

MEMORANDUM OF SETTLEMENT

BETWEEN

**Exploits Valley Air Services Ltd.
(EVAS)**

AND

UNIFOR

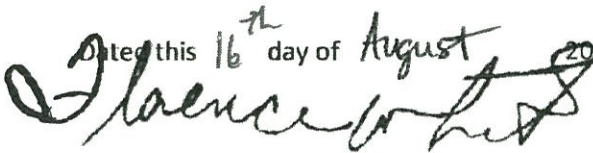
AND ITS LOCAL 2002

The undersigned representatives of the Union do hereby agree to fully recommend complete acceptance of all terms of this memorandum to their members.

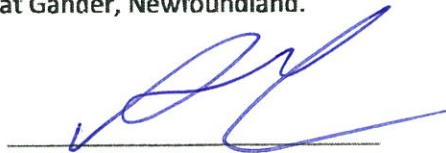
The parties agree to the following terms as constituting full settlement:

1. The term of Collective Agreement Extension will be from February 6, 2022 to February 3, 2024
2. Step increases to occur for all FCM's per attached grid for first year of contract. Effective February 5, 2023 across the board grid increase of 2%
3. All articles other articles of the collective agreement including any letters of understanding shall remain unchanged throughout the term of the agreement.
4. All Captains employed as Captains with the employer as of June 7, 2022 who remain as Captains employed with the employer on December 31, 2022 shall be paid a \$5,000.00 (five thousand dollar) retention bonus.

Dated this 16th day of August 2022 at Gander, Newfoundland.



FOR EVAS



FOR UNIFOR

New Pay Scales	Feb 5- 2022	Feb 5- 2023
Captains	0%	2%
start	60,730.40	61,945.01
Year Two Increase	62,938.78	64,197.56
Year Three Increase	65,147.15	66,450.09
Year Four Increase	67,355.53	68,702.64
Year Five Increase	69,565.88	70,957.20
Year Six Increase	71,770.94	73,206.36
Year Seven Increase	73,995.88	75,475.80
Year Eight Increase	76,201.06	77,725.08
Year Nine Increase	78,410.88	79,979.10
Year Ten Increase	80,614.23	82,226.51
Year Eleven Increase	82,814.98	84,471.28
Year Twelve Increase	85,026.15	86,726.67
Year Thirteen Increase	87,236.82	88,981.56
Year Fourteen Increase	89,443.91	91,232.79
Year Fifteen Increase	91,661.23	93,494.45
Year Sixteen Increase	93,861.05	95,738.27

	Feb 5- 2022	Feb 5- 2023
First Officers	0%	2%
start to 6 months (probation)	33,125.67	33,788.18
Year One Increase	35,529.49	36,240.08
Year Two Increase	36,737.67	37,472.42
Year Three Increase	37,942.14	38,700.98
Year Four Increase	39,186.57	39,970.30