



WestJet Encore Airlines Tentative Agreement Executive Summary

No changes from TA except as outlined below

**\$20 million in new money (\$94 Million over CA1 for this TA)
Largely in improvements to the WSP and reduction in days worked over
previous TA**

Days Worked

- Maximum 17 days per month, effective Jan 1, 2025
 - Option for Company to flex to 18 days only 6 times per year
 - 18th day worked, in flex months, will receive the 2 hours premium pay as described in the TA.
 - Pilots have option to volunteer (through form on EFB) to be scheduled an 18th day (or 19th day scheduled in flex month). Pilots who are scheduled and **work** the 18th (or 19th on flex month) day will receive 4 hours premium pay + straight time pay (MDPC, Duty/TAFB Rig) for the day. Similar to WestJet's procedure
 - These two premium payments will be combined to a total of 6 hours of premium pay, which is greater than WestJet

WSP

- Captains, regardless of years worked: 10% matched
- FOs: 5% matched years 0-3, start of year 4 and onwards: 10% matched

WSP Contribution Eligibility Table	
Completed Years	Maximum Contribution Level
0 to completion of 3 rd year	5% of eligible earnings
Commencement of 4 th year	10% of eligible earnings

Flow

- Increases to flow numbers

Number of Active Captains on January 1	Minimum Annual Flow Award Commitment	NEW-Minimum Annual Flow Award Commitment
100-175	20	20
176-200	26	30
201-225	32	40
226-250	50	56
251-275	70+	70
276+	-	80

Term

- Five-year collective agreement.

Pay for January 2028

January 1, 2028		
	Captain Rates	First Officer Rates
Step 1	121.24	77.94
Step 2	125.56	80.10
Step 3	129.89	82.26
Step 4	136.38	84.43
Step 5	147.21	86.60
Step 6	152.62	88.76
Step 7	158.04	-
Step 8	160.20	-
Step 9	162.36	-

YYZ Base Closure

- Upon the effective date of the closure of the YYZ base, a YYZ based pilot may elect to receive, in lieu of relocation expenses, the \$12,500 lump sum described in 23-1.01 d), without providing documentation.
 - Payments will be made in twelve (12) monthly lump sum payments.

Retro Pay

- Now paid on October 15th, 2024, because of administrative delay due to bargaining. Retro back to Jan 1, 2024

Pasco Flying

- Encore to take over three Pasco routes, Cranbrook, Lethbridge and Medicine Hat, specifics below
- **On these three routes only:**
 - Pilots potentially will be scheduled for standups (avoids 40 hour layovers in these destinations)
 - Pilots will be paid 2 hours premium + 4hrs (MDPC) straight time per day (Total 8+2)
 - Will be treated as 2 days worked towards pilot's max days worked for the scheduling month