

Letter of Understanding

Between:

Perimeter Aviation (The Company)

And

Unifor Local 2002 (The Union)

Re: Per Diems

WHEREAS:

The Company and the Union have pre-existing collective agreement provisions that expenses and per diems

AND

The Company recognizes that these amendments impact the current collective agreement provisions regarding per diem entitlements currently offered to its employees.

Now Therefore, the Parties agree to the following, effective February 4th, 2023, which would replace CBA section 3.3 Per Diems/Expenses

3.3 PER DIEMS

3.3.1 Per diems are paid per hour away from home to the tenth (10th) of an hour at a rate of \$3.50 per hour.

a) For example if a Flight Attendant reports for Duty at their base on day 1, at 0630 and is released from Duty at their base on day 4, at 1636 the period would be eighty-two point one (82.1) hours. The Flight Attendant shall receive two hundred eighty-seven dollars and thirty-five cents (\$287.35) calculated as follows (82.1 x \$3.50).

3.3.2 Per diems are currently considered as non-taxable reimbursements. Should this interpretation be changed by the Canada Revenue Agency or any competent court or tribunal, the Company will be under no obligation to reimburse Flight Attendants for any costs incurred by them as a result of the change in interpretation.

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

Signed and witnessed this 2nd day of FEBRUARY 2023 CP

For the Company

 2023.02.02
13:55:51 -06'00'

Cory Bertram VP Operations



Joey Petrisor President

For the Union



Denise Cochrane - Assistant to the President -Local 2002



Carmen Ledarney - Director of Aerospace - Unifor