

WestJet Encore Airlines Tentative Agreement

Executive Summary

Term

- Four-year collective agreement.

Pay

- Length Of Service Pay at Encore Jan 2025.
- Deadhead pay to Deadhead credit (inside the block).
- Increased training stipends
- Pay Rates: Increase 2% annually on January 1st.
- Retroactive pay to Jan 1, 2024: grievance resolved Pilots will receive step pay increase in 2024.
- Pay Rates

Captain Rates		First Officer Rates	
Steps	June 1 st , 2024,	Steps	June 1 st , 2024,
1	\$112	1	\$72
2	\$116	2	\$74
3	\$120	3	\$76
4	\$126	4	\$78
5	\$136	5	\$80
6	\$141	6	\$82
7	\$146		
8	\$148		
9	\$150		

Scheduling

- Improved scheduling rules
- Max Scheduled Days worked 18- Pilots receive an additional 2 hours of premium pay for the actual scheduled and worked 18 days.
- MMG 75 Hours
- Bidding options added.

Hours of Service

- Improved day to day rules.
- Extensions are 2 hours maximum

Reserve

- Stricter reserve rules

- Call out priority is seniority based.

Hotels and Transportation

- Hotel cancellation payment of \$40 for each hotel room cancellation.

Expenses

- Per diems increase 11%

Leaves of Absences

- Maternity top up pay in 2026

Uniforms

- Uniform maintenance allowance – increased from \$35 to \$50
- Increased yearly uniform allowance to \$369.21
- Increased bank from \$750 to \$800

Vacation, Statutory Holidays and Special Days Off

- Biddable Stats effective Jan 2026

Sick Leave

- Credits changed to Sick Days in Jan 2025 to align with the Canada Labour Code

Benefits

- Increases in the Psychologists, Paramedical services and Optional Life insurance in August 2025.

Relocation

- Expanded eligibility for relocation expenses and the option for a lump sum re-imbursement in certain situations.
- Relocation assistance up to \$40,000 and land transfer tax up to \$12,500

Commuting

- Numerous instances where Company will provide hotels at base.
- Pilot initiated Deadhead modifications up to CARS limits.

Deadheading

- Any Scheduled deadheads shall receive window or isle.
- First leg and last leg Deadheads interchangeable.

Company Assigned Equipment

- Company reimbursement for headsets to a maximum amount.

Variable Compensation

- WSP matched varies between 4-10%, based on length of service at Encore.
- 1-2 Year - 4%
- 3 Year - 5%
- 4-5 Year - 7%
- 6 Year - 9%
- 7+ Year - 10%

Flow

- Guaranteed flow with a minimum amount depending on number of Captains at Encore and vacancies at Westjet.

REIP

- \$28,800 paid over 24 months when you flow (back dated to January 1, 2024)
- All Pilots currently on REIP will continue to receive REIP payments.

Overall

- Overall improvements to contract language and significant language cleanup through the document
- Streamlined grievance process with accelerated arbitration process
- Significant involvement of Association representation in safety, training, scheduling, grievance and discipline.