

The following provision will be considered to be an addendum to the Covid-19 Emergency measures agreement between the Company and the Union that was signed off on April 3, 2020 and all of the terms of that agreement apply to this addendum.

6. The Union agrees to a variance of 09-LU-#2(8) as follows:

- Use of temporary employees to cover regular employees who are absent due to periods of Covid-19 isolation. As part of this agreement, the Company will report to the Union every Monday for the previous week's activity. The report will consist of each instance where a temporary employee is used, who the temporary employee is, who they are replacing and the dates of the isolation period as they occur.

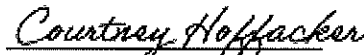
For the Union:

April 7, 2020

For the Company:



Martin McIlwrath
President
Unifor Local 2301



Courtney Hoffacker
HR Business Partner



Cliff Madsen
Business Agent
Unifor Local 2301



Christl McCracken
HR Manager