

Letter of Understanding (“LOU”)

Between:

Perimeter Aviation LP

And

The Flight Attendants in service of Perimeter Aviation LP

As represented by

Unifor Local 2002

This Letter of Understanding is made and entered into pursuant to the Canada Labour Code, as amended, by and between Perimeter Aviation LP (hereinafter referred to as the “Company”) and the Flight Attendants in the service of the Company, as represented by Unifor, Local 2002 (hereinafter referred to as the “Union” and collectively referred to as the “Parties”).

WHEREAS, the Company and the Union are both parties to a collective agreement, and;

WHEREAS, the parties agree that the current collective agreement does not encompass language specific to ground assistance shifts;

NOW, THEREFORE, the parties agree as follows:

1. Ground Assistance Shift Assignment will be scheduled in accordance with Article 4.2 of the Collective Bargaining Agreement, subject to the following conditions:
 - a. The Ground Assistance shifts are biddable during the bidding period with the company scheduling the required number of days of active flying to ensure currency is maintained; and
 - b. the Ground Assistance shifts can be traded if requested and will follow the same shift swap procedures for other assigned shifts.
 - c. The Company will have a minimum of 1 (one) Ground Assistance shift per day, provided there are scheduled flights on those days.
 - d. Flight Attendants on-shift working the position of Ground Assistance will not be activated to fill a vacant flight pairing.
 - e. Should a ground assistance shift remain unbid at the end of the bidding process, it shall be assigned in reverse order of seniority.

- f. Vacant Ground Assistance shifts may be assigned using Reserve Coverage under Article 4.4
 - g. Ground Assistance shift assignment are required to follow the Ground Assistance Daily Checklist.
 - h. Employees, while not required to wear the In-Flight Uniform while performing Ground Assistance duties, will be required to wear clothing suitable for the position, while maintaining a professional appearance, and following all other Company Dress Code requirements. (ie. Non-ripped jeans may be worn, but not track pants/sweats).
 - i. All future job postings shall include the requirement of working ground assistance shifts.
2. Flight Attendants working ground assistance shifts will be paid the same as any other day of work under the collective agreement, regardless of the number of hours worked in a day, up to a maximum of 8.5
3. All other provisions of the Collective Agreement will continue to apply, except as expressly modified by this Letter of Understanding. Where there is a conflict between the Collective Agreement and this Letter of Understanding, this Letter of Understanding shall apply.

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Understanding on this 31 day of January 2025 at Winnipeg, Manitoba

For the Company



Cory Bertram
Vice President of Flight Operations

For the Union



Carmen Ledarney
Unifor National Aerospace
Director



Natasha Lalman
Employee and Labour Relations
Advisor

H. L. Bateman

Harold Bateman
Assistant to the President Unifor
Local 2002