

LETTER OF UNDERSTANDING NO. 39 – AIRPORT – REASSIGNMENT

After Shift Commencement

L39.01 Pursuant to Article 3 of the collective agreement, the Company has the discretion to reassign employees as it deems required, once their shift has commenced.

Prior to Shift Commencement

L39.02 The parties acknowledge that high quality customer service is best achieved by assigning employees who possess the required qualifications to perform the assigned function. As such, the parties agree that, for the life of the current Collective Agreement, the following order will apply:

- 1) Qualified relief agents
- 2) Qualified shift trades
- 3) Qualified bid agents

provided the employee has sufficient shift hours in order to complete the reassignment.

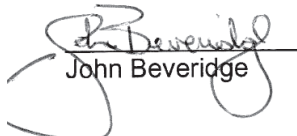
L39.03 Double reassignments will be avoided where possible.

L39.04 The Company further commits to avoid habitual reassignment of bid line agents due to their qualifications.

L39.05 If overtime is required, overtime/recall will be used based on qualification requirements.

As modified by the parties on March 5th, 2020

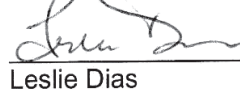
Company:


John Beveridge

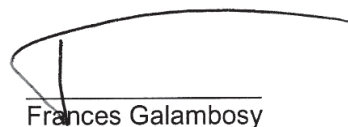

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