

MOU #8

Memorandum of Understanding – Isolated Base Issues

Between: ORNGE (the Employer)
And
UNIFOR LOCAL 2002 (the Union)

Whereas, Moosonee is an isolated base operated by The Company

Whereas, the Company has secured a scheduled charter on a fly in fly out basis

Therefore, the parties agree to the following,


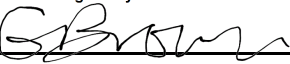
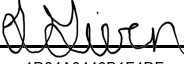
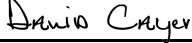

1. Permanent full-time paramedics must reside in the Town of Moosonee or Moose Factory to qualify for the Northern Allowance of twenty five thousand (\$25,000.00) per year in quarterly amounts of six thousand two hundred and fifty dollars (\$6,250.00) upon completion of each quarter. This shall be prorated monthly from the first and last day the paramedic attends the Moosonee Base.
 - a) The Company provided travel will be a Charter flight starting on March 26, 2024. The Charter flight route will be between Toronto Pearson Airport and Moosonee Airport with a possible stop in either Sudbury or Timmins as required. The incoming paramedic will report to the required FBO on the designated day to start the first day shift of the rotation. The travel/dayshift will start at 07:00 and it is expected those travelling into Moosonee will be prepared to complete the remainder of the travel day on shift at the Base.
 - b) At the end of the designated shift rotation, the paramedic will board the Charter aircraft prior to its departure from Moosonee to Toronto with a possible stop in either Sudbury or Timmins as required. It is understood that travel time home shall be unpaid. Paramedics shall ensure that their belongings are packed and they are present at the hangar or designated pickup location in advance of the scheduled departure time.
 - c) The Company shall provide suitable accommodations at no cost for paramedics who do not permanently reside in the Town of Moosonee or Moose Factory while they are working their scheduled shifts. It is understood that accommodations will not be provided for paramedics during their days of rest between scheduled shifts.
 - d) The luggage capacity is restricted to a maximum total weight of 60 lbs, split between a maximum of 2 bags.
 - e) Paramedics whose permanent residence is greater than 300km from the Pearson International Airport FBO base as of the date of this MOU shall be provided a one-time opportunity to opt out of the Charter flight service and retain the Northern Living Allowance payment less monthly rent

deductions, in accordance with Article 52.01. It is understood that a paramedic who opts out of the Charter flight service is not permitted to utilize the Charter flight and shall be responsible for their own travel arrangements and all associated costs to and from the Moosonee base. Such paramedics are expected to report to work at their regularly scheduled start time.

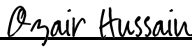
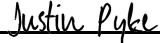

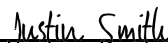

- f) All paramedics hired after the date of this MOU, regardless of their proximity to the Pearson International Airport FBO base, shall be required to utilize the company-provided Charter flight service, unless they permanently reside in Moosonee or Moose Factory.
2. In the event of cessation of Charter Flight Services for any reason, the Company shall notify the Union district chair or their designate as soon as possible prior to the cessation. The Union and Company agree to promptly enter into meaningful discussions on a suitable replacement which may include but not be limited to the provision of company-paid commercial travel or other reasonable solutions. Any suitable replacement must be mutually agreed to by the parties. Failing such agreement, the Northern Allowance in accordance with Article 52 shall be reinstated.
3. The Company and the Union commit to engaging in ongoing discussions at LMC regarding the utilization of charter flight services and any related matters, with the aim of ensuring continued mutual benefit and cooperation.

SIGNED at TORONTO **this** 13 **day of** March, 2024

FOR THE UNION:

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FOR THE EMPLOYER:

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