

## **Memorandum of Understanding**

### **Between**

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

### **And**

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

### **Subject: Crew Scheduling Classification**

WHEREAS the Company and the Union and the Company are signatories to the Canadian North-Unifor Collective Agreement (the "CA"), and;

WHEREAS the Parties agree that the provisions contained in Letter of Understanding No.4 ("LOU") shall apply to Union members employed as Crew Schedulers, and;

NOW THEREFORE the Parties agree without prejudice or precedence that in addition to the provisions in LOU No.4, the additional provisions contained in this Memorandum of Understanding ("MOU") shall also apply to Union members employed as Crew Schedulers.

1. Article 5.06b): This article shall apply as follows: Members training as outlined in the Article would be eligible for the associated premium (re: Coordinator). In recognition of the change, the specified Members who have been regularly requested in the past to train new employees shall receive a one-time lump sum bonus of \$850.00, which shall be paid within thirty (30) days of ratification. Specified Members are: Sidney Gomes, Lisa Iellina.
2. Article 6.04: With respect to the current language in this Article. "A modified work schedule will be acceptable as long as all provisions under the Canada Labour Code are adhered to, and both parties agree to the modification.", the current work schedule at date of ratification for Crew Scheduling has been agreed upon.
3. Crew Schedulers shall be eligible for the monthly stipend received by Unifor members related to benefits cost sharing. This shall commence at date of ratification only and applies to employees active on payroll at the time of payment. As originally negotiated, the stipend consists of a step-down process with the original amount being paid at 100% in 2021, followed by 75% in 2022 and 50% in 2023, terminating at the end date of the Collective Agreement term. The monthly amount for 2022 is \$42.19.

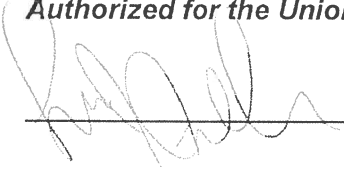
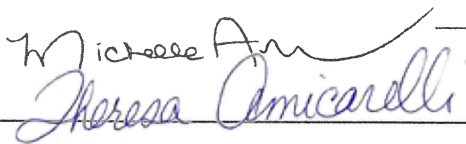
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4. Article 15 – Vacation:

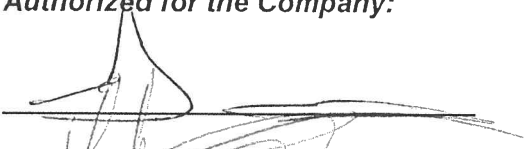
- a) Article 15.01.07 shall not apply.
- b) Crew Scheduler vacation bidding and selection (Article 15.03) shall be aligned with and concurrent with the scheduling bidding process, rather than an annual bid. For example, if the schedule bid is for the upcoming three (3) months, the vacation that a Member wishes to take within that period would be bid at the same time (re: as per practice immediately prior to ratification).
- c) Where the schedule has a block designated for vacation coverage, a Member can bid for vacation on the vacation block. Specifically, a Member can be awarded vacation while assigned the vacation block. In such cases only, the Member's work schedule may incorporate more than the standard number of consecutive work days.

Signed this 16 day of September, 2022 in Ottawa.

**Authorized for the Union:**

  
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Theresa Amicarella

**Authorized for the Company:**

  
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