

**MEMORANDUM OF AGREEMENT**

**between**

**FRONTIER NORTH INC.**

**And**

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,**

**LOCAL UNIONS 21, 51, 702 & 723**

**COLLECTIVE BARGAINING AGREEMENT EXTENSION**

1. Frontier North Inc. ("the Company") and International Brotherhood of Electrical Workers, Local Unions 21, 51, 702 and 723 (collectively, "the Union") hereby mutually agree to extend the current Collective Bargaining Agreements ("CBAs") between the Company and the Union, which would otherwise have an expiration date of May 9, 2020.
2. Pursuant to the Memorandum of Agreement ("MOA"), the CBAs shall be extended unless and until either the Company or the Union provides written notice to the other party of a new expiration date for the CBAs, which expiration date may be no less than 90 (ninety) days from the date such notice is received by the party to whom it is provided. This MOA shall supersede any conflicting provision in the CBAs, (including any provision which would earlier end the term of the CBA or any provision which would extend the term of the CBA for a longer duration). This extension MOA covers and extends the provisions of the 2016 CBAs.
3. The parties have agreed that if there is a first-year general wage increase, that increase will be granted retroactive to May 9, 2020.
4. This Memorandum of Agreement shall be effective immediately upon signing by both parties.

FOR THE COMPANY



Rick Carpenter  
Director, Labor Relations

DATE 04-03-2020

FOR THE UNION

DATE