



June 11, 2018

In this Special Update, we want to highlight the following:

- Swoop FAQ
- MEC Secretary-Treasurer Vacancy

Swoop FAQ

First off, we want to acknowledge that Kaplan's interim award has created a situation that has made making decisions about our future difficult. Because this award came before the entire collective agreement has been finalized, there are many items we just don't know. These FAQs are meant to answer the questions we can, and hopefully provide some information about the situation and timeline that exists today as we draw closer to a collective agreement.

Q1: Why do we have to bid on Swoop positions without knowing what the working conditions are going to look like?

A1: Working conditions of both WestJet and Swoop will be determined in the rest of the arbitration and mediation. It has always been our goal to have the conditions be the same, however, while we will present our case for this, it will ultimately be up to the arbitrator to make this decision. There is the possibility that the working conditions will not be the same. It has also been our goal to have WestJet pilots flying these aircraft immediately, however the arbitrator did not rule that this would be the case. In return for not immediately placing WestJet pilots into these positions, we have been awarded bypass pay for pilots whose seniority would have allowed them to hold these positions instead of WestJet hiring external pilots for these positions.

Q2: Will I take a pay cut moving to Swoop?

A2 - Part 1: If you are awarded a "Captain Bypass Position" for the YHM base, you will immediately be compensated at the Swoop step 1 Captain rate of pay if that represents a pay raise. If you currently make more than the Swoop step 1 Captain rate of pay, you will continue to earn your current WestJet rate of pay until successful completion of the Swoop line check, at which point you would be compensated at the current Swoop step 1 Captain rate until the collective agreement is completed. Should the Swoop pay rates as determined by the final resolution of the Collective Agreement be higher than the current Swoop pay rates, you will receive retroactive pay based on the negotiated pay rates for all credits earned at Swoop after the successful completion of the Swoop line-check to the date the Collective Agreement comes into effect.

A2 - Part 2: If you are awarded a Swoop position **other than** a "Captain Bypass Position", you will have to accept the current Swoop pay until the collective agreement is completed beginning with the successful completion of a Swoop line-check. Should the Swoop pay rates determined by the final resolution of the Collective Agreement be higher than the current Swoop pay rates, you will receive retroactive pay based on the negotiated pay rates for all credits earned at Swoop after the successful completion of the Swoop line-check to the date the Collective Agreement comes into effect.

****** The essential difference between the "Captain Bypass Position" and all other Swoop positions is that pilots awarded a "Swoop Bypass Position" will immediately be granted Swoop Step 1 Captain pay if that is more than he/she earns currently.

Q3: Will I be able to bid out of Swoop?

A3: If you bid on and are awarded a YHM Captain Bypass Position, the interim award says there will be a 12 month freeze at Swoop starting from the successful completion of a Swoop line-check. There is currently no freeze on any of the additional positions offered in YHM or YEG. Any freeze on these positions is subject to negotiation under the mediation-arbitration process.

Q4: When will we have a contract?

A4: There is no firm date for our collective agreement to be finalized. When we agreed to enter the mediation-arbitration process, June 22 was the date where the mediation process would end, leading us into the arbitration phase. As part of the Kaplan interim award, that date was removed and instead reads "resolution of the Collective Agreement will be completed as soon as practicable as directed by the mediator/arbitrator". We do have dates throughout July, August and if required, September. He has indicated that he has no desire for this process to take any longer than it has to. Part of the reason that we don't have more dates in July is that the WestJet management has not made itself available. The MEC and the Negotiating Committee are still available 24/7. We believe that we will have a collective agreement by mid/late September but it could very well conclude sooner if WestJet agrees to meet earlier. We believe that we need roughly 5-8 more days of mediation/arbitration with WestJet and Mr. Kaplan to arrive at a collective agreement.

Q5: With regards to Swoop flying, what have we achieved so far?

A5: Swoop, as envisioned by WestJet, was a significant long-term threat to WestJet pilots' careers. The Kaplan interim award, along with the arbitration framework we agreed to when faced with the choice of a full strike or lockout, has allowed us to capture the Swoop flying now and for as long as Swoop exists. By having a single seniority list, a single bargaining unit, and single collective agreement, our jobs are no longer threatened by the existence of this alter ego airline. Now, through the mediation-arbitration process, we have the right and responsibility to make the jobs at both WestJet and Swoop as good as they can be. And that is what we intend to do.

Q6: How can I bid into a position without knowing the details?

A6: We don't know what the final details will be like at WestJet or Swoop since our collective agreement is still not finalized. However, we do know that we have a third-party independent arbitrator to make sure the terms, wages, and working conditions will be fair. We will make our arguments for the pay to be equal and for the terms and conditions be as close to WestJet as we can.

Q7: Will years of service be recognized at Swoop? Will time spent at Swoop count toward my years of service at WestJet?

A7: We have already achieved recognition to full years of service for pilots at WestJet. While this is an outstanding issue for pilots flying at Swoop, we don't expect there to be any difference between WestJet and Swoop in this regard. Recognition for years of service is the standard across the industry. We cannot say definitively how this will turn out.

Q8: Will existing WestJet pilots be able to displace the Swoop pilots whose seniority is aligned with their date of hire?

A8: What we do know is that this is an *interim* award. In it WestJet is directed to compensate WestJet pilots who should have had access to those jobs in the first place with "bypass pay". Existing Swoop pilots will not be displaced from their current position ***until directed otherwise by the mediator/arbitrator.***

Q9: If I were to go to Swoop, do I go back on probation?

A9: No, we will be operating under a single contract and therefore will not be taking new employment when switching to Swoop. There will be no new probationary period.

Q10: Will Swoop have a bidding system other than just "days off"?

A10: The bidding attributes at Swoop for our new collective agreement have not been finalized, however the current Swoop terms only allow for bidding days off. Since Swoop flying will be far less varied than WestJet flying, it is possible that there will be fewer bidding attributes. As with all aspects of the Swoop terms and conditions, our goal is to align them as closely as possible to those at WestJet.

Q11: If I bid to Swoop, will I be viewed negatively by my fellow WestJet pilots and ALPA?

A11: **No**, absolutely not. Swoop pilots are now WestJet pilots. We will soon all be working under the same collective agreement and we are now all part of the same bargaining unit. The fact that WestJet pilots are entitled to Swoop flying is no longer disputed, and we now represent all pilots of WestJet and Swoop.

Q12: Due to the statement in Section C, "WestJet pilots awarded Captain Bypass Positions must commit to take the next available Swoop Captain vacancies at Swoop's Hamilton Base," does this require the candidate of a successful bid to remain available for a Swoop captain upgrade

indefinitely unless this restriction is lifted or changed upon completion of the collective agreement?

A12: Yes. If you are awarded a Swoop captain bypass position, you must commit to taking the position when it becomes available.

Q13: The captain bypass position bid could be considered somewhat "blind" due to the lack of information provided with regard to Swoop working conditions until completion of the collective agreement. Would you expect any more details to be provided by the arbitrator prior to the June 15 deadline?

A13: Details of the collective agreement, including those provisions for Swoop flying if they are different from those of WestJet, will only be available once the contract is signed. This is because, without the details being finalized, we will not make statements based on speculation. Since negotiations are dynamic, the details of the collective agreement will not be known until it is finalized.

Q14: Assuming no further details will be provided, would you expect the outcome of this bid to remain binding upon completion of the collective agreement, or possibly recalled and the bid reissued once the Swoop working conditions are published?

A14: Bidding freezes, including those contained within the interim award, will be contained within the collective agreement. We don't know if there will be a freeze or, if there is a freeze, what the details or length of it will be. This also applies to the freeze for the captain bypass positions. If different terms are contained within the collective agreement from the interim award, they will apply. If no new terms for captain bypass positions are contained within the final collective agreement, then the terms within the interim award will stand.

Q15: Do the current Swoop pilots come before or after Encore pilots in seniority?

A15: In the arbitrator's interim award, Swoop pilots were given seniority based on their date of hire, which places them behind all but roughly 30 Encore pilots who have been hired since the first Swoop pilots were hired.

Q16: Can Encore pilots bid directly onto Swoop?

A16: Not at this time. Arbitrator Kaplan's interim award does not provide Encore pilots the right to bid for the posted Swoop vacancies. However, they are eligible to bid on the WestJet vacancies created as a result of the WestJet pilots moving to Swoop positions (subject to the current flow agreement between Encore and WestJet).

Q17: Why is there a YEG base at Swoop? Will it take the place of the proposed YXX base?

A17: All indications from WestJet/Swoop leading up to Kaplan's interim award were that the western Swoop base would be YXX. The day prior to the award being issued, WestJet management advised us that the western base location was being reconsidered. Roughly an hour before the

award was released, WestJet management decided that YEG would be the western base instead of YXX. If you bid on, and are awarded the YEG base, you will not be assigned YXX as a base.

Q18: If I am awarded a Swoop position, will I still be represented by the WJA MEC?

A18. Yes. The WJA MEC represents all WestJet pilots, including Swoop pilots. If you encounter any issues, require representation during or after the transition to operating Swoop flights, or need assistance in any other way, the existing ALPA structure at WestJet will continue to be at your disposal.

MEC Secretary-Treasurer Vacancy

We have a vacancy for the position of MEC secretary-treasurer, held until yesterday by Capt. Christina Thomson. Christina has decided to step down for personal reasons, which we understand and respect.

On behalf of all WestJet pilots, we'd like to thank Christina for her dedication and leadership. She has volunteered countless hours of her time and dedicated immeasurable energy to further the interests of the WestJet pilots and improve the piloting profession in Canada. If you see her in the crew room or out on the line, please thank her for all she's done. We wish her nothing but the best and will always be grateful for her service.

If you are interested in this position, please use our [volunteer form](#) to indicate your interest, or you can contact your LEC representative directly. The MEC will soon consider all interested pilots and vote to name the successful candidate.

ALPA will provide training and assistance to whomever is elected, however, assets for this position include a background in finance/accounting and proficiency with Excel spreadsheets. The position requires regular travel between our three bases, Ottawa, and ALPA's offices in Herndon, Va.

www.alpa.org/westjet

Air Line Pilots Association, International

535 Herndon Parkway, Herndon, VA 20170

www.alpa.org

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