

## Memorandum of Settlement

Between

Ornge ("the Company")

and

Unifor ("the Union")

On behalf of its Local 2002

1. The parties hereto agree to the terms of this memorandum as constituting full and final settlement of all matters in dispute.
2. The parties agree that the Hodges Award will form the new agreement except as specifically modified herein. All matters not referred to herein are withdrawn.
3. The undersigned representatives of the parties agree to unanimously recommend complete acceptance of all the terms of this memorandum to their respective principals.

### Wages

Effective November 1, 2018 2% wage increase to CCP's

Effective November 1, 2018 4% wage increase to PCP's and ACP's

Effective July 1 2019, 1.85% wage increase to PCP's, ACP's and CCP's.

### Term

Expiry July 31, 2020

### Schedules

Schedules are a management function as per Article 4 – Managerial Functions. The Company will allow all bases to propose schedules. The Union and Management will engage in meaningful discussions in response to any proposed schedule.

### Hours Between Shifts

There shall be no less than 12 hours off between scheduled shifts. In cases of a shift overrun there will be no less than 11 hours off between shifts. Time between shifts where a crew duties out shall be no less than 12 hours.

Overtime

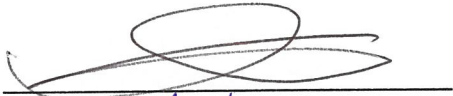
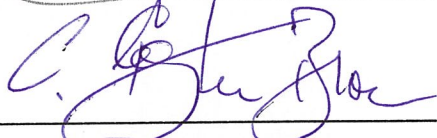
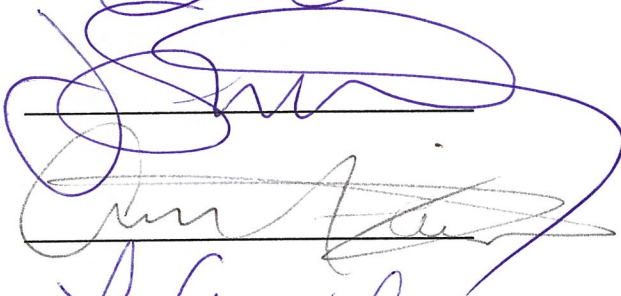
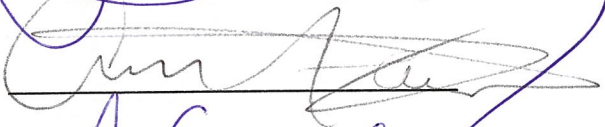
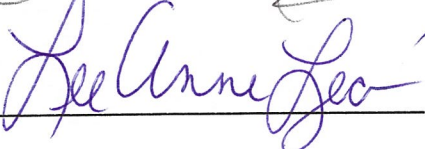
All hours worked beyond 12 will be paid at time and one half.



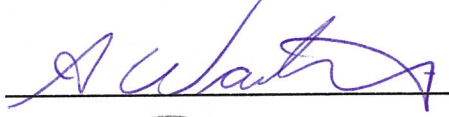

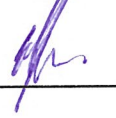
Paramedics who work a second consecutive shift beyond 14 hours will be paid double time for the hours worked beyond 14 hours of that shift.

SIGNED AT MISSISSAUGA, \_\_\_14\_\_\_\_\_ DAY OF \_November\_\_\_\_\_, 2018

FOR THE EMPLOYER

FOR THE UNION

  
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