

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**NASITTUQ Corporation**

**And**

**Unifor Local 2002**

**Re: Covid 19 Pandemic and Extended Work Rotations in Alert**

Due to the Covid 19 Virus and the requirements of The Canadian Territory of Nunavut for isolation prior to arrival the parties agree to temporarily amend Article 19 Hours of Work and Overtime as follows

Amend Current Article 19.13 Standard rotations of 8 weeks in 4 weeks out, 8 weeks in 8 weeks out and 4 weeks in 8 weeks out to:

**8X8 :**                      2 weeks self isolation Trenton Yukon Lodge: regular salary plus premium  
                                 12 weeks on site – regular salary with 2 weeks of premium  
                                 10 weeks paid leave

**8X4 (kitchen staff)**      2 weeks self-isolation Trenton Yukon Lodge: regular salary plus premium  
                                 12 weeks on site  
                                 6 weeks paid leave

**8x4 (HVAC, Elec, Plumber, Enviro, Carp)**  
                                 2 weeks self-isolation Trenton Yukon Lodge: regular salary plus premium  
                                 12 weeks on site  
                                 6 weeks paid leave

**For Enviro, both individuals are hourly so premium does not apply.**

**For 4X8 individuals**      2 weeks self-isolation Trenton Yukon Lodge: Hourly salary for 14 days  
8 weeks on site (to cover 6 weeks leave and 2 weeks of self-isolation for other employees) Hourly Salary  
10 unpaid weeks off

**For K Barton 10X10**      2 weeks self-isolation Trenton Yukon Lodge: regular salary plus premium  
8 weeks on site  
10 weeks paid leave

1. The parties further agree that Nasittuq will pay 14 consecutive days of pay plus premium pay for the isolation period in Trenton Ontario prior to leaving for Alert,
2. Any medicals that are expired or will expire during the Covid 19 Pandemic will be delayed until such time they can be arranged,
3. All Trades Licenses should be renewed by normal channels. If there are special requirements the employee will raise these with the employer,
4. Any Employee who cannot go to Alert under the Terms and Conditions of this Memorandum will advise the Employer and they will be eligible for Temporary layoff and EI provisions,
5. Any Employee who does not meet the additional COVID 19 medical requirements to go to Alert will be kept on payroll as if they were at work unless they qualify for Short Term Disability,
6. It is the Employers responsibility to find suitable replacements for Employees who are not eligible for any reasons or willing to go to Alert,
7. The Employer will deal with all issues in regards to any flight delays leaving from Trenton to Alert. Any extra time spent in Trenton in self-isolation due to any delay will be paid at the regular plus premium rate of pay,
8. Any time spent in Alert due to delay in flights leaving Alert for Trenton will be paid at the premium rate of pay,

9. It is understood that every effort will be made to ensure employees depart Alert on schedule.
10. It is understood as soon as practical Apprentices will return to Alert on these revised rotations, until then Apprentices will continue to be paid as if they were at work.
11. It is agreed that this Memorandum of understanding will expire **24** weeks after the date of implementation if not before, depending on the Covid 19 pandemic and the Federal, Territorial and Provincial requirements.
12. The Parties agree to discuss and amend this agreement as required.
13. All other Terms and Conditions of the Collective Agreement remain.

Dated April 22, 2020

For the Union



For Nasittuq

