Benefits   | Hours | Rate  | Current Period |
|-----------------------|-------|-------|----------------|
| Salary                | 38.75 | 81.81 | 3,170.14       |
| Meal Reimbursement \$ |       |       | 888.42         |
| Crew Dry Cleaning \$  |       |       | 50.00          |
| WSP - RRSP            |       |       | 317.01         |

| Taxes / Deductions             | Current Period |
|--------------------------------|----------------|
| Canadian Federal Income Tax    | 488.01         |
| Canadian CPP-Employee          | 179.95         |
| Canadian EI-Employee           | 51.67          |
| ALPA Dues                      | 58.65          |
| Dental Care                    | 10.19          |
| Long Term Disability           | 86.26          |
| Basic Life Insurance           | 4.10           |
| Optional EE Life Insurance     | 1.77           |
| Optional Child Life Insurance  | 1.25           |
| Basic AD&D                     | 1.37           |
| Optional EE AD&D               | 1.79           |
| Optional Spouse AD&D           | 3.15           |
| Optional Child AD&D            | 0.26           |
| Optional EE Critical Illness   | 4.85           |
| Optional Spousal Crit. Illness | 1.76           |
| Optional Child Crit. Illness   | 1.41           |

Gross Pay \$4,088.56

Total Deductions \$896.44

Net Pay \$3,192.12

**Net Pay \$3,192.12**

## Second Semi-Monthly Pay



WestJet An Alberta Partnership  
22 Aerial Place NE  
Calgary AB Canada T2E 3J1  
Phone (403) 444 - 2600 Fax (800) 550 - 7880

|             |             |
|-------------|-------------|
| Route       | 10106002    |
| Cheque No.  |             |
| Cheque Date | Sep 12 2023 |
| Period End  | Aug 31 2023 |

### Electronic Pay Stub

Employee Name:  
Employee ID:  
Department:

Employee Address:

Date Generated:  
Period Number:

| Earnings / Benefits | Hours | Rate  | Current Period |
|---------------------|-------|-------|----------------|
| Salary              | 38.75 | 81.81 | 3,170.14       |
| WSP - RRSP          |       |       | 317.01         |

| Taxes / Deductions             | Current Period |
|--------------------------------|----------------|
| Canadian Federal Income Tax    | 498.28         |
| Canadian CPP-Employee          | 181.97         |
| Canadian EI-Employee           | 52.23          |
| ALPA Dues                      | 58.65          |
| Dental Care                    | 10.19          |
| Long Term Disability           | 86.26          |
| Basic Life Insurance           | 4.10           |
| Optional EE Life Insurance     | 1.77           |
| Optional Child Life Insurance  | 1.25           |
| Basic AD&D                     | 1.37           |
| Optional EE AD&D               | 1.79           |
| Optional Spouse AD&D           | 3.15           |
| Optional Child AD&D            | 0.26           |
| Optional EE Critical Illness   | 4.85           |
| Optional Spousal Crit. Illness | 1.76           |
| Optional Child Crit. Illness   | 1.41           |

Gross Pay \$3,170.14

Total Deductions \$909.29

Net Pay \$2,260.85

**Net Pay \$2,260.85**



# 737 Step 5 First Officer Pay Statements

## First Semi-Monthly Pay



WestJet An Alberta Partnership  
22 Aerial Place NE  
Calgary AB Canada T2E 3J1  
Phone (403) 444 - 2600 Fax (800) 550 - 7880

|             |             |
|-------------|-------------|
| Route       | 10106002    |
| Cheque No.  |             |
| Cheque Date | Aug 28 2023 |
| Period End  | Aug 15 2023 |

### Electronic Pay Stub

Employee Name: \_\_\_\_\_ Employee Address: \_\_\_\_\_ Date Generated: \_\_\_\_\_  
Employee ID: \_\_\_\_\_ Period Number: \_\_\_\_\_  
Department: \_\_\_\_\_

| Earnings / Benefits   | Hours | Rate   | Current Period |
|-----------------------|-------|--------|----------------|
| Salary                | 38.75 | 139.04 | 5,387.80       |
| Meal Reimbursement \$ |       |        | 888.42         |
| Crew Dry Cleaning \$  |       |        | 50.00          |
| WSP - RRSP            |       |        | 538.78         |

| Taxes / Deductions          | Current Period |
|-----------------------------|----------------|
| Canadian Federal Income Tax | 930.14         |
| Canadian CPP-Employee       |                |
| Canadian EI-Employee        |                |
| ALPA Dues                   | 99.67          |
| Extended Health Care        | 1.85           |
| Emergency Travel Medical    | 7.31           |
| Long Term Disability        | 107.07         |
| Basic Life Insurance        | 3.47           |
| Basic AD&D                  | 1.16           |

Gross Pay \$6,306.22

Total Deductions \$1,150.67

Net Pay \$5,155.55

**Net Pay \$5,155.55**

## Second Semi-Monthly Pay



WestJet An Alberta Partnership  
22 Aerial Place NE  
Calgary AB Canada T2E 3J1  
Phone (403) 444 - 2600 Fax (800) 550 - 7880

|             |             |
|-------------|-------------|
| Route       | 10106002    |
| Cheque No.  |             |
| Cheque Date | Sep 12 2023 |
| Period End  | Aug 31 2023 |

### Electronic Pay Stub

Employee Name: \_\_\_\_\_ Employee Address: \_\_\_\_\_ Date Generated: \_\_\_\_\_  
Employee ID: \_\_\_\_\_ Period Number: \_\_\_\_\_  
Department: \_\_\_\_\_

| Earnings / Benefits | Hours | Rate   | Current Period |
|---------------------|-------|--------|----------------|
| Salary              | 38.75 | 139.04 | 5,387.80       |
| WSP - RRSP          |       |        | 538.78         |

| Taxes / Deductions          | Current Period |
|-----------------------------|----------------|
| Canadian Federal Income Tax | 956.60         |
| Canadian CPP-Employee       |                |
| Canadian EI-Employee        |                |
| ALPA Dues                   | 99.67          |
| Extended Health Care        | 1.85           |
| Emergency Travel Medical    | 7.31           |
| Long Term Disability        | 107.07         |
| Basic Life Insurance        | 3.47           |
| Basic AD&D                  | 1.16           |

Gross Pay \$5,387.80

Total Deductions \$1,177.13

Net Pay \$4,210.67

**Net Pay \$4,210.67**



# 737 Captain Step 12 Pay Statements

## First Semi-Monthly Pay



WestJet An Alberta Partnership  
22 Aerial Place NE  
Calgary AB Canada T2E 3J1  
Phone (403) 444 - 2600 Fax (800) 550 - 7880

|             |             |
|-------------|-------------|
| Route       | 10106002    |
| Cheque No.  |             |
| Cheque Date | Aug 28 2023 |
| Period End  | Aug 15 2023 |

### Electronic Pay Stub

Employee Name:  
Employee ID:  
Department:

Employee Address:

Date Generated: ,  
Period Number:

| Earnings / Benefits         | Hours | Rate   | Current Period |
|-----------------------------|-------|--------|----------------|
| Salary                      | 38.75 | 280.39 | 10,885.11      |
| Meal Reimbursement \$       |       |        | 888.42         |
| Crew Dry Cleaning \$        |       |        | 50.00          |
| Taxable Flex Cash           |       |        | 4.18           |
| TaxBen Basic Life Insurance |       |        | 13.23          |
| TaxBen Basic AD&D           |       |        | 4.41           |
| WSP - RRSP                  |       |        | 1,086.51       |

| Taxes / Deductions          | Current Period |
|-----------------------------|----------------|
| Canadian Federal Income Tax | 3,036.75       |
| Canadian CPP-Employee       |                |
| Canadian EI-Employee        |                |
| ALPA Dues                   | 201.00         |
| Long Term Disability        | 220.67         |

Gross Pay    \$11,787.71

Total Deductions    \$3,458.42

Net Pay    \$8,329.29

**Net Pay    \$8,329.29**

## Second Semi-Monthly Pay



WestJet An Alberta Partnership  
22 Aerial Place NE  
Calgary AB Canada T2E 3J1  
Phone (403) 444 - 2600 Fax (800) 550 - 7880

|             |             |
|-------------|-------------|
| Route       | 10106002    |
| Cheque No.  |             |
| Cheque Date | Sep 12 2023 |
| Period End  | Aug 31 2023 |

### Electronic Pay Stub

Employee Name:  
Employee ID:  
Department:

Employee Address:

Date Generated: ,  
Period Number:

| Earnings / Benefits         | Hours | Rate   | Current Period |
|-----------------------------|-------|--------|----------------|
| Salary                      | 38.75 | 280.39 | 10,885.11      |
| Taxable Flex Cash           |       |        | 4.18           |
| TaxBen Basic Life Insurance |       |        | 13.23          |
| TaxBen Basic AD&D           |       |        | 4.41           |
| WSP - RRSP                  |       |        | 1,086.51       |

| Taxes / Deductions          | Current Period |
|-----------------------------|----------------|
| Canadian Federal Income Tax | 3,088.36       |
| Canadian CPP-Employee       |                |
| Canadian EI-Employee        |                |
| ALPA Dues                   | 201.00         |
| Long Term Disability        | 220.67         |

Gross Pay    \$10,869.62

Total Deductions    \$3,490.03

Net Pay    \$7,379.26

**Net Pay    \$7,379.26**



# 787 Step 12 Captain Pay Statements

## First Semi-Monthly Pay



WestJet An Alberta Partnership  
22 Aerial Place NE  
Calgary AB Canada T2E 3J1  
Phone (403) 444 - 2600 Fax (800) 550 - 7880

|             |             |
|-------------|-------------|
| Route       | 10106002    |
| Cheque No.  |             |
| Cheque Date | Aug 28 2023 |
| Period End  | Aug 15 2023 |

### Electronic Pay Stub

Employee Name: \_\_\_\_\_ Employee Address: \_\_\_\_\_ Date Generated: \_\_\_\_\_  
Employee ID: \_\_\_\_\_ Period Number: \_\_\_\_\_  
Department: \_\_\_\_\_

| Earnings / Benefits   | Hours | Rate   | Current Period |
|-----------------------|-------|--------|----------------|
| Salary                | 38.75 | 325.49 | 12,612.74      |
| Meal Reimbursement \$ |       |        | 868.42         |
| Crew Dry Cleaning \$  |       |        | 50.00          |
| WSP - RRSP            |       |        | 1,261.27       |

| Taxes / Deductions             | Current Period |
|--------------------------------|----------------|
| Canadian Federal Income Tax    | 3,741.73       |
| Canadian CPP-Employee          |                |
| Canadian EI-Employee           |                |
| ALPA Dues                      | 233.34         |
| Dental Care                    | 27.17          |
| Long Term Disability           | 254.52         |
| Basic Life Insurance           | 15.44          |
| Optional EE Life Insurance     | 55.70          |
| Optional Spouse Life Insurance | 12.41          |
| Basic AD&D                     | 5.15           |
| Optional EE AD&D               | 0.11           |
| Optional Spouse AD&D           | 3.15           |
| Optional EE Critical Illness   | 21.71          |
| Optional Spousal Crit. Illness | 4.51           |

Gross Pay \$13,531.16

Total Deductions \$4,374.94

**Net Pay \$9,156.22**

**Net Pay \$9,156.22**

## Second Semi-Monthly Pay



WestJet An Alberta Partnership  
22 Aerial Place NE  
Calgary AB Canada T2E 3J1  
Phone (403) 444 - 2600 Fax (800) 550 - 7880

|             |             |
|-------------|-------------|
| Route       | 10106002    |
| Cheque No.  |             |
| Cheque Date | Sep 12 2023 |
| Period End  | Aug 31 2023 |

### Electronic Pay Stub

Employee Name: \_\_\_\_\_ Employee Address: \_\_\_\_\_ Date Generated: \_\_\_\_\_  
Employee ID: \_\_\_\_\_ Period Number: \_\_\_\_\_  
Department: \_\_\_\_\_

| Earnings / Benefits | Hours | Rate   | Current Period |
|---------------------|-------|--------|----------------|
| Salary              | 38.75 | 325.49 | 12,612.74      |
| WSP - RRSP          |       |        | 1,261.27       |

| Taxes / Deductions             | Current Period |
|--------------------------------|----------------|
| Canadian Federal Income Tax    | 3,778.28       |
| Canadian CPP-Employee          |                |
| Canadian EI-Employee           |                |
| ALPA Dues                      | 233.34         |
| Dental Care                    | 27.17          |
| Long Term Disability           | 254.52         |
| Basic Life Insurance           | 15.44          |
| Optional EE Life Insurance     | 55.70          |
| Optional Spouse Life Insurance | 12.41          |
| Basic AD&D                     | 5.15           |
| Optional EE AD&D               | 0.11           |
| Optional Spouse AD&D           | 3.15           |
| Optional EE Critical Illness   | 21.71          |
| Optional Spousal Crit. Illness | 4.51           |

Gross Pay \$12,612.74

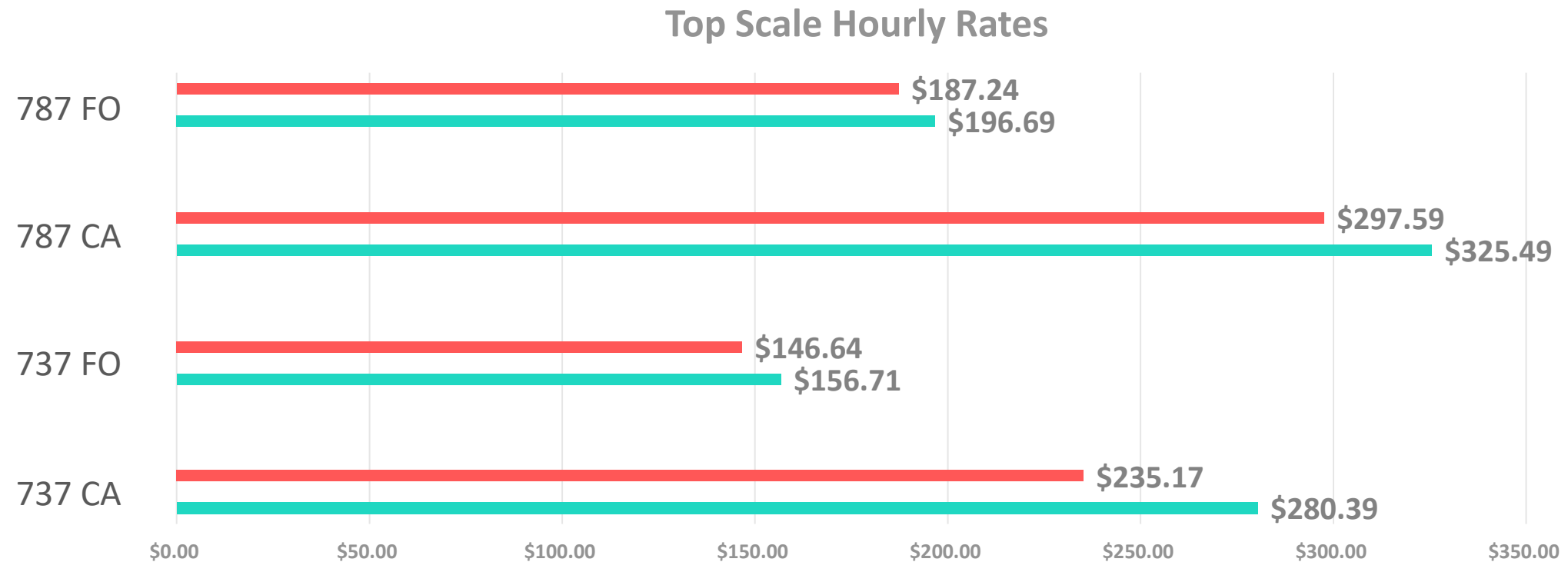
Total Deductions \$4,409.49

**Net Pay \$8,203.25**

**Net Pay \$8,203.25**



# WestJet vs Air Canada





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# 1 - Scope

# Why Scope is Important

- Job security
- Prevent whipsaw
- Increase wages over long-term
- Respects and protects seniority and tenure
- Growth for WestJet Pilots



# Scope

- All flying done by us, unless expressly allowed
- Max 70 aircraft at WestJet Encore and/or any other CPA carrier
  - Shrink/growth ratios included to prevent disproportionate growth
- ALPA-approved merger policy with targeted timelines for integration
- No code-sharing within Canada on jet aircraft
- Maximum 40% of code-share partner capacity are WestJet passengers
  - Requirements to fix exceedances, and accelerated grievance process
- Allowance for arctic code-shares
- Maximum 90 days for wet-leasing, contracting out, or sub-contracting out





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## 3 - Seniority

# Seniority

- Company will also publish Position lists
- Preferential Seniority for new hire Pilots with previous ALPA membership
- Encore flow will maintain Position on the Seniority List
  - Appendix A – combined list before December 5<sup>th</sup>.





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## **4 – Deduction of Dues and Assessments**

# Deduction of Dues and Assessments

- Association dues deducted from gross income prior to income taxes being deducted = **More Cash in Pocket**





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## **5 – Association Flight Release (AFR)**

# Association Flight Release (AFR)

- A Pilot on AFR is still a Pilot and retains all seniority, benefits, and length of service
- MEC Executive may displace Pilots for maintaining currency
- ALPA CA3 cost is partially paid for by the Company
- AFR Bank: 6000 Hours





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## **7 – Filling of Assignments/Position Bids**

# Filling of Assignments and Position Bids

- Crew Requirement and Review Committee
- Temporary Positions
  - Any Canadian City for 3-6 months. Awarded in Seniority
- Position freezes and bypass pay provisions
- Position requirements in the Pilot Training Manual
- Position bids to include anticipated target number of all Positions
- Pilots on Inactive status will now be able to bid
- Reporting Dates in Seniority order for upgrades, inverse for Downgrades
- Reporting Dates can be deferred up to 4 months with bypass pay





AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

## 8 – Scheduling Rules

# Scheduling Rules

- Greater involvement of the Scheduling Committee in the creation of pairings, and PBS.
- Company is now required to create residual open time (leaving some flying uncovered). Will help to increase global schedule satisfaction.
- RIGS **TAFB 1:3.75, MDPC 4.25** January 2026
- Rest Rules aligned more closely to the CARS
- 2 Maximum Flight Duty Period Tables highlighting the differences between planning and day-of operations.



# Scheduling Rules

- Max FDP for planning purposes table has improved night duty parameters
- Extended duty for positioning has been capped at 14hrs (2hrs less than CARS limits)
- Split duty pairings defined and limited to IROP situations
- Language created for extended DH only days
- Maximum duty tables created for training (currently no limits in the CARS)
- Better augmentation language
- Final version of pairings released before bid closes
- Voluntary 17<sup>th</sup> and 18<sup>th</sup> Day





AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

## 9 – Hours of Service

# Hours of Service

- All Open Time shall be published to Open Time Pool and visible to the Pilots (nothing held back until close in)
- All Open Time pick ups will be processed through FLICA
- Pilots may adjust their schedule by swapping with the Company Open Time Pool all at straight time to a net trade of 70 hrs
- Passive notifications allowed, onus is still on Crew Scheduling to actively notify



# Hours of Service

|                                    |                                                |                                                                                       |
|------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>Schedule Release</b>            | <b>21<sup>st</sup> the month prior</b>         |                                                                                       |
| <b>Schedule adjustment period</b>  | Open: 22 <sup>nd</sup> 9:00 MT                 | Line pilots can trade their pairing with the Open Time pool at straight time.         |
| <b>Schedule adjustment period</b>  | Close: 24 <sup>th</sup> 9:00 MT                | Adjustment window closes. Trades are assigned.                                        |
| <b>Open time window</b>            | 21 <sup>st</sup> the month prior to 16:00 HBT. | All open time shall be published to the automated shift trade system.                 |
| <b>Long Call Assignment window</b> | 10:00 - 16:00 HBT the day prior.               | Open time may be assigned to a pilot on LCR.                                          |
|                                    | 16:00 HBT the day prior                        | Open time may be assigned to reserve or published to the automated shift trade system |

# Hours of Service

- Pilot to Pilot Shift Trades continue as current practice
- Single leg trades are back!
  - Can be two legs between Domicile → Home Base (or vice versa)
- Clarity on Displacement and Re-Assignment language
- Two windows for Assignment Cancellation and Modification (ACM)
  - 17:00 window
  - 21:00 window, with no assignment starting until 13:00 the following day.
  - Pilots may decline ACM designation without discipline

# Hours of Service

- Pilots coming back from illness/injury
  - LCR with ability to pro-actively pick up flying
  - Return to RAP if on a Reserve block
- Voluntary swaps as per current practice (LOU11)
- Voluntary extensions as per current practice (LOU11)
- Delayed reporting times codified, with an increased notification time at Home Base





AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

# 10 - Reserve

# Reserve

- Reserve percentages remain between 10-20%
  - Minimum can be reduced to 5% five months of the year
- RES blocks can be shifted with Company approval
- Clarity for re-assignment while on RES
- Improved Reserve website commitments
- Clarification on mixed lines of Reserve (maximum 16 Days)



# Reserve

- Long Call Reserve (LCR)
  - 14hrs call out window
  - Stays at 25%
  - Can be reduced to 20% five months of the year
  - Expanded pro-active pickup language for any length of Pairing on Day 1
- Short Call Reserve (SCR)
  - RAP start time is flexible and assigned 48 hours ahead of time
  - AM RAP start time between 4:00-11:59
  - PM RAP start time between 12:00-19:59



# Reserve

- Out of Home Base Reserve
- Voluntary Reserve Assignments (VRA) - Premium Pay if picked up, double time if Assigned
- Improved “Bucket” system which matches “Days” vs. RAP
- Option to indicate “Last Out”





AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

# 11 – Deadheading (Flight Positioning)

# Deadheading (Flight Positioning)

- Preferred seating assigned in Seniority order
- No DHs planned between 01:00-04:00 (with exceptions)
- Only DH on airlines approved by the EU and on aircraft operated by two Pilots
- No middle seats
- DHs under 6.5 hours in emergency exit rows, extra leg room seats, or economy front to back.
- DHs over 6.5 hours in premium seats, then economy (in the same order as above).
- PS6 upgrade code applies to Business Class now too
- \$300 stipend if not upgraded to an empty seat

# Deadheading (Flight Positioning)

- DH modifications
  - Limited to Canadian cities
  - Last leg may now be interchanged for first leg (and vice versa)
  - Can now be done up to CARs limits
  - Premium seats don't apply, but waitlisted for upgrades
  - Updates to Hawaii return exception
  - Credit is based on modified DH, but MMG is protected
- DH Cancellations
  - Credit based on modified Pairing, but MMG is protected
  - Cancelled DH can be banked and used for zero-credit confirmed commute

# Deadheading (Flight Positioning)

- Alternate Carriers
  - No modifications, but you can now add a WestJet DH to meet up with it
  - Extra-legroom seats for all DHs
  - Premium seats for intercontinental DHs
  - Company re-imburses the cost of checked crew luggage





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## 12 - Commuting

# Commuting

- If unable to report, Pilot is considered unavailable, and credit removed
  - Line holders get a new Assignment or RTD LCR
  - Reserve holders placed back on Reserve block
- Hotel rooms provided in Home Base:
  - For new hires doing initial training 60+ km from home
  - When last scheduled flight of a Pairing is 2+ hours delayed and you miss the last flight home
  - For Reassignments with overnights in Home Base
  - For Pilots Assigned ACM in Home Base
  - For Open Time pick ups with Report Times 04:00-10:00 HBT
- Hotel cancellation in Domicile stipend \$40





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# 14 – Hotels and Transportation

# Hotels and Transportation

- Downtown Hotels
  - 16 hours for North and South America
  - 18 hours for everywhere else
  - Triggers to move Pilots if layovers are extended/shortened
- Taxis for off-site day rooms
- Pilot specific sign in sheets with pre-assigned rooms with a maximum delay period.
- Pilots are first to get hotel rooms during IROPs
- Numerous improvements to the HSC sourcing and selecting process



# Hotels and Transportation

- Codifying the Uber Rideshare
- Hotels at Home Base if you miss your commute due to a 2+hr delay
- \$40 stipend for each cancelled hotel room
- No general changes to hotel transportation
- Hotel pickup times must be agreed to by HSC





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# 15 - Uniforms

# Uniforms

- Hats coming within 24 months at Association direction
- Max order amounts for certain items, max orders three times per year
- Maintenance allowance remains **\$50** and increases **2%** annually
- Pilots may provide and utilize their own luggage





AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

# 16 – Training and Training Pilots

# Training and Training Pilots

- Training is not a Pairing
  - 4.5 credit for each Day of a Training Assignment
- Introduction of Pilot Training Committee (PTC)
  - Input to Training Programs, LID and LC Pairings
  - Trainer Selection, Third Party Trainers
  - Cadet Program and Pilot Failure Review
- Scheduling
  - Simulator extension limits (3 hours)
  - Max Days worked for Transition and Initial Training
  - Voluntary training outside the block – 4 hours at premium



# Training and Training Pilots

- No dual seat qualifications
- Run time buffer for Home Base Training modules
- New Training Software – collaboration to look for new software for trainer and trainees.
- Trainers
  - No Dual Base
  - Flying Scheduled out of Home Base
  - Provided Hotel and D/H for sim training out of Home Base
  - Max 5 Days of training in 7 Days
  - Reassignment rules and pay protection for stipends





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# **17 – Flight Safety, Accidents/Incidents, Flight Data**

# Flight Safety, Accidents/Incidents, Flight Data

- Codifying of the Fatigue Safety Action Group (FSAG)
- All IHRs auto shared with Association CASC unless Pilot opts not to
- Pilot protections prior to TSB interviews
- CASC attendance in all safety interviews
- CASC participates in all TSB investigations, and Company training exercises
- Receive copies of interim and final finding reports





AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

# 19 – New Equipment

# New Equipment

- No more blind bids
  - 270 days advance notice
  - Accelerated arbitration process
  - Working conditions protected while rates are established
- ~~■ Just get it on property and we will take care of it later~~





AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

## 20 – Layoff and Recall



# Layoff and Recall

- Clarity on reduction process after experience with COVID and 787 YYZ Base
- Pandemic included as a condition beyond Company control
- Layoff pay
  - Ability to re-build layoff pay weeks with additional years of service
- Clearer recall process and how to decline recall after experience with COVID
- Ability to bid a Position if inactive
- Incorporated LOU for Bonded and CAF Pilot





AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

# 21 – Pay and Compensation

# Pay and Compensation

- Premium Pay rate multiple can be increased
- Bypass pay provisions
  - Upgrades
  - Downgrades
  - Deferred reporting dates
  - Age-limited Position changes
- Significant increases in Training Pilot stipends
  - Ground School Instructor: \$200 per Day; (+60%)
  - Simulator Instructor/FTD Instructor/LOFT Instructor: \$200 per Training Event; (+60%)
  - Simulator Check Pilot – PPC: \$280 per Training Event; (+51%)
  - Line Indoctrination, LORT: \$250 per trainee per Duty Period; (+233%)
  - Line Check: \$280 per trainee per Duty Period; (+124%)
  - LOSA Observer: \$175 per LOSA observation;
  - Standards Pilot: \$230 per office day.



# Pay and Compensation

- Fatigue Pay
  - Fatigue history can't be used in future fatigue book off determinations
  - Straight time pay if it results in a Deadhead on a Day off
- Meeting pay for in-person or virtual meetings
  - 2 hours for a half-day, 4 hours for a full-day
- Overtime trigger now 01:59
- Time Bank is back!





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## 22 – Variable Compensation

# Variable Compensation

- WSP reduced to 10% with no Pilot match required
  - Requires every Pilot to re-enroll
- Language to attain pension at Association direction (to replace WSP)
- Profit Share to remain as is
- Owners Performance Award to remain as is
- Stock Option Cash payment transferred to bi-monthly stipend





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## 23 - Benefits

# Benefits

- Moving from *My Benefits* to *My Plan My Choice*
- Increased mental health and paramedical limits
- Greater collaboration with BRIC
- LTD Pilot paid
- STD can be Company paid





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## 24 - Expenses

# Expenses

- Per Diems – 15.5% increase (CA1)
  - Canada/Mainland US: **\$4.25**
  - International Travel: **\$7.01**
- All paid in CAD
- Per diems increase at the same rate as hourly rates every year
- Baggage loss increased 28% to \$2,300
- Language clean up for other various current practices





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## 25 – Pilot Relocation

# Pilot Relocation

- Increased eligibility for relocation assistance including
  - Displaced in order to maintain rank
  - Recalls to a different Home Base
- Lump sum payments (\$12,500) in lieu of relocation assistance
- No change to dollar values (\$45,000 + \$12,500 for land transfer tax)
  - Can include cost of temporary accommodations
- Expansion of allowances for house hunting trips to include family
- Positive space transportation, hotels and meals for relocation





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## **26 – Vacation, Statutory Holidays and SDO**

# Vacation, Statutory Holidays and SDO

- Vacation distribution with differential limits
  - 6.5% July 1 – Aug 31
  - 2.5% Dec 15 – Dec 31
- 5<sup>th</sup> week of vacation after 25 Years of Service
- Additional bidding points for Years of Service
- GDOs increase to 3 per week of vacation
- Optional entire month off with 3 weeks of vacation (MMG reduction)
- SDOs can be taken twice per year
- Voluntary pay outside the block in lieu of vacation





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## 27 – Sick Leave

# Sick Leave

- Significant changes due to updates to the *Canada Labour Code*
- One sick day per Duty Period/RAP
- 12 sick days per year
- Sick bank converted to Days at ratio 5.4 hours = 1 Day
- Max sick bank 22 days
- Return from sick requires CS to be called before 19:00 HBT
- Sick status auto-extends to all remaining Days of the Pairing
- Automatically books back on for the next Pairing
- Written reasons if the Company doubts the validity of an absence.
- CLC personal days are over and above – no need to use them first



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## 28 – Leaves of Absence

# Leaves of Absence

- Maternity Leave
  - Maternity Leave top up
- Paternity Leave can be taken as a split leave
- Reduced Block Program after Maternity/Paternity Leave





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# 31 – Missing and Internment

# Missing and Internment

- Clarifying of death benefit top up
- Includes Pilots that are “prevented from leaving a foreign country or jurisdiction by a government agency”
  - Pivot Crew in Dominican Republic
  - ExcelAire crew in Brazil
  - Israeli Pilots in Egypt





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# 34 - Grievance

# Grievance and Arbitration

- Overhaul to Grievance procedure with hopes to be resolved sooner, at a lower level
- Longer window to file
- Expanded list of Grievances filed directly at Step 2
- Pilot protections for participation in Grievance Process
- Virtual meetings
- All settlements require timeline for disbursements
- Accelerated arbitration process





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## **36 – Reduced Block Program (RBP)**

# Reduced Block Program

- Three types of Reduced Block Programs
  - Regular Reduced Block
    - 76 Positions or 5% of all 737 Positions, whichever is greater
    - Flexed up to 16 days, 90 Credit Hours, MMG 77.5
  - Temporary Reduced Block
    - Voluntary, (up to) 3 month Positions, awarded in Seniority
    - 50-65 Hours, 10 days, MMG 50.0
  - Temporary Zero Block
    - Voluntary, (up to) 2 month Positions, awarded in Seniority
    - No Open Time or Shift Trades
    - Any necessary training is outside the block
- Significant language clean up throughout regarding Vacation, Statutory Holidays and reconciliation



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# Miscellaneous

# Miscellaneous

## Minor language changes

- Workplace Illness/Injury
- Discipline/Dismissal
- Medical Examinations
- Management Pilots
  - Revenue flying by displacement





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# XX – Standards Pilots



# Standards Pilots (S1/S2) \*NEW\*

- Identification of Standards Pilots, job postings and work rules
- S1 works up to 8 office days a month
  - Daily stipend \$230
  - Bid for line flying like all Pilots
- S2 works up to 18 office days a month
  - Blocked in accordance with their Position on the PSL prevents super-seniority
- Not protected from layoff





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# **XX – Company Assigned Equipment**

# Company Assigned Equipment **\*NEW\***

- Pilots not responsible for loss or damage during their duties, or from wear or tear, or theft
- EFB's
  - Max \$400 for replacement, prorated \$100/year due to loss outside of work
  - \$40 for repair due to damage outside of work
  - Pilot pays for EFBs not returned
- Cell phones for S1/S2 Pilots
- Service plans, data and roaming
  - Company responsible for all data and roaming while on duty
- No Pilot responsible for unintentional data breaches of Company data





AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

# Letters of Understanding (LOUs)

# Letters of Understanding (LOUs)

- LOU 1 – Pilot Recovery Program
- LOU 2 – Swoop
- LOU XX – Association Management Meetings
- LOU XX – Fatigue Risk Management System (FRMS)
- LOU XX – Pairing Generation and PBS Software Sourcing
- LOU XX – Training Scheduling Enhancements
- LOU XX – PSB Software Sourcing
- LOU XX – Charter Operations and Special Purpose Flights
- LOU XX – Cargo Operations
- LOU XX – Swoop Operation Integration
  - LOU XX – Contract Trainers
- LOU XX – Sunwing Flight Operations Integration
- LOU XX – Accelerated Arbitration

# Where We Are Ahead

## Max Days Worked Line Holders: 16

- ACA: 16 Days (no limit for Widebody)
- DAL: 18 Days

## MMG: 77.5 Hours

- ALA: 70 Hours
- ACA: varies between 60-83 hours

## Vacation Credit 4.5 Hours/Day

- ALA: 3:45
- ACA: 2:55
- DAL: 4:00 (4:35 2025)

## Canada/US Per Diems \$102 CAD

- ACA: \$87.32 CAD
- ALA: \$61.20 USD (~\$84.46 CAD)

## Vacation can't be cancelled

- ALA: Can be cancelled with 60 days notice

## Training Inside the Block



# Where We Are Ahead

## Commuter Abilities

- After NSP; ability to re-build a schedule
- Partial, single-leg, and full Pairing trades
- DH modifications, additional WestJet legs & banked DHs
- Hotels in Home Base

## Lifestyle

- LCR Proactive pickup
- Schedule modification window
- Trip Trades

No airport standby

CBT Days 4:30

- ACA: 2:40

Fatigue pay protection

Reduced Block Program



# WestJet & Swoop Pilot CA2 Road Show

WJA MEC Negotiating Committee

May 2023



AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

# What Happens Without Ratification

- Statutory Freeze of CA1 WAWCON no longer applies
  - Work rules subject to modification
- Swoop and Sunwing Integration is no longer guaranteed
  - Everything negotiated is off the table
- MEC and NC credibility with management severely impaired
  - We missed the mandate – Negotiators were unable to deliver the deal they agreed to
  - New survey required
- Association retains the right to serve 72 hour notice until June 14
- The Company is able to lock out with 72 hour notice until new deal is reached

