

MEMORANDUM OF AGREEMENT

between

**Bradley Air Services Limited, operating as Canadian North
(the "Company")**

and

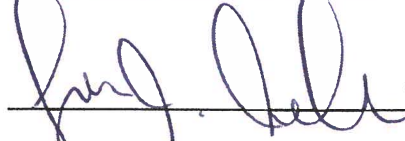
**Unifor and its Local 2002
(the "Union")**

The Parties to this Memorandum of Agreement agree, subject to ratification by their principals, that the previous Collective Agreement in effect is to be continued as amended below:

- 1) For Crew Schedulers, the term of the Collective Agreement is from June 17, 2021 through December 2, 2023.
- 2) Amendments to language, including to wages/classification/benefits, are as per the attached *Letter of Understanding #4* and *Memorandum of Understanding*.
- 3) Mapping of Members to the new Pay Scale shall be as per the attached *Wage Administration - Member Mapping*.
- 4) A lump sum bonus shall be paid to each member within thirty (30) days of ratification, as follows:
 - a) \$100 for members hired after September 1, 2021
 - b) \$550 for members hired before September 1, 2021
- 5) The Collective Agreement is subject to final review by the Company and the Union. Any inadvertent errors, omissions or miscalculations discovered upon review by the parties shall be corrected.

Signed this 16 day of September, 2022 in Ottawa.

Authorized for the Union:



Michael Am
Theresa Amicardelli

Authorized for the Company:

