

COLLECTIVE AGREEMENT

BETWEEN

PERIMETER AVIATION LP



AND

**THE INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE WORKERS
DISTRICT 140 AND LOCAL 2413**



AGREEMENT NO. 9

RAMP ATTENDANTS AND GROOMERS

JULY 1, 2022 – JUNE 30, 2025

10084-09

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PREAMBLE

This Agreement is made and entered into as of the 1st day of July, **2022** by and between Perimeter Aviation LP, (doing business as Bearskin Airlines), formerly known as Bearskin Lake Air Service LP., hereinafter referred to as the "Company", and the International Association of Machinists and Aerospace Workers, hereinafter referred to as the "**Union**", representing certain employees, as hereinafter defined, employed in the service of the Company.

In making this Agreement, the parties hereto recognize that compliance with the terms of the Agreement and development of a spirit of co-operation are essential for mutual benefit and public service.

ARTICLE 1 – PURPOSE OF AGREEMENT

1.01 The purpose of this Agreement is in 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 fullest extent possible, the safety of air transportation, the efficiency and economy of operations, the maintenance of a high degree of quality of maintenance and engineering work. It is recognized by this 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.

1.02 The Company and the **Union** agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practiced by either of them or their representatives or members because of any employee's membership or non-membership in the **Union**, or because of **their** activity or lack of activity in the **Union**.

1.03 Employment Equity

The Company and the **Union** recognize the need to conform to the Federal Government's Employment Equity Program. The Parties recognize the need to achieve equality in employment opportunities in the workplace. When real or artificial barriers to the advancement of employment equity become apparent, the parties will consult. A meeting will be convened to provide the **Union** with an opportunity to present its' view concerning:

- (a) the elimination of any practices or conditions imposed through the Collective Agreement respecting employment equity; and
- (b) any assistance the **Union** could provide to the Company in order to facilitate the implementation of employment equity in the workplace and the communication to employees of matters relating to employment equity; and
- (c) the preparation, implementation and revision of the Company's employment equity plan.

ARTICLE 2 - SCOPE OF AGREEMENT

- 2.01 The Company recognizes the International Association of Machinists and Aerospace Workers as the sole collective bargaining agent for all Ramp Attendants and Groomers in the employ of Perimeter Aviation LP, (doing business as Bearskin Airlines), excluding Supervisors and those above.
- 2.02 (a) Management may perform bargaining unit work for the purpose of assisting bargaining unit members or for the purpose of instructing employees, inspection or checking out of equipment to remain current on aircraft or in situations which require immediate action to remain operational.
- (b) The Union and the Company recognize that other employees of the Company perform work with the bargaining unit. The parties agree that this practice will continue when required for staff shortages, training, short term illnesses and emergency situations.
- 2.03 The Union and Company recognize that work done by bargaining unit members has been contracted out in the past. The Company agrees it will not contract out Ramp or Grooming work performed by the bargaining unit during the term of this Collective Agreement except as a last resort where all employees are unavailable to work the assigned shifts.
- 2.04 The Union acknowledges that 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, provided that an employee who has completed the probationary period and who has not been dealt with concerning these matters for reasonable cause, may submit a grievance which shall be settled as hereinafter provided, and
- (c) to manage the industrial enterprise in which it is engaged and without restricting the generality of the foregoing to determine the number and locations of plants, the kinds and locations of machines, tools and equipment to be used, the control of materials and parts, the schedules or production, and the extension, limitation, curtailment, or cessation of operations and to study and introduce new or improved methods, processes, materials and facilities, and to make and enforce and alter from time to time rules and regulations covering the operation of its business provided that said rules shall not be inconsistent with this Agreement.

The Company agrees that its exclusive functions provided by this Agreement shall be exercised in a manner consistent with all provisions of this Agreement.

ARTICLE 3 - STATUS OF AGREEMENT

- 3.01 This Agreement and any appendices or supplements thereto, supersede any and all Agreements now existing or previously executed between the Company and any

Union or individual, affecting the employees covered by this Agreement.

- 3.02 Exceptions, local or side agreements, or modifications of this Agreement may not be made except by mutual agreement in writing between the **Director, Commercial Operations** or **their** designate, and a designated representative of the Union.
- 3.03 The only interpretation of this Agreement which shall be considered valid and binding are those agreed to in writing by the designated representative of the Union and the **Director, Commercial Operations** or their designate.
- 3.04 In case of a consolidation or merger affecting the rights of employees covered by this Agreement, the provisions of the Canada Labour Code Part I will apply.
- 3.05 During the life of this Agreement the Company shall not cause or engage in any lockout nor shall the Union call or authorize a strike or stoppage of work or slow-down, either complete or partial, until all the procedures provided for in this Agreement and in the Canada Labour Code for the adjustment and settlement of disputes or for the avoidance of interruption of work shall have been exhausted.

ARTICLE 4 – UNION MEMBERSHIP AND DEDUCTION OF DUES

- 4.01 Subject to the provisions of the Canada Labour Code, it is agreed that all employees covered by this Agreement shall become members and shall remain members of the Union in good standing as a condition of employment. This article may not be used to deprive an employee of **their** employment.
- 4.02 (a) Membership in the Union shall be available to any employee eligible under the constitution of the Union on payment of initiation or re-instatement fees uniformly required of all other such applicants by the Union local. Membership shall not be denied for reasons of race, age, national origin, color or religion.
- (b) New employees shall make application for membership in the Union at the time of their hiring and shall become members of the Union after they have paid the required initiation fee prescribed in the Unions bylaws. They must remain in good standing as a condition of employment. Such completed applications shall be sent to the Secretary-Treasurer of the Local Lodge forthwith.
- (c) At the earliest opportunity, and in accordance with operational requirements and shift availability, the employee's immediate supervisor shall introduce the new employee to **their** Steward or designee. The meeting shall not exceed fifteen 15 minutes in length. The Steward or designee will provide **the employee** with a copy of the Collective Agreement and will ensure Union applications are completed by such new hires and forwarded to the appropriate Union office.
- 4.03 The Company agrees that all employees covered by this agreement shall have monthly dues deducted from their wages as a condition of employment. The deduction of Union dues shall commence from the first day of employment, beginning with the first pay, and each pay thereafter, from all Union employees.

- 4.04 The Company agrees to deduct Union Dues in the amount prescribed by the Union to the Employer in writing from time to time. Such deductions shall be remitted by cheque or electronic fund transfer to the District Lodge of the Union by the **fifteenth (15th)** day of the month following the month in which the deductions were made. The Union will notify the Company in writing of the name of the Union Official to whom the money so deducted shall be sent. The monies so deducted are deemed to be trust monies belonging to the Union.
- 4.05 If the wages of an employee payable on the payroll for the last pay period of any month are insufficient to permit the deduction of the full amount of dues, no such deduction shall be made from the wages of such employee by the Employer in such month.
- 4.06 Deductions from wages except those required by this Agreement and the Law and repayment of payroll errors shall be made only on written authority of the employee. All deductions will be shown on the pay voucher.
- 4.07 Payroll deductions required by Law, deductions of money due or owing to the Company including repayment of payroll errors and deductions for Medical and Group Insurance shall take precedence over the deduction of Union Dues when the wages payable are insufficient to permit the deduction of Union Dues.
- 4.08 The Company will, at the time of making each remittance hereunder to the Secretary-Treasurer of the Union supply a statement showing the following information from whose pay deductions have been made;
- (a) All monthly dues for members to be submitted in order of **hire date with first name, last name**, classification, hourly rate, **total hours**, dues deducted in **each pay period** and employment status. **Probationary employees shall be listed at the bottom of the bargaining unit list;**
 - (b) The Company further agrees that it will supply all such information by way of electronic mail (e-mail) and a hard copy, if so requested by the Union. **The information provided shall be in an excel format and the Union will provide (if necessary) a sample template that captures the required content.**
 - (c) **The most recent seniority list shall accompany such monthly union dues report.**
 - (d) **The Company further agrees to provide the IAMAW District Lodge 140, on a semi-annual basis (with the January and July dues reports), with the names, addresses and email addresses of the employees in the bargaining unit. These shall be emailed to the District office as advised by the Union.**
- 4.09 The Employer will show the amount of the dues deducted on T-4 slips issued to employees.
- 4.10 When requested in writing, the Employer will provide to the Union within ten (10) calendar days a list of member's names and wage rates.

- 4.11 The Union shall indemnify and save harmless the Company, its agents and/or employees acting on behalf of the Company from any and all claims, demands, actions, or causes of action, arising out of or in any way connected with the collection of such dues and initiation fees for Union members only.

ARTICLE 5 - DEFINITIONS

As used in this Agreement, the following terms shall have the following meanings, unless otherwise specified.

- 5.01 **"Company"**
- Perimeter Aviation LP, (doing business as Bearskin Airlines)
- 5.02 **"Union"**
- International Association of Machinists and Aerospace Workers, as represented by Local Lodge 2413.
- 5.03 **"Agreement"**
- The Collective Agreement in effect, including amendments or interpretations thereto agreed upon and covered by letters or written amendments signed by authorized Company and Union Officers.
- 5.04 **"Employee"**
- Means persons who are employed in the classifications listed in Appendix "A" and who are employed by Perimeter Aviation LP, (doing business as Bearskin Airlines) and are represented by the International Association of Machinists and Aerospace Workers.
- 5.05 **"Probationary Employee"**
- A full-time employee who has not successfully completed a minimum of six (6) calendar months worked with the Company.
 - A part-time employee who has not successfully completed a minimum of six (6) calendar months and a minimum of 520 hours worked with the Company.
- 5.06 **"Month"**
- A calendar month.
- 5.07 **"Base"**
- This term shall mean Ramp Attendants and Groomers in the City of Thunder Bay, the Town of Sioux Lookout, and any other location where the Company, doing business as Bearskin Airlines has employees that perform Ramp or Grooming work.
- 5.08 **"Call-out"**
- Means employees called out to work on a specific job assignment after leaving the premises of the Company following completion of a scheduled shift or on a scheduled day of rest.

- 5.09 **"Vacancy"**
- Means a position determined by the Company to be vacant and filled at the Company's discretion.
- 5.10 **"Lead Hand"**
- Assigns, directs and instructs employees in the duties and work requirements of the classifications of employees covered by the Agreement. Performs the work of **their** classification and is responsible to management to carry out all duties as assigned.
- 5.11 **"Temporary Position"**
- Shall be as historically used by the Company and shall not be operated in such a way as to undermine the bargaining unit.
- 5.12 **"Temporary Employee"**
- An employee who fills a temporary position.

ARTICLE 6 - SPECIFIC PERFORMANCE

- 6.01 The waiver of any of the provisions of this Agreement, or the breach of any of its provisions, by any of the parties, shall not constitute a precedent for further waiver of the enforcement of any further breach.

ARTICLE 7 - EMPLOYEE'S REPRESENTATIVE

- 7.01 The Company will recognize Union Representatives who shall be employees of the Company as follows:
- One (1) Shop Steward for Thunder Bay
 - One (1) Shop Steward for Sioux Lookout
- The **Union** may name an alternate steward at each base.
- 7.02 When the Local Union Representative makes a request to attend to matters relating to this Agreement or to other Union business, Union Representatives shall be granted time off without pay subject to the Company's operational requirements and shall be granted space available transportation on Company flights in accordance with Company policy for that purpose.
- 7.03 The Shop Stewards and Representatives of the Company may meet as required upon request by either party on mutually agreeable dates. The party requesting the meeting shall do so in writing with an agenda of the items to be discussed. Only Shop Stewards, a Business Representative or International Officer of the Union shall be present at the meeting. If the Business Representative is requested to attend by the Company or the Shop Steward, the Company will provide a space available pass over its routes. If the Company agrees to the meeting, only the primary Shop Stewards will be granted time off with pay to attend.
- 7.04 When the Company makes the request to attend to matters relating to this Agreement or when Shop Stewards are required to participate in the resolution of complaints at

the immediate supervisor level pursuant to Article 8, Union representatives will be granted time off with pay, subject to the Company's operational requirements. The Union recognizes and agrees that a Shop Stewards primary function is to perform the duties of their classification for which they are employed by the Company.

- 7.05 The Union shall elect and the Company shall recognize two (2) members who are employees of the Company covered by this Agreement and shall constitute a Negotiating Committee. The function of such Committee shall be to meet with designated Company Representatives for the purpose of the negotiating amendments to or a renewal of this Collective Agreement. Negotiating committee members will be granted time off with pay to attend at the negotiations up to but not including Conciliation.
- 7.06 No Union activity will be conducted on Company property or Company time other than as expressly provided for in this Agreement.
- 7.07 Any time consumed on union business or activities that has been authorized by the Company or agreed to under this Collective Agreement, excluding Articles 7 & 8 will be paid by the Company and charged to Local Lodge 2413. The Local Lodge will provide the Company with the respective time clearance request and will reimburse the Company by month end.

ARTICLE 8 - GRIEVANCE PROCEDURE

- 8.01 For the purpose of this Agreement, a grievance is defined as any difference between the Company and the Union and/or those parties on whose behalf this Agreement was entered into, concerning the interpretation, application, administration, or alleged violation of the Agreement.
- 8.02 If an employee feels **they** has suffered a grievance, **the employee** shall report the grievance in the manner provided herein. Pending possible settlement, the employee shall meanwhile perform the duties assigned by the Company if the Company so requests, otherwise, the Company may suspend the employee pending investigation.
- 8.03 (a) The Company will notify the Shop Steward and the individual(s) involved in the occurrence as soon as possible after the investigation is completed if disciplinary action is contemplated.
- (b) Prior to disciplinary or discharge action, the Company agrees to meet with the employee to discuss the matter. Any employee involved in any discussion with Management in which discipline may result, shall have the right to have a Shop Steward or designate present. Failure of a Shop Steward or designate to be present will not void the discipline and will not be the subject of a grievance. However, an employee who feels **they have** been unjustly disciplined or discharged may file a grievance at Step 2.
- (c) Where disciplinary or discharge action is considered necessary, such action will take place within ten (10) calendar days following the meeting the Company and the employee as per 8.03 (b) above.

- 8.04 Grievances of a policy nature may be initiated by the Union or the Company at Step Two.
- 8.05 **Step One:**
An employee who has a complaint shall first bring the issue verbally to the attention of **their regional manager** either alone or with **their** Shop Steward if **the employee** so desires. Such complaint must be presented within five (5) calendar days of the occurrence or when the grievor should have reasonably become aware of the occurrence. The supervisor shall meet with the Shop Steward at **their** base within five (5) calendar days to discuss the grievance and shall render a decision in writing within seven (7) calendar days thereafter.
- Step Two:**
Should the employee not receive a satisfactory answer from **their** immediate supervisor, **the employee** shall submit **their** grievance in writing within five (5) calendar days to the **Director, Commercial Operations** or designate. Such grievance must be signed by the employee and shall list:
- (a) the nature of the grievance;
 - (b) the provisions of the Collective Agreement alleged to have been violated;
 - (c) the remedy requested.
- The **Director of Commercial Operations** or designate shall meet with the Shop Steward within five (5) calendar days to discuss the grievance and shall render a decision in writing within seven (7) calendar days thereafter.
- Step Three:**
Should the Union not receive a satisfactory answer from the **Director, Commercial Operations**, the grievance shall be referred within ten (10) calendar days to the **VP, Commercial services** or **their** designate. The **VP, Commercial services** or designate shall render a decision to the Union within ten (10) calendar days thereafter with a copy to the Chief Steward.
- 8.06 Written caution or reprimand notices shall be given to employees whenever, in the Company's opinion, a breach of discipline has occurred. A copy of such notice will be provided to the Shop Steward.
- 8.07 When the Company suspends for a specified period of time, or dismisses or demotes an employee for cause, the Company shall give the employee notice in writing as to the reasons for **the employees** suspension, demotion or dismissal. A copy of such notice will be provided to the Shop Steward.
- 8.08 Written caution or reprimand notices placed in an employee's personal file will be removed two (2) years following the date of issuance of the most recent caution or reprimand notice.
- 8.09 The time limits outlined in this Article may be extended by mutual agreement between the Company and the Union.

ARTICLE 9 – ARBITRATION

9.01 Either party may, within twenty (20) calendar days following conclusion of Step Three of the Grievance Procedure, refer the grievance to Arbitration and shall notify, in writing, the other party of its intention to arbitrate. If written notice of intent to arbitrate is not forwarded within the twenty (20) calendar day period, the grievance is deemed to have been settled at the conclusion of Step Three of the Grievance Procedure. Such written notice shall contain the notifying parties' suggested arbitrators.

The Arbitrator shall be selected and the proceedings carried on in the following manner:

(a) Selection of the Arbitrator:

- (i) The party initiating arbitration proceedings shall notify the other party of its suggested appointee to act as Arbitrator within fifteen (15) calendar days following the above notification. The recipient of such notification shall respond in writing within ten (10) calendar days.
- (ii) In the event of a disagreement to the suggested appointee, the parties shall make an earnest effort to agree upon an acceptable Arbitrator. Failing such agreement within ten (10) calendar days, the parties shall then request the Minister of Labour to appoint an Arbitrator.

(b) Arbitration Proceedings:

- (i) The Arbitrator shall not have the power to alter, amend, substitute or give any decision inconsistent with the provisions of this Collective Agreement.
- (ii) The Arbitrator shall have jurisdiction in determining whether the grievance presents an arbitrable issue.
- (iii) In cases where the Company has disciplined or discharged an employee, the Arbitrator may uphold the Company's final decision, fully exonerate and order reinstatement of the employee with pay for all time lost, or render such other decision as **the Arbitrator** considers just and equitable.
- (iv) The decision of the Arbitrator shall be final and binding upon all parties and persons bound hereunder.

(c) Arbitration Expenses:

- (i) Each party shall pay its own costs, fees and expenses of witnesses called by it, and of its representatives.
- (ii) The fees and expenses of the arbitrator shall be shared equally between the parties.

NOTE: All time limits specified in this Article may be extended by mutual agreement, in writing, with copies to both parties.

ARTICLE 10 - SENIORITY

- 10.01 Upon successful completion of the probationary period an employee shall be credited with seniority as provided herein. Seniority is the length of continuous service in the employ of the Company, while employed in the bargaining unit.

Subject to the provisions of this Agreement each employee shall have:

- (a) Company seniority is the length of continuous service in the employ of the Company, while employed in the bargaining unit.
 - (b) Occupational Classification Seniority which will accrue and date from the most recent date the employee commenced work in a specific classification and seniority unit covered by this Agreement, except as provided herein. The classifications are those listed in Appendix "A" herein.
 - (c) The seniority units are:
 - (i) Thunder Bay
 - (ii) Sioux Lookout
 - (iii) Future Bases as defined herein.
- 10.02 (a) A new full-time employee shall establish seniority as defined above upon successful completion of probationary period of six (6) months worked and such seniority shall be effective from the date of employment. With agreement of the Union, the Company may extend an employee's probation by the amount of time absent from work during the probationary period.
- A new part-time employee shall establish seniority as defined above upon successful completion of a probationary period of six (6) months and a minimum of 520 hours worked and such seniority shall be effective from the date of employment. With agreement of the Union, the Company may extend an employee's probation by the amount of time absent from work during the probationary period.
- (b) Grievances may be presented in connection with the discharge or layoff of probationary employees but not be arbitrable.
 - (c) Temporary employees will not attain seniority.
- 10.03 (a) An employee transferring from one occupational classification into another in the same bargaining unit or into another base in the same bargaining unit shall have **their** seniority pertain to **their** current classification and unit after an initial period of thirty (30) calendar days, after which if the transfer remains in effect **their** Company seniority shall be transferred to **their** new classification and base. In the event an employee returns to a previous classification in the same bargaining unit, **they** will only be entitled to the seniority previously accrued in that classification and bargaining unit. In addition, from the time or returning, **they** shall commence the accumulation of additional seniority.

- (b) Employees promoted to Lead Hand shall continue to accrue seniority in their basic classification at the same time.

10.04 An employee shall lose all seniority and shall be deemed terminated if:

1. The employee voluntarily leaves the employ of the Company,
2. The employee is discharged and the discharge is not reversed through the grievance procedure.
3. The employee has been laid off and not been recalled to work or has been on an unpaid LOA for the lesser of:
 - (a) (i) A period equal to **their** seniority
 - (ii) A maximum of one (1) year in the case of seniority of less than ten (10) years or
 - (b) A maximum period of two (2) years in the case of seniority of ten (10) years or more.
4. The employee is retired,
5. After lay-off, the employee fails to notify the Company in writing of **their** intention to return to work within seven (7) calendar days after notice by registered mail has been sent by the Company.
6. Fails to return to work and following the conclusion of an approved leave of absence pursuant to Article 12.04 (a) herein.
7. The employee is subject to having **their** RAIC - Restricted Area Identification card or AVOP Airside Vehicle Operator's Permit permanently revoked and that individual is not able to perform **their** work.

10.05 Each employee who is laid off will keep the Company and the Union informed of **their** current address, failing which the Company will not be responsible if notice of recall fails to reach such employee.

10.06 By mutual agreement of the parties hereto, seniority may be restored in whole or in part in any case arising out of 10.04 above if extenuating circumstances should warrant reinstatement. Such circumstances may be brought to the attention of the Company by the employee concerned or by a Shop Steward of the Union.

10.07 A seniority list shall be established for employees covered by this contract based upon each employee's last continuous period of employment. A copy of such list will be provided annually for employees on the active payroll of the Company as of December 31st, and will be posted by January 31st. The Union may request from the Company a list of new hires and employee terminations as may be available from time to time.

- 10.08 An employee with seniority who is transferred from an occupational classification covered by this Agreement to salaried employment shall retain **their** seniority for a maximum of twelve (12) months from the date **they** left the bargaining unit. **They** shall be excluded from the coverage of this Agreement and from any and all of its terms and conditions while so employed.
- 10.09 If an employee is subject to having **their** RAIC - (Restricted Area Identification card) or AVOP (Airside Vehicle Operator's Permit) suspended and that individual is not able to perform **their** work, **they** will be placed on an unpaid LOA awaiting clearance. Such LOA not to exceed one (1) year. After which 10.04(3) will apply.

ARTICLE 11 - LAY-OFF AND RE-CALL

- 11.01 Lay-off and recall shall be accomplished by occupational classification according to seniority as defined in Article 10.01 and 10.03 in the affected classification at the seniority unit provided that the employee(s) who is retained or recalled can perform the available work without training.
- 11.02 Notice of lay-off will be in accordance with the provisions of the Canada Labour Code. The Company will meet with the Shop Stewards, in person or by teleconference or videoconference prior to any lay-off, and the Shop Stewards shall be notified of the number of employees in each occupational classification to be laid off. A copy of any notice of lay-off to an employee will be provided to the Shop Stewards as soon as reasonably possible thereafter. No employee will be laid off without at least fourteen (14) calendar days' notice prior to.
- 11.03 Occupational classification seniority will accrue during the period of lay-off as set out in Article 10.04(3).
- 11.04 Shop Stewards will be retained in the employ of the Company in their respective occupational classification during their respective term of office, notwithstanding their position in the seniority list. However, if work is no longer available in their respective occupational classification, they will be permitted to transfer or displace into another occupational classification provided **they are** qualified to perform the duties and willing to accept the appropriate rate for such classification.
- 11.05 When mutually agreed to by both parties, a seniority employee on lay-off may be recalled on a part-time basis for specific periods of not less than four (4) hours and not over five (5) working days and released at the completion of the work for which **the employee** was recalled without reinstituting lay-off procedures and provisions as outlined in this Article. Refusal to accept part-time recall shall not constitute a breach of contract or invalidate **their** right to recall to **their** occupational classification.
- 11.06 In the event of a difference of opinion on the administration of Article 11, the Shop Stewards may request a meeting with the Company to discuss same.

- 11.07 When the Company recalls an employee even for a specific period of not less than four (4) hours, the Shop Stewards shall be supplied with a copy of the Recall Letter as soon as possible thereafter.
- 11.08 The Company has the right to lay-off employees to the extent it determines necessary. In the event of a lay-off the following procedure will be followed:
- (a) Subject to Article 10 and Article 11.01 above, the least senior employee in the affected occupational classification at the affected seniority unit shall be declared redundant in that job.
 - (b) Any such employee who has worked for the Company in a previous classification at **their** current seniority unit or another unit shall have the right to resume a position in the former classification and shall be entitled to accumulate classification seniority therein once again.
 - (c) If, as a result of exercising this right to resume employment in a previous classification covered by this Agreement in which **the employee** has previously worked for the Company, there is a surplus of staff in that classification; then the least senior employee in that classification shall be redundant. The process shall continue so long as there are redundant employees who have seniority in classifications within the seniority unit.
 - (d) Such employee(s) may also elect to be laid-off at **their** current seniority unit and await recall.
 - (e) In the event that an employee who is redundant in any classification has no previous seniority in any other classification, **the employee** shall be laid off with recall rights in accordance with this Agreement.

ARTICLE 12 - LEAVE OF ABSENCE

Preamble: The Company may or may not, at its discretion, grant leave of absence without pay to any employee requesting same.

- 12.01 Employees requesting leave of absence must do so in writing at least two (2) weeks prior to the commencement of such leave unless the situation is sufficiently emergent that such notice is impractical.
- 12.02 For leaves of absence without pay granted for a period not exceeding thirty (30) days there shall be no loss of seniority incurred. For leaves of absence in excess of thirty (30) days the employee concerned may not retain and accrue **their** seniority unless written approval of the **Union** is submitted along with the request for leave of absence.
- 12.03 On request from the Local Lodge the Company may grant leave of absence without pay to officials of the Local Lodge or their delegates for the transactions of Union business and attending Trade Union conventions. Subject to service requirements the number of employees granted leave of absence, also the number of days granted, is to be mutually agreed upon.

- 12.04 (a) Any employee unable to work because of illness or injury on furnishing proof thereof, satisfactory to the Company, shall be granted sick leave without pay for a maximum of one (1) year without loss of seniority.
- (b) The Company will require evidence of the employee's fitness to resume **their** previous occupation.

ARTICLE 13 - POSTING NOTICES

- 13.01 The Union shall have the privilege of posting approved notices at designated places on the Company's premises. The Company shall be furnished copies of all such notices prior to their posting and shall require the Union to refrain from posting any notice that it considers being objectionable. The Company shall supply at least one (1) lockable bulletin board of a suitable size, at each base, for Union Notices only. Where a lockable board belonging to IAM members already exist at the base, the company will not be required to supply one. While the content of the Notices shall be at the sole discretion of the Union, they shall not contain notices that are illegal, abusive, libellous, of a defamatory nature, or that could be contrary to good customer relations.

ARTICLE 14 - TRANSFERS

- 14.01 It is the desire of the Company to advance employees to more highly rated jobs when it is operationally practicable to do so. The Company will consider an employee's request to transfer from one occupational classification to another and/or one seniority unit to another, but the Company maintains the right to select and/or hire persons to fill labour vacancies as per Article 15.
- 14.02 The Company shall post a notice of labour vacancies for period of ten (10) working days for all full-time vacancies only at all seniority units. Part-time vacancies will not be required to be posted.
- 14.02.1 Where a part-time employee works in excess of thirty (30) hours per week for a period of two (2) consecutive months the Company will review the situation and consult with the Union with regards to the nature of the additional work and the possibility of posting for an additional full-time position in the classification affected.

ARTICLE 15 - PROMOTIONS

- 15.01 Without prejudice to the rights reserved under Article 2 of this Agreement, in the selection of employees for promotions the decision shall rest with the Company provided that in the case of employees with equal skill, ability, experience and qualifications to do the work required, the employee possessing the greater seniority shall be appointed to the position.

ARTICLE 16 - HOURS OF WORK

- 16.01 (a) The normal work week will be one of forty (40) hours and the normal working

day will be eight (8) consecutive hours, exclusive of meal periods, in a single twenty-four (24) hour period except where a modified work week has been or will be implemented in accordance with the Canada Labour Code. The Company will respectfully consult & notify the Union prior to implementing a modified shift.

- (b) With respect to Article 16.01 (a) of the Collective Agreement, the Parties agree that the Company may schedule employees for eight (8) non-consecutive hours on Sunday in Sioux Lookout.

16.02 The Company shall take reasonable steps to give the employees advance notice of any change or cancellation of regular working hours. Any employee not so notified who reports to work at **their** regular starting time and is not required to work on that shift shall be paid for eight (8) hours, at **their** regular rate, unless any such change or cancellation of regular working hours, or lack of work, is due to circumstances beyond the control of the Company. By agreement of the Company the employee may be allowed to return home and receive no pay for the shift.

16.03 (a) **It is the Company's intent that no employee will be required to work beyond five (5) hours without a thirty (30) minute unpaid meal break.** Where practicable, meal periods for full-time employees will be granted **during the middle portion of the shift and where operations so allow.** Part-time employees will be granted a meal period **for shifts of five (5) consecutive hours or more.** The meal period shall be one half hour (1/2) hour unpaid. Where one (1) hour unpaid meal periods are currently being observed, this practice will continue unless requirements of service changes are required by the Company.

At the Company's discretion, if an employee does not have their meal during the hours noted above, they will either receive a meal at a later time **or be let off early.**

- (b) Two (2) fifteen (15) minute paid coffee breaks will normally be granted between the second (2nd) and third (3rd) hours of each half (1/2) of the employees shift except for situations where requirements of service otherwise dictate.

Part-time employees will be granted a paid coffee break as above when scheduled to work four (4) or more consecutive hours and a second break if scheduled for eight (8) consecutive hours.

- (c) The parties may by mutual agreement establish a work schedule which would provide a shift bid procedure to give preference for preferred shifts for senior employees.

ARTICLE 17 - TIME CARDS

17.01 Every employee is required to log in and out of the current electronic timekeeping system at the commencement and end of their shift.

17.02 Every employee is required to log in and out of the current electronic timekeeping system at the commencement and end of each meal period.

ARTICLE 18 - OVERTIME

18.01 Employees will be compensated for overtime worked as follows:

- (a) Authorized time worked in excess of eight (8) hours in any one shift shall be paid for at the rate of time and one-half (1½) the regular rate exclusive of any premiums for all hours worked or parts thereof. An unpaid dinner break and a dinner per diem of **twenty-five dollars (\$25.00)** will be provided to an employee after four (4) hours of daily overtime has been worked in excess of **an** eight (8) hour shift.
- (b) Authorized time worked on a statutory holiday observed by the Company as set out in Article 22, shall be paid in accordance with the Canada Labour Code.
- (c) Management when assigning overtime, will attempt to distribute such in an equitable manner.
- (d) All employees may be compensated for overtime hours worked, by pay-out through payroll or banked time off, calculated at a rate of one and one-half (1.5) hours of banked time for each hour of overtime that is banked. The maximum available banked time for each eligible employee in any calendar year is seventy (70) regular hours, these hours are non-cumulative from year to year. Subject to the requirements of the operation, the Company will provide banked time off as requested, by the employee, at the earned rate of pay. Unused days at December 31st in any calendar year will be paid out at the earned rate of pay when such day was banked.

18.02 Call in Pay

A full-time employee who has completed **their** shift and left the premises and is called back to work shall be paid a minimum of three (3) hours at the rate of time and one-half (1½) of the regular rate exclusive of any premiums for all hours worked. Full-time employees called in to work may, subject to immediate service requirements, remain to complete such work as may be required. A second call out within the initial three (3) hour period above will not result in a further three (3) hour minimum being paid.

18.03 Employees required to be away from their home base while on authorized Company business during the meal periods specified will be entitled to the following meal allowance in addition to any required hotel and transportation covered by the Company.

**Breakfast	(07:00 – 08:00)	\$15
Lunch	(12:00 – 13:00)	\$20
Dinner	(18:00 – 19:00)	\$25

** Breakfast will be paid only if employee has completed an overnight away from base.

Meal allowances will only be paid if the employee is away from base for the entire meal period

ARTICLE 19 - PAYMENT OF WAGES

- 19.01 The Company agrees that wages shall be paid on a bi-weekly basis on Fridays. **When the pay date is interfered with the occurrence of a paid holiday the regular pay day will be the business day prior.**
- 19.02 Employees will be paid by **direct deposit. The Company shall provide the Employees with access to all payroll information by way of the Company payroll system.**
- 19.03 If an error occurs on a pay cheque greater than \$50.00, the Company will pay out the error by way of Electronic Funds Transfer (EFT) within three (3) business days. Errors that are under \$50.00 will be paid on the next pay period.

ARTICLE 20 – LEAVES

20.01 Bereavement Leave

- (a) **In the event of the death of an immediate family member of an employee, the employee is entitled to unpaid Bereavement Leave of up to ten days during the period from the day that the death of the immediate family member occurs until six weeks after the latest of the days for the funeral, burial or memorial service. Employees who have been employed with the Company for at least three consecutive months are entitled to pay for their normal daily hours of work for three of the ten days of Bereavement Leave.**

Employees who have been employed with the Company for less than three (3) consecutive months are eligible for unpaid Bereavement Leave in accordance with the terms of reference defined in Article 20.01. Any employee who is notified while at work of a death in their immediate family shall be relieved from duty and paid for the balance of that workday. Bereavement days may be taken in one- or two-time allotments.

- (b) **An Employee's immediate family members are defined as:**

- Employee's Spouse or Common-law partner
- Employee's:
 - Father
 - Mother
- Spouse or Common-Law partner's
 - Father
 - Mother
 - Common-in Laws
- Employee's and Spouse/Common-Law Partner's

- Children
 - Sibling(s)
 - Grandchildren
 - Grandfather / Great Grandfather
 - Grandmother / Great Grandmother
- Any relative of the Employee who resides permanently with the Employee.

“Common-law Partner” means a person who has been cohabitating with an individual in a conjugal relationship for at least one (1) year, or who have been so cohabitating with the individual for at least one (1) year immediately before the individual’s death.

- (c) Eligible employees shall be granted time off without loss of pay for one (1) day to attend the funeral/memorial service for the following:
 - Aunts
 - Uncles
 - Nieces
 - Nephews
 - Cousins (first)
- (d) In the event of the death of a friend or an acquaintance of an employee, the employee shall be granted time off without pay to attend the funeral/memorial service.
- (e) A request for Bereavement Leave must be made by the employee to their direct Manager or the Manager’s designate as soon as possible after the death.
- (f) An employee may be required to submit to their Manager or the Manager’s designate proof of death.
- (g) An employee who is eligible for paid Bereavement Leave will receive a maximum of three (3) days of pay at the employee’s regular hourly rate of pay for their normal daily hours of work for Bereavement Leave requests. For example, if the employee’s normal daily hours of work are eight (8) hours, the employee will receive a total maximum of twenty-four (24) hours paid Bereavement Leave.
- (h) Holidays, vacations, illness, regularly scheduled days off, any leaves of absence and any other days which the employee would not otherwise have worked shall reduce the number of days paid.
- (i) Bereavement Leave will not be considered as hours worked for the purposes of determining an employee’s entitlement to compensation for overtime.

- (j) Additional unpaid leave may be granted, upon the request of the employee to the direct Manager or the Manager's designate, where extensive travel is required to attend the funeral of the employee's immediate family member, non-immediate family member, and friends or acquaintances.

20.02 Preamble

The Union and the Company agree that the following provisions are for those situations where the employees are legitimately unable to work as set out in Article

Sick Leave

Effective January 1, 2023 only, all active employees shall receive four (4) paid sick days for use at any time during the calendar year. On March 2, 2023 these employees shall receive an additional sick day and continue to accrue sick days as per the Canadian Labour Code for the remainder of the year, up to the maximum of 10 paid sick days.

Employees hired on January 1, 2023 or later shall accrue sick days as per the *Canadian Labour Code*

Effective all subsequent years employees will be entitled to the following:

Employees will be entitled to a maximum of 10 sick days per calendar year, combined of both rolled over and newly accrued sick time that can be used at any time during the calendar year, as they are available. The number of days carried forward will reduce the number of days earned in the calendar year, up to a maximum of 10. Each sick day used will be taken at no less than one full day. Each paid sick day will be taken at the rate in which it was earned.

An employee can take paid sick leave for the following reasons:

- **personal illness or injury;**
- **organ or tissue donation;**
- **medical appointments during working hours; or**
- **quarantine of the employee.**

The Company may request a certificate from a health care practitioner to support any sick leave absences that extend beyond 5 paid days and 3 unpaid days. The cost associated with the note will be at the employee's expense.

This provision has no effect on the current Wage Indemnity Plan that shall remain in full force and effect.

20.03 Personal Leave

Personal Leave will be granted in accordance with the *Canada Labour Code*

ARTICLE 21 - BENEFITS

- 21.01 Each employee shall be covered by the Company's Group Insurance and other benefit plans in effect as of the date of ratification of this Agreement, according to the terms and applicable cost sharing arrangements of those plans.

- A) Group Insurance Plan
- B) Accident & Sickness Plan
- C) Extended Health Benefits
- D) Dental Plan
- E) Deluxe Travel Plan

The benefits provided under the above plans will not be amended without prior consultation with the **Union**. Insurance carriers may be changed at the discretion of the Company provided benefits are maintained.

The Company will not be responsible for picking up those benefits which may be suspended by the Government or the carriers during the term of this Agreement.

21.02 Pension

Participation in the RSP program is completely voluntary. Individuals who wish to participate must inform Payroll and submit a completed appropriate application form.

Group Retirement Plan Details – RRSP Plan

Eligibility Full-time employees may join immediately

Contributions

1 to 4 years	3%
5 to 9 years	4%
10+ years	5%

Any voluntary amount up to CRA limits

Default Fund Continuum Target Date Fund

Vesting Period Immediate

Withdrawals Regular RRSP contributions cannot be withdrawn while employed.
Exception: Home Buyer / Life Long Learning Plans

Group Retirement Plan Details – DPSP Plan

Eligibility Full-time employees may join after 1 year

Contributions Employer will match your Regular RRSP contributions to maximums listed based on years of service

Default Fund Continuum Target Date Fund

Vesting Period Vested after 2 years of membership

Withdrawals DPSP cannot be withdrawn until termination /retirement

ARTICLE 22 - HOLIDAYS

22.01 In accordance with the provisions of the Canada Labour Code, the Company recognizes the following paid holidays:

New Year's Day	Day of Truth and Reconciliation
Good Friday	Thanksgiving Day

Victoria Day	Remembrance Day
Canada Day	Christmas Day
Labour Day	Boxing Day

In addition to the above, the Company will grant Family Day as a paid holiday.

22.02 The parties agree the Company may substitute or designate another day for any of the **General Holidays** mentioned above in accordance with service requirements.

22.03 **Employees who qualify to receive General Holiday pay when working the holidays in 22.01 will be allowed to bank six (6) General Holidays. One (1) week prior to the issuance of the monthly schedule, employees must submit their requests to use these days in writing for approval by the Company. The following General Holidays cannot be banked: Christmas Day, Boxing Day and New Year's Day.**

- (a) It is understood that the primary use of such banked days is for the replacement of income that may be lost due to illness while awaiting weekly indemnity insurance to activate;
- (b) Otherwise, the scheduling of banked days will be by mutual agreement between the employee and the Company;
- (c) The employee may use the days banked for vacation; such use will not take precedence over regular vacation and the scheduling of the additional days will be at the Company's approval;
- (d) The employee must notify the Company three (3) weeks prior to the General Holiday of their intention to bank the day;
- (e) The number of days eligible for banking in any calendar year is five (5) in total.
- (f) Unused days at December 31st in any calendar year will be paid out at the earned rate of pay when such day was banked.

22.04 The method of calculating general holiday pay is:

Employees who are scheduled to work and who work on the General Holiday will receive one and one-half times their regular daily rate for all hours worked on the holiday, plus their regular daily rate for the holiday, as calculated under the Canada Labour Code.

Employees who are not scheduled to work on the General Holiday are entitled to their regular daily rate for the holiday as calculated under the Canada Labour Code.

If the employee's wages vary, General Holiday pay is calculated as five per cent of the employee's gross wages in the four weeks right before the holiday

If an employee wishes to have the day off and would regularly be scheduled, it will follow regular vacation request procedures.

ARTICLE 23 - VACATION WITH PAY

- 23.01 Vacation accrues one (1) year behind and runs on the January 1 – December 31 calendar year of the respective year for accumulation, to be used during the next calendar year.

All full-time employees are eligible for vacation accumulation, based on their respective years of service, to be used during the next vacation year. The accrual is pro-rated based on the employee's start date.

Part-time employees do not accumulate vacation; they are paid a percentage on each pay run respective to their years of service.

The Company, upon determining its service requirements, shall approve vacations with pay to all full-time employees as defined in this Article.

- (a) Annual vacations with pay will be granted to all full-time employees in accordance with the following schedule:

<u>Length of Service</u>	<u>Vacation</u>
After completing one (1) year	4% or 80 working hours
After completing five (5) years	6% or 120 working hours
After completing ten (10) years	8% or 160 working hours
After completing fifteen (15) years	10% or 200 working hours
After completing twenty-five (25) years	10.8% or 216 working hours

Vacation Pay shall be calculated at two percent (2%) of previous year's annual gross pay per eligible week.

- (b) Part-time employees do not accumulate vacation time; they are paid a percentage on each pay run respective of their years of service.

<u>Length of Service</u>	<u>Vacation</u>
After completing one (1) year	4%
After completing five (5) years	6%
After completing ten (10) years	8%
After completing fifteen (15) years	10%
After completing twenty-five (25) years	10.8%

Vacation Pay shall be calculated at two percent (2%) of previous year's annual gross pay per eligible week.

- 23.02 Vacations are not cumulative and must be taken during the vacation year following that which the entitlement was earned.

- 23.03 It is recognized that it is not possible to establish standard formula for vacations which would be applicable to all departments since peak workloads do not necessarily occur at the same time of year. The only logical and equitable manner is to have the Company establish vacation schedules on the basis of local conditions at any given base.

NOTE: An employee who voluntarily relocates from one base to another will be able to complete unused vacation entitlement earned by selecting unassigned vacation periods in **their** classification in order of Classification Seniority. In the event there are no such periods available, the Company may assign the required vacation period.

- 23.05 The Company shall establish and post available vacation periods and the number of personnel of each classification allowed annual vacation leave each month during the year.

On the 1st Monday in October of each year, the Company shall post a vacation calendar for bidding purpose. Each employee will have an assigned time frame to submit their vacation request.

Vacation bidding process:

In order to have full operational coverage you must bid vacation in blocks of (5) five working days. The bid will be done in order of full time seniority. Only (1) one person will be off at a time due to operational coverage in both YXL and YQT.

Following which:

The Part Time employees will bid vacation by seniority in blocks of (5) five working days.

If no vacation request is submitted by an employee in the time frame allotted, the employee will forfeit the vacation bidding process and the next employee in seniority will get the option to bid.

Once all employees have submitted their requests by the first Monday in February, the schedule will be finalized by Management and posted by February 15th.

All employees will bid for such holiday as they may be entitled to use in the calendar year following the bid period. After the first Monday in February close of bidding, any employee who has failed to designate **their** choice of vacation on such list may have their vacation assigned by the company.

Application Note:

The vacation bidding in five (5) day blocks must be at least two weeks or fifty (50) percent of your holiday allotment rounded up to one full week. Six (6) months prior to the employee's anniversary date the employee must inform management when they will take their remaining vacation time.

- 23.06 The Company shall confirm vacation dates and the number of weeks to be taken at one time for employees within such period of time as is practicable in accordance with requirements of service.

- 23.07 In the event of unforeseen workload occurring by reason of emergency, the Company reserves the right to alter employee preference dates in accordance with seniority and its service requirements.
- 23.08 Vacations, once awarded, may only be altered by an employee with the written concurrence of both the Company and any employee affected by the alteration.
- 23.09 Vacation pay shall be paid in accordance with established Company policy.

ARTICLE 24 - OCCUPATIONAL CLASSIFICATIONS

- 24.01 Every employee covered by this Agreement shall be classified under a job title and job description appropriate to the work normally and regularly assigned to him. The occupational classifications in which employees may be classified are those listed by job title and wage rates in Appendix "A" attached hereto.
- 24.02 To provide appropriately for new work or for substantial change in work normally and regularly assigned, the Company, as per Article 2, may revise any occupational classification affected or prepare a new occupational classification. The rates of pay thereof shall be subject to the Union's agreement.
- 24.03 Students

In order to prevent misunderstanding with respect to the use of students and the working relationship between students and employees in the bargaining units, the parties agree to the following:

- 1) The Company, as part of its commitment to educational institutions, shall employ students to perform the duties of any classification covered by this Agreement where such employment is for a term necessary to assist student with the requirements of their educational program.
- 2) The Company shall employ students for vacation, holidays, sick or summer relief of such duration as is required for the period identified in any classification covered by this Agreement.
- 3) Students will not become members of the Union and shall not attain any rights or privileges under this Collective Agreement.
- 4) The employment of students will not be used in such manner as to undermine the bargaining unit.

ARTICLE 25 - RATES OF PAY

- 25.01 Rates of pay shall be as set down in Appendix "A" attached hereto.

ARTICLE 26 - CLOTHING

- 26.01 Employees will continue to sign a Uniform Agreement as per present Company practice.

Full-time and part-time employees will be supplied with uniforms as outlined in this Article.

- 26.02 Employees shall wear uniforms in such manner as prescribed in Company regulations at all times while the uniform is worn.
- 26.02 Uniform items and accessories supplied by the Company at no cost to the employee shall remain the property of the Company and must be surrendered on request.
- 26.04 Rain gear shall be made available on a sign-out basis to employees requiring same in the course of their duties.
- 26.05 a) Full Time Employees can choose the following:
- | | |
|-----------|---|
| Full time | 4 – Pants or Shorts |
| | 4 – Shirts – Long Sleeve / Short Sleeve |
| | 1 – Winter Parka & 1 Winter Pants |
| Part time | 2 – Pants or Shorts |
| | 2 – Shirts – Long Sleeve / Short Sleeve |
| | 1 – Winter Parka & 1 Winter Pants |

Company agrees to supply one (1) pair of work gloves/mitts in the first week of January, April, July and October for each employee.

Other

The Company will allow shorts to be worn by employees during the summer period. The Company reserves the right to define the standard of shorts to be worn.

- b) **Effective on the first pay period in January** the Company will provide **each employee**, who has completed their probationary period, with an allowance of **one hundred and twenty five dollars (\$125.00)**, for Company approved **safety** footwear.

Company approved safety footwear shall be at a minimum CSA approved footwear. Such safety footwear must be worn at all times while on shift.

ARTICLE 27 - HEALTH & SAFETY

Preamble: The Company agrees to abide by Part II of the Canada Labour Code in matters of Safety and Health.

- 27.01 In order to eliminate as far as possible accidents and illness, a safety committee shall be established composed of an equal number of **Union** and Company representatives. The Committee will meet as required, will monitor all practices needed to enable the health and safety of employees and will consider, all situations involving hazardous conditions and practices brought to its attention.
- 27.02 The Safety Committee shall consist of one (1) representative for the Company and the **Union** at each base as per present practice.

- 27.03 (a) The Company will supply ear protectors to employees for working in noise hazard areas. Ear protectors will be the property of the Company and will be returned should the employee leave the Company.
- (b) The Company shall be responsible for the repair and maintenance of Company owned ear protectors and the employee shall be responsible for one-half (1/2) the cost of the replacement of any lost ear protectors or those damaged from abuse.
- 27.04 All Ramp Attendants/Groomers must meet the standards of Homeland Security and/or the F.A.A. for handling flights in to or out of the United States. This may include producing a criminal records check or performing random drug testing. The standards will be determined by each agency requesting same. If the United States requires a Criminal Records Check, the Company will pay.

ARTICLE 28 - WAGES/TERM

- 28.01 Wages and classification shall be as stated in Appendix "A" attached hereto and as follows:
- a) Progression along the scale will be in accordance with the service requirements defined in Appendix "A". Increases will occur on the employee's Classification Anniversary date which completes **their** service requirements in the classification in accordance with the scales in Appendix "A".

ARTICLE 29 – ADDITIONAL COMPENSATION

- 29.01 **Only one such premium will apply on any given shift.**
- 29.02 **Lead Hand Premium – Lead Hands will be paid a premium of (\$2.00) per hour while performing lead hand duties.**
- (a) **The premium will be paid to the lead hand in YXL and to the lead hand in YQT.**
- (b) **The Company agrees it is not their intent to discontinue the lead position in, YXL, based on the current number of employees and level of activity at this base. The Company further agrees to utilize a lead hand in YQT based on the current number of employees and level of activity at this base. Should the level of activity significantly change at either or both bases, the Company will meet with the Union to discuss and review the requirement for lead hand hours, prior to management making its final decision.**
- 29.03 **Employees assigned to training new hires shall receive the leads premium for all applicable hours.**
- 29.04 **Shift Premiums**
- Night Premium - Employees will receive a shift premium for the whole shift worked of one dollar (\$1.00) per hour in addition to their regular pay if fifty percent (50%) or more of the working hours fall within the night shift (12 midnight and 6:00 a.m.). If less than fifty percent (50%) of their working hours fall within the night shift (12 midnight and 6:00 a.m.), the employees will receive the shift premium of one dollar (\$1.00) per hour for those hours worked during the night shift (12 midnight and 6:00 a.m.).**

ARTICLE 31 - DURATION OF AGREEMENT

- 31.01 This Agreement shall be effective from July 1, **2022** and shall continue in full force and effect until June 30, **2025**.
- 31.02 This Agreement shall renew itself without change on that date of each succeeding year, unless notification of termination of the Agreement, or of intended change to the Agreement, is served in writing by either party hereto, such notification to be served not more than one hundred and twenty (120) days prior to the expiry date.

IN WITNESS WHEREOF the parties hereto have signed this Agreement at Thunder Bay this **5th** day of **January, 2023**.

PERIMETER AVIATION LP

Linda G. Bernick
Cheryl creamer
B. Blight B. Switzer

INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS
LOCAL 2413

M. Syntek
B. [Signature]
[Signature]

APPENDIX “A”

RAMP ATTENDANTS AND GROOMERS

	July 1, 2022	July 1, 2023	July 1, 2024
Starting	\$16.51	\$16.75	\$17.01
1 year	\$16.85	\$17.10	\$17.36
2 year	\$17.88	\$18.14	\$18.42
3 year	\$18.93	\$19.21	\$19.50
4 year	\$20.72	\$21.24	\$21.77
5 year	\$21.33	\$21.86	\$22.41

Northern **premium** shall be an additional \$1.00/hr to the above rates for YXL employees

Wage increases and premiums shall be retroactive to July 1, 2022, or to the employee's date of hire if hired after July 1, 2022.

Signing Bonus

Upon ratification of this agreement, the Company shall pay to each full-time employee a \$350 signing bonus. This amount is to be payable on a separate cheque/deposit on the corresponding payroll following ratification.

Upon ratification of this agreement, the Company shall pay to each part time employee a \$150 signing bonus. This amount is to be payable on a separate cheque/deposit on the corresponding payroll following ratification.