



November 12, 2021

Joint Return to Work Committee Update

As part of the Return to Work (RTW) protocol, a joint committee was created to collaborate on the numerous activities related to the RTW process and the New Way of Working Together. This committee is composed of three representatives from the Union and three from the Company: Adam Shaw, Union Executive Officer, Ashley Medeiros, Senior Human resource advisor, Cliff Madsen, Union Business agent, Martin McIlwrath, Union President, Rodney Moore, Logistics and Raw Materials manager, and Tony McKay, Maintenance manager.

Below are some important updates from the committee's recent work.

Employee call back

By 18 November, **476** employees will have been contacted by the Human Resource department and scheduled for their return to work. We are pleased that this number is significantly higher than the initial 300 employees planned. We will continue working diligently to return all employees back to work as soon as possible.

Employees are being called back in order of Company seniority (date of hire), first within their live-filed position (and original shift, where possible), then by Company seniority for project work.

Trades are being called back in order of Company seniority (date of hire), according to the needs within their trade. Many of the Trades have been centralized in the initial Return to Work period.

If you have been called back out of order by mistake or miscalculation, a review by the RTW Committee will be conducted on a case-by-case basis and you will be made whole for any hours where there is an actual loss identified by the Committee.

Vacation booking

Next week, the RTW Committee will begin to develop the process for booking vacation for employees in 2022 as per 13 (b) of the Return to Work Protocol. We will share more information once this process is finalized; and the vacation scheduling will commence as soon as possible.

Sabbatical

If you were contributing to a sabbatical during the Labour dispute, you will be able to continue your contributions beyond your previously determined end date, to make up for the contributions missed during the dispute. Should the start date of your leave not allow for extending contributions, you will be able to take the sabbatical leave with

income based on the contributions made to date, or you can apply to alter the start date of your leave to allow for extension of contributions.

PBC claims during the dispute

Employees' dental claims that were initially approved and later denied by PBC will not be reimbursed by the Company.

Trades qualified employees

If you hold trades qualifications or have completed all required schooling for a trade, but do not currently hold a trades position at BC Works, **please contact tess.motschilnig@riotinto.com as soon as possible.** There are potential opportunities to work within your given Trade for the initial Return to Work period, whether you are currently a permanent or temporary employee.

2021 Floaters

Unused or unsold 2021 floaters will be carried over to be used in 2022.

Mutual Shift Exchange

Mutual leave is allowed to be used as per 17-LU-#2.

Pension Buy Back

The RTW Committee is in the process of reviewing the draft process and forms for pensionable service lost during the dispute and will notify you of the outcome.

Should you have any question about the aforementioned, please do not hesitate to reach to any of the members of the ***joint RTW Committee***.