

**Letter of Understanding #4 - Coverage of Apprentice Program Costs
16 October 2008**

As per the agreed Aircraft Technician Apprentice Program, NFTC Apprentices will attend training at Stevenson Aviation consisting of one nine-week session each year for four consecutive years

Each approved Apprentice will be granted an unpaid leave of absence each year to attend this training. For these leaves of absence, Apprentices will continue to accrue their seniority. Apprentices must apply for and be in receipt of EI benefits while they attend this training. An Apprentice in receipt of EI benefits will receive a supplement from the Company to bring their total pay to 95% of their normal weekly earnings. The Company will also reimburse the following expenses:

- a. cost of textbooks;
- b. tuition fees (upon successful completion of each phase of training)
- c. travel expenses for one round trip from Southport, Manitoba to the Apprentice's place of residence during the training

In exchange for this wage supplement and expense reimbursement, each Apprentice agrees to continue to work for the Company for a period of four years following completion of the Apprentice Program. If this Apprentice chooses to leave prior to completion of this four year employment period, he will reimburse the Company all money paid to him as part of this program on a pro-rated basis, taking into consideration any time worked, including but not limited to deduction of any monies owing as a result of his departure from his final pay cheque.

Should an Apprentice be unsuccessful in completing the Apprentice Program, either through academic failure at Stevenson Aviation or through a decision of the Apprentice Board, he agrees to continue to work for the Company as a Servicing Technician for one year for each year of the Apprenticeship funded by the Company. If this employee chooses to leave prior to the end of this employment period, he will reimburse the Company all money paid to him as part of the program on a pro-rated basis, taking into consideration any time worked, including but not limited to deduction of any monies owing as a result of his departure from his final pay cheque.

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