APPENDIX C – ANNUAL VACATION ALLOWANCE

Location	VTA Rates Effective 01-Apr-2026
Churchill, MB *	2,500
Fort Nelson, BC	2,250
Goose Bay, NF	2,000
High Level, AB	1,250
Iles de la Madeleine, QC	1,500
Inuvik, NT *	3,000
Iqaluit, NU *	3,750
La Ronge, SK ***	1,080
Norman Wells, NT *	3,000
Port Hardy, BC	750
Rankin Inlet, NU *	2,750
Resolute, NU * (*Rev June 2026*)	6,250
Sioux Lookout, ON	1,750
Smithers, BC	2,000
Thompson, MB**	2,000
Wabush, NL	1,750
Whitehorse, YT	1,750
Yellowknife, NT	2,250

* Two Trips per Year - employees who reside in a location that receives two VTAs per year will receive one payment in April and the other in October.”
** VTA only as per Appendix G
*** sole carrier site