



Memorandum of Understanding
Re: Labrador Benefits Agreement - Interpretation

In an effort to clarify the interpretation of certain items contained in the Labrador Benefits Agreement the parties agree to the following:

1. The Travel Allowance (Article 4) shall be paid out during the pay period following April 15th at the rate in effect on April 15th of the year in which the allowance is to be paid.
2. Article 4.2(b) refers to employees who terminate employment, (ie, are not on lay-off status and do not have recall rights). These employees have their Travel Allowance paid out based on the hours worked in the current year and it shall be paid out at the rate in effect on the date employment is terminated.
3. For the purposes of Article 4.4 it is agreed that an employee may refuse to claim the employee benefit if it is to their benefit to have their spouse claim them as a dependant. Employees who exercise this option will not be entitled to any portion of the Employee Travel Allowance. It is incumbent on the employee to communicate this choice to their respective Employer(s).
4. For the purpose of clarification, it is agreed that an employee's community grouping is determined by the location of his/her headquarters.
5. Notwithstanding item #4 above, the following employees shall be entitled, on a without prejudice basis, to the rates applicable to Mud Lake as long as they remain within the employ of their current Employer and continue to permanently reside in Mud Lake:
6. Craig Chaulk Labrador Correctional Centre, Dept. of Justice
7. Vyann Kerby Health Labrador Corporation

This agreement is effective from April 1, 2002 and shall expire upon the renewal of the Labrador Benefits Agreement expiring March 31, 2005.

BERT BLUNDON
On behalf of the Unions

ROBERT SIMMONS
On behalf of the Employers

DATE

DATE