

LETTER OF UNDERSTANDING #8

BETWEEN:

Exploits Valley Air Services (EVAS)

(hereinafter referred to as the "Company"),

- and -

UNIFOR, LOCAL 2002

(hereinafter referred to as the "Union").

Re: Pilot Pay Increase

This will confirm that the Company and the Union hereby agree as follows with respect to a pilot pay increase.

1. The parties agree, effective February 5, 2018 that all first officers and captains employed as of February 5, 2018 under the authority of the Collective Agreement will move up two years on their corresponding salary pay scale (Appendix A of the Collective Agreement).
2. New hire first officers will be placed on the starting level of the pay scale, and subsequent to the successful completion of their 6-month probation, they will be placed on year three of the scale.
3. New hire Captains will be placed on the Captain pay scale in accordance with their experience and qualifications.

This letter of understanding is without prejudice or precedent.

IN WITNESS WHEREOF the parties here to have signed this Agreement this ^{SD} 28 day of February 2018.

On behalf of Exploits Valley Air Services (EVAS)

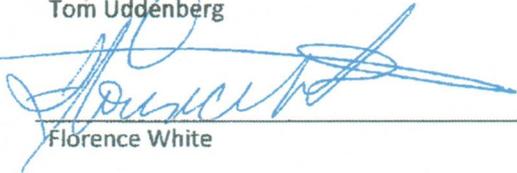
On behalf of Unifor, Local 2002



Tom Uddenberg



Stephen Dodsworth



Florence White



Ashley Watkins