LABRADOR BENEFITS AGREEMENT

Purpose
The purpose of this Agreement is to help employees working in Labrador offset the high cost of living and travel in Labrador.

Scope
This Benefits Agreement is applicable to all employees in Labrador and the terms of the agreement will be considered to form an integral part of their terms and conditions of employment.

Authority
The Director of Human Resources is responsible to the Vice-President (Administration and Finance) and Legal Counsel for the administration of this policy.

Responsibility
It is the responsibility of each Department Head to have employees under their supervision, complete the Labrador Travel Benefit Form once each year, prior to April 1st. The Department Head will then submit the form(s) to the Director of Human Resources on April 1st of each year.

Labrador Allowance
Labrador Allowance for employees covered by this agreement shall be paid annually in accordance with Schedule "A":

Schedule "A"

Group 1

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Single</th>
<th>Dependent</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 1, 2002</td>
<td>$2,150</td>
<td>$4,300</td>
</tr>
</tbody>
</table>

Happy Valley/
Goose Bay
North West River
Sheshatshiu
Wabush
Labrador City
Churchill Falls
### Group 2

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Single</th>
<th>Dependent</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 1, 2002</td>
<td>$2,600</td>
<td>$5,200</td>
</tr>
</tbody>
</table>

Red Bay  
L'Anse-au-Loup  
L'Anse-au-Clair  
Forteau  
Pinware  
West St. Modeste  
Mud Lake  
Cartwright  
Mary's Harbour  
Port Hope Simpson  
St. Lewis  
Charlottetown  
Lodge Bay  
Paradise River

### Group 3

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Single</th>
<th>Dependent</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 1, 2002</td>
<td>$2,725</td>
<td>$5,450</td>
</tr>
</tbody>
</table>

Rigolet  
William's Harbour  
Norman's Bay  
Black Tickle  
Pinsent's Arm  
Makkovik  
Postville  
Hopedale  
Davis Inlet / Natuashish  
Nain

In the case of a married couple who are both employed by Memorial University of Newfoundland, Provincial Government Departments or quasi-government agencies (e.g. hospitals, Newfoundland Liquor Corporation or school boards), the total amount paid to both of them shall not exceed the dependent rate for the allowance contained in this Agreement. This allowance shall be paid to an employee on a pro-rated basis in accordance with the employee’s hours of work, excluding overtime, in the previous twelve month period.

**Travel Allowance**

Employees covered by this agreement shall receive a travel allowance to help offset the costs of travel to areas outside of Labrador based on the following rates per employee and the employee’s dependent(s).
<table>
<thead>
<tr>
<th>Community Grouping</th>
<th>Date</th>
<th>Amount For Employee's Dependent(s)</th>
<th>Amount For Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1</td>
<td>April 1, 2002</td>
<td>$375</td>
<td>$475</td>
</tr>
<tr>
<td></td>
<td>April 1, 2003</td>
<td>$450</td>
<td>$550</td>
</tr>
<tr>
<td></td>
<td>April 1, 2004</td>
<td>$450</td>
<td>$650</td>
</tr>
<tr>
<td>Group 2</td>
<td>April 1, 2002</td>
<td>$475</td>
<td>$575</td>
</tr>
<tr>
<td></td>
<td>April 1, 2003</td>
<td>$500</td>
<td>$600</td>
</tr>
<tr>
<td></td>
<td>April 1, 2004</td>
<td>$500</td>
<td>$700</td>
</tr>
<tr>
<td>Group 3</td>
<td>April 1, 2002</td>
<td>$475</td>
<td>$575</td>
</tr>
<tr>
<td></td>
<td>April 1, 2003</td>
<td>$525</td>
<td>$625</td>
</tr>
<tr>
<td></td>
<td>April 1, 2004</td>
<td>$550</td>
<td>$750</td>
</tr>
</tbody>
</table>

This allowance shall be paid to employees in the first pay period following April 15 of each year on a pro-rated basis in accordance to the employee’s hours of work in the previous twelve (12) month period, ending March 31, excluding overtime. The amount of travel allowance to be paid shall be based on the number of dependents on the date of application of the allowance.

An employee retiring, resigning or otherwise terminating employment shall be entitled to a proportional payment of travel allowance based on the employee’s hours of work in the current fiscal year. In the case of death the payment shall be made to the employee’s beneficiary or estate.

For the purpose of calculating this benefit the following leaves shall be considered as hours of work. These provisions will not apply when the employee would otherwise have been laid off:

- Maternity Leave/Parental Leave/Adoption Leave
- Injury-on-Duty/Workers’ Compensation Leave
- Paid Leaves
- Any other period of unpaid leave for which the employee is eligible to accrue service. This applies only to employees who have worked or have been credited with hours of work for a period of 20 days in the aggregate in the qualifying period. These provisions will not apply when the employee would otherwise have been laid off.

In the case of a married couple who are both employed by Memorial University of Newfoundland, Provincial Government Departments or quasi-government agencies (e.g. hospitals, Newfoundland Liquor Corporation or school boards), each spouse shall receive the employee travel allowance, but only one spouse shall claim the benefit for dependents.
**Leave**
Permanent employees covered by this Agreement shall receive non-cumulative, paid leave in the aggregate per year as follows:

<table>
<thead>
<tr>
<th>Community Group</th>
<th>Number of Working Days Leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group 1</td>
<td>One (1) Working Day</td>
</tr>
<tr>
<td>Group 2</td>
<td>Three (3) Working Days</td>
</tr>
<tr>
<td>Group 3</td>
<td>Three (3) Working Days</td>
</tr>
</tbody>
</table>

This leave will only be utilized when the employee is delayed from returning to the community due to an interruption in transportation service.

**Protective Clothing**
Protective clothing will be provided in accordance with the specific provisions of the Terms and Conditions of employment.

**Reallocation Expenses**
Relocation expenses will be provided in accordance with the specific provisions of the Terms and Conditions of employment.

**Existing Greater Benefits**
No provision of this Agreement shall have the effect of reducing any benefit for any employee which exists in the Terms and Conditions of employment.

**Definitions**
"Dependent" - for the purpose of this Agreement, dependent means a spouse, whether of the same or opposite gender, and children under age eighteen (18) years of age, or twenty four (24) years of age if the child is in full-time attendance at a school or post secondary institution.

**Forms**
The Labrador Travel Allowance Form is available online at http:\www.mun.ca\humanres\forms\LBbenform.pdf

Last Update: June 11, 2003