

MEMORANDUM OF AGREEMENT

Between
ALLIANCE MAINTENANCE LP
And
UNIFOR LOCAL 468

The parties agree, subject to ratification by the employees in the bargaining unit, to amend the Collective Agreement between them, with the attached amendments:

Signed in Winnipeg, Manitoba this 23rd day of October, 2024.

For the Company

Prashant Desai

For the Union

[Signature]

Carole M Leed

Mary Wakeham

[Signature]

COLLECTIVE AGREEMENT

BETWEEN

ALLIANCE MAINTENANCE LP,
hereinafter referred to as the "Company"

AND



MAINTENANCE UNIT
hereinafter referred to as the "Union"

JANUARY 1, 2025 – OCTOBER 31, 2027

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ARTICLE 1 – DEFINITIONS

- 1.01 Calendar Month – means the time from any date of one month to the corresponding date of the next month.
- 1.02 Company – means Alliance Maintenance LP.
- 1.03 Date of Hire – means the first day an employee attends at work.
- 1.04 Employee – means any person in the employ of the Company who is within the Bargaining Unit covered by this Agreement.
- 1.05 General Holiday – means a Company paid holiday.
- 1.06 Position – means a position held by an employee in regards to classification and base.
- 1.07 Shift – means a scheduled period of time within a day, as described in a work schedule, for which an employee is required to work.
- 1.08 Union – means Unifor.
- 1.09 Vacancy – means an unfilled position, as determined by the Company, within the scope of this Agreement.
- 1.10 Work Schedule – means a projection of all employees' shifts with regards to days worked and days off, including shift commencement and termination dates.

ARTICLE 2 – PURPOSE OF AGREEMENT

- 2.01 The purpose of this Agreement is to enhance the mutual interest of the Company and the employees, to provide for the operation of the services of the company under methods which will further, to the extent possible, the safety of air transportation, the efficiency and economy of operations and the continuation of a high degree of quality in maintenance and engineering work. It is recognized by the Agreement to be the duty of the Company, the Union, and the employees to cooperate fully both individually and collectively for the advancement of this purpose.
- 2.02 The Union and the Company shall in the spirit of cooperation make reasonable efforts to improve the quality of work and services and to conserve and protect materials, supplies, time, equipment, and facilities. Furthermore, both parties agree to prevent accidents, strengthen goodwill between the company and the Union, and its customers and to do such other things as may be reasonably required to promote efficient safe operations and the provision of quality work and services.

- 2.03 The Company recognizes the Union to be the sole Bargaining Agent for all employees of the Company, as described in Canada Industrial Relations Board Order No. 11747-U.

ARTICLE 3 – MANAGEMENT RIGHTS

- 3.01 The Union recognizes the exclusive right of the Company to manage and direct the Company's business in all respects and in accordance with its commitments and to alter the rules and regulations, which shall not be inconsistent with this Agreement.

Taking into consideration the above, and without restricting the generality of the foregoing, it is the exclusive function of the Company:

- (a) to maintain order, discipline, and efficiency, and
- (b) to hire, retire, classify, direct, transfer, promote, demote, layoff or dismiss employees, and
- (c) to manage the industrial enterprise in which it is engaged including the right to alter from time to time rules and regulations of its business provided that said rules shall not be inconsistent with this Agreement.
- (d) The Company agrees that its exclusive functions provided by this Agreement shall be exercised in the spirit of cooperation as outlined in Article 2 of this Agreement.

ARTICLE 4 – DUES CHECK OFF

- 4.01 Employees covered by this Agreement will have 1.35% of earnings deducted on a biweekly basis.

The Company shall remit the amount deducted, to the official designated by the Union, within thirty-one (31) days after the deduction is made, together with a list of names, clock numbers and active or inactive status of employment and amount so deducted.

- 4.02 Deductions of the amount equivalent to Union dues shall be made from bi-weekly earnings. For the purposes of this Article 4.02, such earnings shall include hourly pay, vacation pay, holiday pay, jury duty pay, full paid leave compensation, cost of living allowance and supplementary unemployment benefits or an equivalent lay off benefit, but shall not include overtime pay, shift, Saturday, Sunday and holiday premiums, Workers Compensation benefits, relocation, termination or severance pay, pension benefits or supplemental parental or maternity benefits.

- 4.03 The amount to be deducted shall be such sum as may from time to time be assessed by the Union according to its Constitution as Union dues. This shall include initiation fees but shall not include special assessments. The Company will act on information received in writing from two (2) signing officers of the Union to changes in the monthly dues made from time to time in accordance with the Constitution of the Union.
- 4.04 The Company agrees to furnish to the Union, when requested, the names, addresses, telephone numbers and wage rates on record of the employees in the Bargaining Unit, in alphabetical order, up to four (4) times a year. The Union agrees to treat this information strictly confidentially.
- 4.05 The Company shall not be responsible financially or otherwise, either to the Union or to any employee, for any failure to make deductions or for making improper or inaccurate deductions or remittance. However, in any instance when such an error has occurred in the amount of any deduction of dues from an employee's wages, the Company shall adjust it directly with the employee. In the event of any mistake by the Company in the amount of its remittance to the Union, the Company shall adjust the amount in a subsequent remittance. The Company's liability for any and all amounts deducted pursuant to the provisions of this Article shall terminate as the time it remits the amounts payable to the Union.
- 4.06 In the event of any action of law against the parties hereto resulting from any deduction or deductions from payrolls made or to be made by the Company pursuant to this Agreement, both parties shall cooperate fully in the defense of such action. Each party shall bear its own cost of such defense except that if, at the request of the Union, counsel fees are incurred, these shall be borne by the Union. Save as aforesaid, the Union shall indemnify and save harmless the Company from any losses, damages, cost liability or expenses suffered or sustained by the Company as a result of any such deduction or deductions from payrolls.

ARTICLE 5 – PROBATIONARY PERIOD

5.01 Probation

- (a) All new employees shall be required to serve a probationary period of six (6) months of active employment at work. An employee will not acquire seniority rights until successful completion of the probationary period.
- (b) A person employed by the Company who is not within the scope of this Agreement and who transfers to a position coming within the scope of this Agreement will be required to serve a probationary period as described in Article 5.01(a) unless the Company determines otherwise after consultation with the Union.

- (c) Probationary employees may be dismissed without cause and shall not have access to the grievance procedure or the arbitration procedure unless the dismissal was in violation of the *Canadian Human Rights Act* or any other applicable legislation.

ARTICLE 6 – LAYOFF AND RECALL

- 6.01 When the Company determines that there is to be a reduction of employees it will be in reverse order of seniority within the affected classification, provided that the remaining employees are qualified to perform the required work. The affected employee(s) shall be given by hand or registered mail written notice of layoff, which notice of layoff will provide to the employee the following options:
- (a) elect to fill any vacancy in their classification, trade and level, provided that the employee has the qualifications, experience, skill and ability to perform the required work as determined by the Company;
 - (b) bump a more junior employee in the same or different classification, trade and level, provided that the bumping employee has the qualifications, experience, skill and ability to perform the required work as determined by the Company;
 - (c) elect to be laid off and retain their right to recall pursuant to Article 6.02; or
 - (d) elect termination of their employment with the Company with no right of recall, provided that the employee will be entitled to severance pursuant to the *Canada Labour Code*.

For greater certainty, the Company will not be required or responsible to train and/or certify an employee in order for the employee to exercise any of the above options. Failure by an employee to respond within **fourteen (14)** calendar days following receipt of the written notice of layoff will result in the employee being deemed to have elected to be laid off in accordance with (c) above. Failure by an employee to report for duty on the date specified by the Company after having accepted another position under (a) or (b) above will result in the employee's continuous service with the Company being deemed to be broken, his seniority being lost and his employment with the Company being deemed to be terminated for just cause.

- 6.02 Employees who have been on layoff for **twelve (12)** months or less will be eligible to be recalled from layoff provided they have the qualifications, experience, skill and ability to perform the required work as determined by the Company. An employee's continuous service with the Company will be deemed to be broken, his seniority lost and his employment with the Company deemed to be terminated if he is on layoff for excess of **twelve (12)** consecutive months, provided that the employee will be entitled to severance pursuant to the *Canada Labour Code*.

- 6.03 Employees who are on layoff are required to provide to the Company their current address and contact information and immediately notify the Company in writing of any changes to their address and/or contact information while on layoff.
- 6.04 Prior to any layoff and if operationally feasible, the Company will endeavour to notify the Union thirty days (30) in advance of this action being taken in order to enable the parties to discuss possible ways of avoiding a layoff or minimizing the adverse effect of the layoff.
- 6.05 Prior to hiring any new employees, the Company will ensure all laid off employees are recalled first if they meet classification and experience level requirements.
- 6.06 An employee who does not accept or defer recall shall forfeit seniority.

ARTICLE 7 – REDRESS PROCEDURE

- 7.01 The following Redress Procedure shall form the basis for resolving any grievance submitted by the Union on behalf of an employee. The Redress Procedure does not apply to probationary employees.
- 7.02 In all cases where redress is contemplated, every effort should be made to resolve the employee's concern through an informal discussion between the employee and their immediate Manager. If such informal discussion does not result in a satisfactory resolution of the employee's complaint, the employee shall have the right to redress in accordance with the following Redress Procedure.

STEP ONE

- 7.03 When requested in writing by an employee, the Representative of the Union shall approach the Production Manager or **their** designate with a written report of the grievance within ten (10) calendar days of the incident or awareness of the incident, otherwise the matter is deemed to be withdrawn. The Company shall render a decision in writing within ten (10) calendar days following receipt of the grievance.

STEP TWO

- 7.04 Within ten (10) calendar days of receipt of the decision, or a timeframe that is mutually agreed upon by both parties, under Step One, the Representative of the Union may present the grievance in writing to the Director of Maintenance, otherwise the grievance is deemed to be withdrawn. The Director of Maintenance will convene a grievance meeting to take place within ten (10) calendar days of referral to Step Two, during which grievance meeting the Union shall have full opportunity to present the grievance. The Company shall render a decision in writing within ten (10) calendar days following the grievance meeting.

ARBITRATION

7.05 If no mutually satisfactory solution can be reached through the Redress Procedure the grievance may, within ten (10) calendar days of receipt of the decision under Step Two, be referred to a sole arbitrator, selected in rotation from a panel comprised as follows:

Colin Robinson

Adrian Frost

7.06 The Arbitrator shall have the power to settle or decide such matters as are referred to them in any way he deems fair and reasonable, and his decision shall be final and binding.

7.07 The Arbitrator shall have jurisdiction to consider only matters properly submitted under the terms of this Agreement.

7.08 The Arbitrator shall not have jurisdiction to alter, amend or modify any of the provisions of this Agreement or to make any decision inconsistent with the terms and provisions of this Agreement.

7.09 The Arbitrator shall, in the case of disciplinary or discharge grievances, have the authority to determine whether the Company's action was taken for just cause.

7.10 The expenses incurred by the Arbitrator shall be borne equally by each party.

ARTICLE 8 – VACATION AND GENERAL HOLIDAYS

8.1 VACATION

8.1.1 The vacation year will extend from January 1 of the current year to December 31 of the same year. Vacation entitlements will be based on completed years of service as of January 1. Vacation entitlement will accrue based on start date with the Company. Employees with less than one year of service as of January 1 will have their vacation prorated accordingly.

8.2 VACATION ENTITLEMENT

8.2.1 Service Completed as of January 1:

1-10 years	3 weeks (120 hours)
11-25 years	4 weeks (160 hours)
26 years plus	5 weeks (200 hours)

8.3 GENERAL HOLIDAYS

8.3.1 The Company recognizes the following General Holidays:

New Year's Day	Labour Day
Louis Riel Day	National Day for Truth and Reconciliation
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Terry Fox Day	Boxing Day

Along with any other Statutory Holidays that may be proclaimed by the Federal Government.

8.3.2 Employees will follow the terms in the Canada Labour Code to qualify for the General Holidays referred to in Article 8.3.1.

8.3.3 When an employee qualifies for a General Holiday as per Article 8.3, they shall be entitled to an amount equal to at least 7 .1875% (11.5/160) of the eligible wages as per Canada Labour Code that they earned in the four-week period prior to the General Holiday paid at his regular rate of pay up to a maximum of eleven and one-half (11.5) hours.

8.4 VACATION SCHEDULING

8.4.1 All vacation must be taken during the vacation year (i.e. by December 31). No cash payout of unused vacation will be approved. Unused vacation is non-cumulative and shall not be carried over to a subsequent year except that a maximum of forty (40) hours' unused vacation may be carried over to the subsequent year provided that such hours must be used within the first two (2) months of the subsequent year, are the first paid vacation hours used by the employee in that subsequent year and if not used are not thereafter carried over ("**Rollover Vacation**").

8.4.2 **The Company will schedule vacation in two (2) scheduling periods: first, by March 1 for the remaining calendar year and by November 1 for Rollover vacation, in accordance with the following:**

- (a) Vacation requests are to be submitted on a Vacation Request Form by **March 1** for **remaining calendar** year and should indicate both first and second choices of dates requested. Employees should forward the completed Vacation Request Form to their immediate manager for processing and their immediate manager will maintain a copy of the vacation schedule. Vacation will be allocated based on operational requirements and seniority, provided that in no event will more than one employee per shift at each base be permitted to be on vacation at any one time, unless permitted by the Company in its sole discretion and provided that the Company will not unreasonably deny more than one employee the opportunity to use their vacation time at the

same time subject to operational requirements and efficiency of operations. **In the event that an employee does not submit a Vacation Request Form by March 1, the Company will schedule the employee's vacation subject to operational requirements and efficiency of operations, provided that the Company will not schedule forty (40) hours' vacation to allow the employee the opportunity to schedule Rollover Vacation.** Any requests for use of vacation days received after **March 1** will be allocated on a first-come, first-serve basis and must be submitted no later than two (2) weeks prior to the first day of the requested vacation. The Production Manager, acting reasonably, shall make the final determination of the vacation schedule.

- (b) Any requests for use of Rollover Vacation or vacation in January or February for the following calendar year must be submitted on a second Vacation Request Form by November 1. Employees should forward the completed Vacation Request Form to their immediate manager for processing and their immediate manager will maintain a copy of the vacation schedule. Vacation will be allocated based on operational requirements and seniority, provided that in no event will more than one employee per shift at each base be permitted to be on vacation at any one time, unless permitted by the Company in its sole discretion and provided that the Company will not unreasonably deny more than one employee the opportunity to use their vacation time at the same time subject to operational requirements and efficiency of operations. In the event that an employee does not submit a second Vacation Request Form and has Rollover Vacation available, the Company will schedule the employee's Rollover Vacation subject to operational requirements and efficiency of operations. The Production Manager, acting reasonably, shall make the final determination of the vacation schedule.**

8.4.3 Employees may elect to split their vacations into separate periods, provided that vacation periods must be taken in at least full week periods, unless the Company is able to accommodate the employee's request to use individual vacation days and such request will result in no additional cost to the Company.

ARTICLE 9 – BEREAVEMENT LEAVE/ LEAVES OF ABSENCE

- 9.01 An employee shall be entitled to bereavement leave of up to **ten (10)** calendar days' duration in the event of a death in the employee's immediate family. Of this leave the employee will receive payment for up to **four (4)** days for which he/she was scheduled to work. The entitlement period to take the bereavement leave will begin on the day in which the death of the immediate family member occurs, and last up to 6 weeks after the latest day on which the funeral, burial or memorial service occurs.
- 9.02 The definition of immediate family is as follows: spouse/common-law partner, employee's child (including miscarriage or still birth), **step-child, daughter-in-**

law, son-in-law, parents of the employee or employee's spouse, **step parents of the employee**, sister, brother, **step-sister, step-brother**, grandparents, brother-in-law, sister-in-law, and any relatives permanently residing in the employee's home or with whom the employee resides.

- 9.03 Supervisors will endeavor to grant as much unpaid leave as possible in relation to the above and may, in exceptional circumstances, grant additional paid leave.
- 9.04 Subject to the requirement of service, an employee who submits a request in writing for a protected leave and who substantiates the purpose of the leave for compassionate reasons (ie. Death of immediate relative, critical illness in immediate family etc.) will be granted such unpaid leave without loss of seniority, benefits or pay progression.

List of protected leaves as per the Canada Labour Code are as follows but not limited to:

Maternity Leave
Parental Leave
Compassionate Care Leave
Bereavement Leave
Leave Related to Critical Illness
Leave Related to Death or Disappearance of a Child
Personal Leave
Leave for Victims of Family Violence
Leave for Traditional Aboriginal Practices
Leave for Court or Jury Duty

ARTICLE 10 – SICK LEAVE

- 10.01 Employees shall be eligible for **sick days as medical leave with pay pursuant to the Canada Labour Code**.

Unused sick days in any year may be accumulated and carried forward to the next year, provided that at no time will an employee have more than sixteen (16) sick days in **their** sick bank at any time. Any unused sick days that would result in the employee having more than sixteen (16) sick days in his sick bank at any time shall be immediately forfeited.

- 10.02 For extended absences in excess of 3 days or in the event of hospitalization, the employee may be eligible for Short Term Disability and may be encouraged to apply for this benefit, however, the employee may elect to use any unused sick time in their bank.

10.03 Benefits

As a condition of employment and except as provided below, employees will participate in the group insurance plan as arranged by the Company for all its employees.

1. The Company shall provide to every employee literature from the insurer providing a list of benefits, including procedures for applying and using these benefits.
2. At time of ratification, the cost of the group insurance plan will be shared by the employees and the Company. The employees' share is one hundred percent (100%) of the cost of the short-term and long-term disability coverage, and the Company's share is one hundred percent (100%) of the cost of the life insurance, the dental plan and the drug plan, in accordance of past practice. The employee shall pay at least fifty (50%) percent of the total cost of all insurance plans and benefits.
3. Any benefit and/or insurance provided through the group insurance plan shall be as described in the respective policy or policies of insurance. The specific application and administration of all group insurance benefits, and all matters with respect to the group insurance plan, shall be governed by the terms of the contract(s) with the insurance carrier(s).
4. In the event of a dispute concerning the payment of benefits under such policies or plans, it shall be adjusted between the employee and the insurance carrier concerned, and not the grievance and arbitration provisions of this Agreement, however, if requested to do so the Company will intervene and attempt to settle the dispute between the employee and the insurance carrier(s).
5. In the event that the insurance carrier(s), benefit plan coverage or premiums are to be amended during the term of this Collective Agreement the company will endeavour to notify the Union sixty (60) days prior to the effective date of any such changes.
6. Where the Company is contemplating a change in insurance carrier(s) and/or coverage, the Company will endeavour to meet with the Union to discuss and consider the Union's input on all options such as benefit packages, premiums and bids from interested carrier(s). The Company shall make all such information available to the Union.

ARTICLE 11 – CALL OUT

- 11.01 Employees called in to work will receive payment for the greater of actual time worked or three hours at their regular rate of pay. For example, call out for one hour equals three hours pay at regular rate of pay. If the employee has already

worked his regularly scheduled shift, overtime may be applicable after two hours; for example, a two-hour call out equals three hours' pay at regular rate of pay. Anything over two hours is paid as punched at time and one half.

- 11.02 Employees placed on a standby basis by the Company will receive payment for three (3) hours' at their regular rate of pay for every twelve (12) hour period that they are required to be on standby. Standby hours shall not be considered hours of work for any purposes. In the event that an employee is called in to work while on standby, the employee will be entitled to call out pay pursuant to Article 11.01 and will not be entitled to standby pay pursuant to this Article 11.02.

ARTICLE 12 – UNIFORMS

- 12.01 An employee in the classification of Engineer, Apprentice or Groomer shall wear uniforms in such manner as is prescribed by the Company. Employees in all other classifications will provide their own appropriate work clothing.
- 12.02 The Company uniform for employees in the classification of Engineer, Apprentice, Groomer or GSE shall consist of:
- (a) One pair arctic ski pant (e.g. Carhart winter bibs)
 - (b) One winter coat
 - (c) Four combined outfits
 - (d) Two sweaters
 - (e) One Alliance ball cap
 - (f) One winter hat (toque)
 - (g) Winter gloves

The Company uniform for employees in the classification of Stores Supervisor, Shipper Receiver/Stores Clerk 1, Shipper Receiver/Stores Clerk 2 or Shipper Receiver/Stores Clerk 3 shall consist of:

- (h) One winter coat
 - (i) Winter gloves
 - (j) toque**
- 12.03 The Company will pay one hundred percent (100%) of the cost of the uniforms for employees in the classification of Engineer, Apprentice, Groomer or GSE, which uniforms shall have a useful life of two (2) years with a year being March 1 to the last day in February. Any costs associated with required alterations to the uniform will be at the Company's expense up to a maximum of fifteen dollars (\$15.00) per uniform piece. Receipts must be submitted for reimbursement.
- 12.04 Upon termination of employment, all uniforms provided by the Company must be returned to the employee's immediate manager, along with I.D. tags, airport pass etc., before final pay can be released.

12.05 Employees will assume the cost of maintenance of all Company provided uniforms. The Company will assume the cost of cleaning of all Company uniforms provided to employees in the classification of Engineer, Apprentice, Groomer or GSE, except that the Company will not be responsible for the cost of cleaning any Company provided uniforms in the event that it installs washing machines and dryers for use by employees in the classification of Engineer, Apprentice, Groomer or GSE, for the purpose of cleaning the Company provided uniforms. The Company will provide the necessary supplies for the washing machine and dryer.

12.06

(a) An employee in the classification of Engineer, Apprentice or GSE will receive a Footwear Allowance for the purchase of CSA safety shoes, winter boots, tooling and personal protective equipment (PPE) up to a maximum of **\$800** once each year, with a year being January 1 to December 31. The employee will provide proof of purchase of the footwear, and an Expense Claim form will be submitted for authorization to the Production Manager or designate. The footwear and equipment is the property of the employee. The **\$800** Footwear Allowance will be effective as of January 1, **2025**.

(b) An employee in the Stores Department and the classification of Groomer will receive a Footwear Allowance for the purchase of CSA safety footwear up to a maximum of \$300 per year, with a year being January 1 to December 31. The employee will provide proof of purchase of the footwear, and an Expense Claim form will be submitted for authorization to the Production Manager or designate. The footwear and equipment is the property of the employee. The \$300 Footwear Allowance will be effective as of January 1, 2022.

12.07

(a) An option to purchase a Company approved heavy winter parka on a cost-shared basis is available to employees in the classification of Engineer, Apprentice, Groomer, GSE or Tech Records Supervisor/Clerk, who have at least six (6) consecutive months of employment with the Company. The Company will be responsible for seventy percent (70%) of the cost of such parka and the employee will be responsible for the remaining amount. The parka will become the property of the employee. The remaining employee cost may be recovered via payroll deduction within two (2) months or four (4) pay periods. The heavy winter parka will be replaced every three (3) years.

(b) Employees in the classification of Engineer, Apprentice, Groomer, GSE or Tech Records Supervisor/Clerk who have less than six (6) consecutive months of employment with the Company may receive written authorization from the VP of Maintenance, at the Company's sole discretion, to purchase a Company approved heavy winter parka on a cost-shared basis, with the Company being responsible for seventy percent (70%) of the cost of such parka and the employee being responsible for the remaining amount. The

remaining employee cost may be recovered via payroll deduction within two (2) months or four (4) pay periods. In the event that the employee's employment with the Company is terminated for any reason whatsoever during the first six (6) months of the employee's employment with the Company, the employee shall immediately return to the Company the parka and shall not receive reimbursement for the employee's share of the cost of the parka. An employee who fails to immediately return to the Company the parka shall have the Company's share of the cost of the parka deducted from the employee's final pay.

ARTICLE 13 – TRAINING COURSES

- 13.01 Transport category aircraft type courses are eligible for an endorsement pay rate, payable upon the employee's successful completion of the type course and the date of issuance of a company Aircraft Certification authority (ACA). Similar aircraft models are paid only one endorsement rate. Each aircraft model is assessed as different by reference to the Transport Canada Type Certificate ("TC"), whereby a separate TC is to be considered a separate endorsement.
- 13.02 All reasonable expenses incurred on Company sponsored training courses will be paid by the Company upon submission of receipts.
- 13.03 Employees on off-site Company sponsored training courses, or other Company related business, will be entitled to per diem allowances as outlined in this agreement.
- 13.04 The Company will pay, upon successful completion, the cost of an employee's AME license, and examination as per Transport Canada fee schedule. In the event an employee is required to rewrite any or all examinations, they will be responsible for the cost of doing so.
- 13.05 Employees may be required to attend training on their regular scheduled day(s) off, unless the employee agrees to receive the overtime rate to take such training. The Company will provide a minimum of thirty (30) days' notice for mandatory training.
- 13.06 Time blocks will be assigned for online training. If employees complete online training duty outside of their regular scheduled shifts, they will be compensated at an overtime rate of 1.5 times the employee's regular rate of pay.
- 13.07 The Company will make all reasonable efforts to provide M2 AMEs a type course within eighteen (18) months of receiving their licence.

ARTICLE 14 – SHIFT SCHEDULING

- 14.01 The Company will make every reasonable effort to publish the shift schedule at least two weeks prior to the beginning of the next cycle.

14.02 The agreed work schedule consists of a fourteen (14) day cycle.

The shift cycle shall be seven (7) days on shift and then seven (7) days off shift.

The shift work hours shall be twelve (12) hours in duration, with one-half (1/2) hour unpaid break. Wages paid per work shift shall be eleven and one-half (11.5) hours.

Wage calculations are based on averaging the fourteen (14) day work cycle, and the standard accumulated work hours are eighty and one-half (80.5) hours per cycle. All hours worked over eighty (80) are to be paid at time and a half pay rate.

14.03 Where management changes the shift schedule, management will make every reasonable attempt to notify the affected employees at least fourteen (14) days in advance.

14.04 Shift trades will be allowed, provided there is advance Company approval and no increased cost to the Company. Once the shift trade has been signed by both employees and approved by the Company, it becomes an official amendment to the posted work schedule. Employees hold full responsibility for their shift until such time as a shift trade is approved and signed. Once the trade is approved and signed, the responsibility is then passed on to the employee accepting the shift trade.

ARTICLE 15 – MATCHING RRSP

15.01 All Maintenance employees shall automatically be enrolled by the Company in the Company's Matching RRSP after one (1) year of continuous service with the Company. All conditions of the RRSP shall be as per the Company's Master Agreement with the RRSP administrator, and in accordance with all applicable laws. [NTD: ALLIANCE TO PROVIDE MATCHING RRSP DOCUMENTATION FOR REVIEW]

15.02 The Company will provide an enrollment package thirty (30) days prior to the first (1st) year anniversary to all new participants. The Company and the employees will contribute on an equal matching basis a percentage of the employee's eligible earnings of the participating employees.

15.03 Completed years of Cumulative Service with the Company Rate

Less than 1 year	None
After completing 1 year	5 %
After completing 10 years	up to 6% (5%, plus an optional additional 1%)

15.04 Employees may voluntarily elect to make additional RRSP contributions up to an additional 6% of eligible earnings, consistent with the applicable guidelines. This additional amount would not be matched by the Company.

ARTICLE 16 – SENIORITY – JOB POSTINGS

- 16.01 The Company will make every reasonable effort to email to all employees in each location any internal job postings and to post any internal job postings on the Company intranet.
- 16.02 It will be the policy of the Company that in filling permanent vacancies or new positions, if the qualifications, experience, skill and ability of any of the competing applicants for the vacancy or position are equal, the applicant with the greatest seniority shall be given preference provided that the applicant has the qualifications, experience, skill and ability to efficiently perform the tasks required.
- 16.03 The Company will provide an updated seniority list upon request. The seniority list will show for each employee listed therein:
- Employee Number
 - Name
 - Seniority Date
 - Company Service Date
 - Classification
- 16.04 Seniority shall commence on the date of hire into a classification covered under this Agreement. If two (2) or more employees are hired on the same date, seniority shall be determined through drawing of lots, unless one (1) such employee has previous company service which shall entitle such employee to a higher ranking on the list. If two (2) or more employees are hired on the same date, and have previous company service, that employee shall be deemed to have more seniority.
- 16.05 An employee shall lose seniority if they resign or retire, is discharged for cause, or forfeits seniority pursuant to the terms of this Agreement, fails to return from layoff or is not recalled from layoff as per this Agreement.

ARTICLE 17 – HEALTH AND SAFETY

- 17.01 The Company and the Union agree to promote and encourage safety practices that will ensure the safety and health of all employees, pursuant to the Canada Labour Code and all other applicable legislation. An employee representative selected by the Union at each primary Maintenance base will participate in the regularly scheduled Company Safety and Health committee meetings. Each employee is encouraged to take all reasonable steps to ensure the safety and health of the workplace and is encouraged to bring all safety and health concerns to the attention of their supervisor or the Safety & Health Committee.

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

- 17.02 An Occupational Health & Safety Committee shall be maintained and/or established pursuant to the requirements of the Canada Labour Code. Members

of the Occupational Health & Safety Committee who do not properly fulfill their duties as a member of such Committee or who fail to comply with the safety and health requirements, rules, regulations and procedures of the Company will be removed from such Committee.

- 17.03 The Company shall post and keep posted the names of all the members of the Occupational Health & Safety Committee on the Union bulletin boards.
- 17.04 The Union shall have the right to discuss matters dealing with safety and health conditions at any time.
- 17.05 The Company will provide bulletin boards for the purpose of posting the names of representatives appointed by the Union, meetings, minutes, inspection reports and seniority lists.

ARTICLE 18 – WAGES

- 18.01 The number of Designated Journeyman positions available is unrestricted.
- 18.02 The minimum requirement to receive a Designated Engineer position is AME license, category M1, M2, E or S.
- 18.03 New hire licensed Engineers will be evaluated for starting level based on previous experience, such as related aircraft types, crew chief position, etc.
- 18.04 The number of E6 level Engineers is unrestricted.
- 18.05 Structures Technicians and Avionics Technicians are equivalent to Apprentice / Engineer levels and are not listed as Designated positions.
- 18.06 Engineers holding an AME license in category “E” shall be paid the endorsement rate for any aircraft for which they have been granted an ACA.
- 18.07 Engineers holding an AME license in category “E” or “S” shall be paid the endorsement rate for any aircraft type courses that they have attended and successfully completed.
- 18.08 Employees who are required to carry out the responsibilities of their supervisor shall be paid the base rate that is equivalent to the supervisor. This applies to supervisory positions of Crew Chief, Technical Records Supervisor, and Stores Supervisor.
- 18.09 The **Crew Chief** will appoint an ACA to receive a Lead Hand Premium on night shift when there is a crew of seven (7) or more employees.

ARTICLE 19 – PER DIEMS

- 19.01 Employees are entitled to a meal per diem of \$94.00 per day for any work-related assignment away from their main base.
- 19.02 When an employee qualifies for a per diem and the overnight occurs outside of Canada, the per diem chart below will be paid in U.S dollars or the local currency whichever is greater.

ARTICLE 20 - ACCOMMODATIONS STANDARDS

- 20.01 The Company has the right to provide accommodations such as houses, apartments or hotel/motel rooms **outside of Thompson**. The Company will endeavor to provide employee accommodations that have a minimum of one sleeping room per employee occupant and adequate cooking and personal cleaning areas. Employees shall only be required to share rooms where it is not possible to have their own room due to all rooms being occupied. The Company shall endeavor to provide all necessary materials for staff housing including bedding materials, towels, dishes, cooking utensils, adequate individual room heating and cooling controls, which may include an air conditioner for each bedroom, and suitable entertainment products.

If upon arrival the accommodations prove to be unacceptable, the employee will notify their direct Manager, giving the reasons therefor, and request to stay at a hotel or alternate facility in that community at the Company's expense, the Company will make best reasonable efforts to accommodate these requests whenever possible.

In the event, that the overnight accommodations do not provide meal facilities comparable to staff housing, the Company will pay, upon submission of receipts, reasonable transportation costs incurred by the employee to the nearest meal facility in the event a crew vehicle is not available.

ARTICLE 21 – LOYALTY PAY

- 21.01 Employees shall be eligible for a Loyalty Payment based on years of service. This payment is calculated exclusive of any Northern Base Allowance percentage. The Loyalty rate is \$1.00 (one) per hour for every 5 (five) years of completed service to a maximum of **\$5.00 (five dollars)** per hour.

ARTICLE 22 – BANKED OVERTIME

- 22.01 Employees shall be eligible to bank overtime subject to the following conditions:

- (a) An employee who wishes to have their overtime banked must clearly indicate their desire to bank overtime on their daily time card or by advising the timekeeper in writing;
- (b) At no time will an employee have more than eighty (80) hours' banked overtime. An employee who has eighty (80) hours' banked overtime and who works additional overtime will have the additional overtime paid out;
- (c) Employees who have banked overtime are expected to use the banked overtime to take time off, failing which the banked overtime will be paid out to the employee in accordance with Article 22.01(b). In the event that an employee elects to have more than thirty (30) hours' banked overtime paid out, the Company may issue a separate payment for the banked overtime up to twice a year;
- (d) Requests for banked overtime leave are to be submitted in writing to the employee's immediate manager at least fourteen (14) calendar days' prior to the requested dates of banked overtime leave. When an employee requests more than one (1) shift off for banked overtime leave, the employee must first use vacation in accordance with Article 8 before banked overtime may be used. Banked overtime leave which is used in conjunction with vacation will be treated as vacation and be subject to the requirements of Article 8.4;
- (e) Requests to use banked overtime shall be granted subject to the requirements and efficiencies of operations, provided that in no event will more than **two** employees per shift at each base be permitted to be on vacation or banked overtime leave at any one time unless permitted by the Company;
- (f) Banked overtime shall not be considered as hours worked by the employee and shall not be included in any calculation for the purpose of determining an employee's entitlement to overtime and will only be credited after all other payroll entries have been made; and
- (g) Banked overtime that is paid out will be paid out at the overtime rate of one and one-half (1.5) times the employee's regular rate of pay as at the time the applicable overtime hours were worked.

ARTICLE 23 – PAID EDUCATION LEAVE

23.01 The Company agrees to pay into a special fund one hundred dollars (\$100.00) per each year of the Agreement for the purpose of providing paid education leave. The purpose of such leave will be to upgrade employee skills in all aspects of trade union functions. Such monies will be paid into a trust fund established by the National Union, UNIFOR, and forwarded by the Company to:

Unifor Paid Education Leave Program
Unifor Family Education Centre
P.O. Box 897
Port Elgin, Ontario N0H 2C5

ARTICLE 24 – TECHNOLOGICAL CHANGES

24.01 The Company and the Union agree that in the event of technological changes, the Canada Labour Code provisions pertaining to the technological changes will apply. The Company further agrees to notify and meet with the Union, as soon as possible, if requested to do so to discuss any substantive technological change to Company operations which directly affect classifications covered by this Agreement.

ARTICLE 25 – PERSONNEL FILES

25.01 At the employee's request, all files maintained by the Company relating to the employee shall be made available for their examination in the presence of a member of Management.

The employee and the Union shall be advised of any material of a critical or unfavourable nature at the time such material is placed on the file.

If the employee chooses to respond to any material(s) placed in their file, the response(s) shall be kept on that file, with the materials to which it refers.

Material not related to technical competency will be removed from an employee's file (s) kept by the Company, upon request, after two (2) years, provided that there has been no further disciplinary action in the interim. Time off on layoff or leave of absences will not count toward these two years.

ARTICLE 26 – UNION LEAVE

26.01 Subject to operational requirements, the Company shall when requested and on such conditions as may be agreed to, authorize release from work in order that employees may attend to Union business. As examples, such requests will arise in the following circumstances:

- a) The Local chairperson and one (1) additional representative (this additional person by mutual agreement with the Company) when required to attend a meeting at the Company's request (including a grievance or disciplinary meeting); One (1) employee when required for Union conventions of not more than six (6) calendar days, once every year;

- b) The Local chairperson and additional representatives to the maximum of five (5) total required to attend collective bargaining meetings with the Company;
- c) The Local chairperson and additional representatives to the maximum of five (5) to attend preparatory negotiation meetings; and
- d) Union representatives to attend Union training.

26.02 Request for Union Leave must be made as far in advance as possible. Subject to operational requirements, requests for Union Leave will not be unreasonably denied.

ARTICLE 27 – SUB-CONTRACTING

27.01 No employee within their classification will lose their employment in their base or location, or their position as a result of sub-contracting of work falling within the scope of this Agreement.

27.02 Management and other Company employees outside the bargaining unit, will not displace an employee but may supplement in unusual circumstances which arise suddenly and where special assistance is required

ARTICLE 28 – RAIC

28.01 All employees who require access to secure airport areas shall be required to obtain and retain an Airport Restricted Identification Card and/or **any general security pass** will be referred to as a RAIC.

28.02 The Company shall afford the employee one (1) hour of regular pay per hour to attend their RAIC appointment(s).

ARTICLE 29 – DURATION

29.01 This agreement shall be in effect from **January 1, 2025** and continue in full force and effect until **October 31, 2027**.

Signed in Winnipeg, Manitoba this ____ day of _____, 2025.

For the Company

For the Union

APPENDIX A – WAGES

A.1 WAGE RATE INCREASES

Effective January 1, 2026, the hourly rates of pay paid to employees as at that date will be increased by three percent (3%).

Effective January 1, 2027, the hourly rates of pay paid to employees as at that date will be increased by three percent (3%).

A.2 NORTHERN BASE ALLOWANCE

Employees who regularly work in Thompson at the direction of the Company will be paid for that month, in addition to the applicable base rate, a Northern Base Allowance equal to five percent (5%) of the applicable base rate.

A.3 WAGE BASE RATES

The minimum hourly rate of pay payable to employees who are hired by the Company on or after **January 1, 2025** will be as follows:

Aircraft Maintenance

Position	Rate	Criteria
Groomer MB	\$18.016	Entry Level - No education
Entry Apprentice MB	\$18.016	Entry Level - No education

Level 1 Apprentice AME	\$20.540	Provide proof of enrollment in Level 1 & 0 - 1800 Hours
Level 2 Apprentice AME	\$25.470	Provide proof of successful completion of previous level as per Apprenticeship Board & 1801 – 3600 Hours
Level 3 Apprentice AME	\$28.756	Provide proof of successful completion of previous level as per Apprenticeship Board & 3601 - 5400 Hours
Level 4 Apprentice AME	\$32.864	Provide proof of successful completion of previous level as per Apprenticeship Board & 5401 - 7200 Hours
A Apprentice	\$21.338	Provide proof of acceptable training

A1 Apprentice	\$25.470	Provide proof of approved training OR proof of acceptable training and successful completion of Tech Exams & 18 - 24 months apprenticeship experience
A2 Apprentice	\$28.756	Provide proof of approved training OR proof of acceptable training and successful completion of Tech Exams & 24 - 36 months apprenticeship experience
A3 Apprentice	\$32.864	Provide proof of approved training OR proof of acceptable training and successful completion of Tech Exams & 36 - 48 months apprenticeship experience
E1 AME	\$34.920	Provide proof of valid and current AME license & 0 - 12 months experience as a licensed AME
E2 AME	\$36.608	Provide proof of valid and current AME license & 12 - 24 months experience as a licensed AME
E3 AME	\$39.080	Provide proof of valid and current AME license & 24 - 36 months experience as a licensed AME
E4 AME	\$41.762	Provide proof of valid and current AME license & 36 - 48 months experience as a licensed AME
E5 AME	\$43.760	Provide proof of valid and current AME license & 48 - 60 months experience as a licensed AME
E6 AME	\$46.056	Provide proof of valid and current AME license & 60+ months experience as a licensed AME
E1 AME – ACA Single Rating	\$38.758	Provide proof of valid and current AME license with ACA Single Rating & 0 - 12 months experience as a licensed AME
E2 AME – ACA Single Rating	\$40.446	Provide proof of valid and current AME license with ACA Single Rating & 12 - 24 months experience as a licensed AME

E3 AME – ACA Single Rating	\$42.918	Provide proof of valid and current AME license with ACA Single Rating & 24 - 36 months experience as a licensed AME
E4 AME – ACA Single Rating	\$45.600	Provide proof of valid and current AME license with ACA Single Rating & 36 - 48 months experience as a licensed AME
E5 AME – ACA Single Rating	\$47.598	Provide proof of valid and current AME license with ACA Single Rating & 48 - 60 months experience as a licensed AME
E6 AME – ACA Single Rating	\$49.894	Provide proof of valid and current AME license with ACA Single Rating & 60+ months experience as a licensed AME
E1 AME – ACA Multi-Rating	\$42.595	Provide proof of valid and current AME license with ACA Multi-Rating & 0 - 12 months experience as a licensed AME
E2 AME – ACA Multi-Rating	\$44.283	Provide proof of valid and current AME license with ACA Multi-Rating & 12 - 24 months experience as a licensed AME
E3 AME – ACA Multi-Rating	\$46.755	Provide proof of valid and current AME license with ACA Multi-Rating & 24 - 36 months experience as a licensed AME
E4 AME – ACA Multi-Rating	\$49.437	Provide proof of valid and current AME license with ACA Multi-Rating & 36 - 48 months experience as a licensed AME
E5 AME – ACA Multi-Rating	\$51.435	Provide proof of valid and current AME license with ACA Multi-Rating & 48 - 60 months experience as a licensed AME
E6 AME – ACA Multi-Rating	\$53.732	Provide proof of valid and current AME license with ACA Multi-Rating & 60+ months experience as a licensed AME
E1 AME- Crew Chief	\$49.427	Provide proof of valid and current AME license with ACA Multi-Rating & 0 - 12 months experience as a licensed AME
E2 AME - Crew Chief	\$51.115	Provide proof of valid and current AME license with ACA Multi-Rating & 12 - 24 months experience as a licensed AME

E3 AME - Crew Chief	\$53.587	Provide proof of valid and current AME license with ACA Multi-Rating & 24 - 36 months experience as a licensed AME
E4 AME - Crew Chief	\$56.269	Provide proof of valid and current AME license with ACA Multi-Rating & 36 - 48 months experience as a licensed AME
E5 AME- Crew Chief	\$58.267	Provide proof of valid and current AME license with ACA Multi-Rating & 48 - 60 months experience as a licensed AME
E6 AME- Crew Chief	\$60.562	Provide proof of valid and current AME license with ACA Multi-Rating & 60+ months experience as a licensed AME

Tech Records

Position	Rate
Tech Records Clerk 1	\$19.847
Tech Records Clerk 2	\$23.222
Tech Records Clerk 3	\$26.938
Tech Records Supervisor	\$31.763

Stores

Position	Rate
Stores Supervisor	\$31.763
Shipper Receiver/ Stores Clerk 1	\$19.847
Shipper Receiver/ Stores Clerk 2	\$23.222
Shipper Receiver/ Stores Clerk 3	\$26.938

Ground Service Equipment

Position	Rate	Criteria
Level 1 Apprentice GSE (Auto)	\$22.849	Entry Level: 0 - 1800 Hours
Level 2 Apprentice GSE (Auto)	\$26.234	Provide proof of successful completion of previous level as per Apprenticeship Board & 1801 - 3600 Hours
Level 3 Apprentice GSE (Auto)	\$29.619	Provide proof of successful completion of previous level as per Apprenticeship Board & 3601 - 5400 Hours
Level 4 Apprentice GSE (Auto)	\$33.003	Provide proof of successful completion of previous level as per Apprenticeship Board & 5401 - 7200 Hours
Level 1 Apprentice GSE (Heavy Duty)	\$25.387	Entry Level: 0 - 1800 Hours
Level 2 Apprentice GSE (Heavy Duty)	\$28.773	Provide proof of successful completion of previous level as per Apprenticeship Board & 1801 - 3600 Hours
Level 3 Apprentice GSE (Heavy Duty)	\$29.619	Provide proof of successful completion of previous level as per Apprenticeship Board & 3601 - 5400 Hours
Level 4 Apprentice GSE (Heavy Duty)	\$33.003	Provide proof of successful completion of previous level as per Apprenticeship Board & 5401 - 7200 Hours

E1 Journeyman (Auto)	\$36.700	Provide proof of Red Seal & 0 - 12 months applicable experience as Red Seal Journeyman
E2 Journeyman (Auto)	\$39.416	Provide proof of Red Seal & 12 - 24 months applicable experience as Red Seal Journeyman
E3 Journeyman (Auto)	\$42.134	Provide proof of Red Seal & 24 - 36 months applicable experience as Red Seal Journeyman
E4 Journeyman (Auto)	\$43.492	Provide proof of Red Seal & 36 - 48 months applicable experience as Red Seal Journeyman
E5 Journeyman (Auto)	\$44.172	Provide proof of Red Seal & 48 - 60 months applicable experience as Red Seal Journeyman
E6 Journeyman (Auto)	\$45.530	Provide proof of Red Seal & 60+ months applicable experience as Red Seal Journeyman
E1 Journeyman (Heavy Duty)	\$39.416	Provide proof of Red Seal & 0 - 12 months applicable experience as Red Seal Journeyman

E2 Journeyman (Heavy Duty)	\$42.134	Provide proof of Red Seal & 12 - 24 months applicable experience as Red Seal Journeyman
E3 Journeyman (Heavy Duty)	\$44.850	Provide proof of Red Seal & 24 - 36 months applicable experience as Red Seal Journeyman
E4 Journeyman (Heavy Duty)	\$46.209	Provide proof of Red Seal & 36 - 48 months applicable experience as Red Seal Journeyman
E5 Journeyman (Heavy Duty)	\$46.888	Provide proof of Red Seal & 48 - 60 months applicable experience as Red Seal Journeyman
E6 Journeyman (Heavy Duty)	\$48.247	Provide proof of Red Seal & 60+ months applicable experience as Red Seal Journeyman

Type	Premiums
Temp Crew Chief	\$6.19
Lead Hand	\$3.09
Endorsement	\$1.23
Additional Red Seal (Multiple)	\$1.23
S Rating	\$1.23
EDDY/ UT	\$1.23

Employees whose hourly rate of pay is greater than the above applicable minimum hourly rates of pay as **at [date of ratification], 2025** will be red circled and shall not receive the wage rate increases outlined at A.1 above until the applicable minimum hourly rate of pay hourly rate of pay is equal to or greater than their red circled hourly rate of pay.

LETTER OF UNDERSTANDING NO. 1

Between

ALLIANCE MAINTENANCE LP

And

UNIFOR LOCAL 468

This Letter of Understanding is made and entered into between Alliance Maintenance LP and Unifor, Local 468. This Letter of Understanding shall form part of the Collective Agreement and run concurrently with it.

AVERAGING WORK HOURS AND MODIFIED SCHEDULE

The nature of the work for the Maintenance dept. technical staff (Engineers, Apprentices and Groomers) necessitates shift coverage for all hours of every day. This applies to all Maintenance dept. technical staff.

1. The agreed work schedule consists of a fourteen (14) day cycle. The shift cycle shall be seven (7) days on shift and then seven (7) days off shift.
2. The shift work hours shall be twelve (12) hours in duration, with one-half (1/2) hour unpaid break. Wages paid per work shift shall be eleven and one-half (11.5) hours.
3. Wage calculations are based on averaging the fourteen (14) day work cycle, and the standard accumulated work hours are eighty and one-half (80.5) hours per cycle. All hours worked over eighty (80) are to be paid at time and a half pay rate.

Signed in Winnipeg, Manitoba this ____ day of _____ , 2025.

For the Company

For the Union

LETTER OF UNDERSTANDING NO. 2

Between

ALLIANCE MAINTENANCE LP

And

UNIFOR LOCAL 468

This Letter of Understanding is made and entered into between Alliance Maintenance LP and Unifor, Local 468. This Letter of Understanding shall form part of the Collective Agreement and run concurrently with it.

OVERTIME CALCULATIONS

- 1. Overtime will be calculated at the rate of one and one-half (1.5) times the employee’s regular rate of pay as at the time the applicable overtime hours were worked. For the purposes of this Letter of Understanding, “regular rate of pay” shall include all applicable premiums earned by the employee, but not include any Northern Base Allowance.

Signed in Winnipeg, Manitoba this ____ day of _____, 2025.

For the Company

For the Union
