

**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:

<b>8x8:</b>	2 weeks self-isolation Yukon Lodge Trenton: regular salary plus premium 10 weeks on site - regular salary with 2 weeks of premium 8 weeks paid leave
<b>8x4 (All)</b>	2 weeks self-isolation Yukon Lodge Trenton: regular salary plus premium 8 weeks on site 4 weeks paid leave

**For Enviro, all 3 individuals are hourly so premium does not apply to Self-Isolation period.**

<b>4x8 (All)</b>	2 weeks self-isolation Yukon Lodge Trenton: Hourly salary for 14 days 6 weeks on site Hourly Salary 6 weeks off (unpaid)
------------------	--

<b>For Kevin Barton</b>	2 weeks self-isolation Yukon Lodge Trenton: regular salary plus premium 6 weeks onsite regular salary 6 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 (employees to make best effort to have annual medicals completed),
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 regarding 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. The Parties agree to discuss and amend this agreement as required.
11. All other Terms and Conditions of the Collective Agreement remain.
12. It is agreed that this Memorandum of Understanding will expire in 26 weeks after the date of implementation, if not before, depending on the COVID 19 pandemic and the Federal and Provincial requirements.

Dated:

18 Sep 2020

For the Union



For Nasittuq

