

# **Letter of Understanding**

Between:

Perimeter Aviation (The Company)

And

Unifor Local 2002 (The Union)

## **Re: Changes to Sick Leave and Personal Leave**

### **WHEREAS:**

The Company and the Union have pre-existing collective agreement provisions that cover absences related to sick leave

AND

Effective December 1, 2022, the Government of Canada has introduced amendments to the Canada Labour Code that impact sick leave and personal leave entitlements.

AND

The Company recognizes that these amendments impact the current collective agreement provisions regarding sick leave and personal leave entitlements currently offered to its employees.

AND

The Company recognizes its duties to meet the legislated requirements for both sick leave and personal leave.

**Now Therefore, the Parties agree to the following:**

**The following will replace the current CBA article 7.3 Sick Leave.**

A: Paid Medical Leave (PML) shall be provided as follows effective December 1<sup>st</sup>, 2022.

### Medical Leave with pay Eligibility:

- (a) Currently employed Flight Attendants, as of December 1<sup>nd</sup>, 2022, will be credited four (4) days towards their sick bank on January 1, 2023
- (b) All other Flight Attendants after completing 30 days of continuous employment with the Company, will be entitled to three (3) days of medical leave of absence with pay; and

- (c) following the initial allotment in (a) and the period of 30 days referred to in paragraph (b), at the beginning of each month, all employees will be provided with an additional day of medical leave of absence with pay up to a maximum of ten (10) days per year.
- (d) Paid medical leave will be taken in no less than one (1) full day blocks.

Medical Leave with pay may be taken for any of the following reasons:

- (a) personal illness or injury of the employee;
- (b) organ or tissue donation;
- (c) medical appointments for the employee during working hours; or
- (d) quarantine of the employee.

Maximum Yearly Accrual

All employees are entitled to earn up to ten (10) days of medical leave of absence with pay in a calendar year.

Rate of Wages:

Each day of medical leave of absence with pay that an employee takes must be paid at their regular rate of wages for their normal hours of work, and that pay is for all purposes considered to be wages.

Carry over of unused leave:

Subject to the regulations, each day of medical leave of absence with pay that an employee does not take in a calendar year is to be carried forward to January 1 of the following calendar year. The carry over will not exceed a maximum of ten (10) days unless the Flight Attendant has two (2) or more years of service with the company in which case the carry over will not exceed a maximum of twelve (12) days.

Medical Certificate:

The Company may, in writing, and no later than 15 days after the return to work of an employee who has taken a medical leave of absence of at least five consecutive days, require the employee to provide a certificate issued by a health care practitioner certifying that the employee was incapable of working for the period of their medical leave of absence.

B: Unpaid Medical Leave:

Unpaid medical leave applies according to all provisions of the Canada Labour Code.

C: Personal Leave:

Effective December 1<sup>st</sup>, 2022: Personal leave will no longer apply to employees for the treating of their illness or injury as this will be covered under Paid Medical Leave.

Employees are entitled to a leave of absence for up to five (5) days in every calendar year for:

- ~~(i) treating their illness or injury;~~
- (ii) carrying out responsibilities related to the health or care of any of their family members.
- (iii) carrying out responsibilities related to the education of any of their family members who are under 18 years of age.
- (iv) addressing any urgent matter concerning themselves or their family members; and
- (v) attending their own citizenship ceremony under the *Citizenship Act*.

Employees who have completed three (3) consecutive months of continuous employment with the Employer will receive the first three (3) days of the leave with pay at their regular rate for their normal work hours, otherwise the leave will be unpaid. The leave may be taken in one or more periods, but each period must be at least one full day. The Employer may request documentation reasonable in the circumstances to substantiate the reason for the period of leave.

Duration: The parties agree that this LOU will remain in effect until the earlier of either the expiration of the current collective agreement, or at such time as the Canada Labour Code no longer provides for a greater benefit, in which case the current provisions of Article 7 shall again apply.

All other provisions of the Collective Agreements will continue to apply, except as expressly modified by this Letter of Understanding.

Signed and witnessed this 2<sup>nd</sup> day of FEBRUARY 2023

For the Company

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13:55:14 -06'00'

Cory Bertram VP Operations

Joey Petrisor Digitally signed by Joey Petrisor  
Date: 2023.02.02 14:00:49 -06'00'

Joey Petrisor President

For the Union



Denise Cochrane Assistant to the President



Carmen Ledarney National Aerospace Director