

24 December, 2021

Joint Return to Work Committee Update

As of 24 December, all regular fulltime employees have returned or had an opportunity to return to work.

Getting all of our people back

We are pleased to announce that all regular full-time employees will be back to work in the coming weeks to support the operations as we prepare the site for the restart.

In addition, all temporary employees will be eligible to work in accordance with the CLA and possibly other initiatives that are being discussed at the committee level, to support the various restart activities. This will happen once our full-time employees have returned to site.

To further support the accelerated return, we will complete HSE refreshers, hearing and respiratory protection testing in advance of the onboarding sessions for temporary employees, which will be held January 10-14 at KVI.

Centralization of shift trades

Last week the Maintenance leadership met with a group of our shift trades and the Union to discuss the concerns and issues relating to the centralization of the shifties. The conversation was respectful and everyone provided their views on the various challenges and opportunities the movement would provide. Based on these discussions it was decided that the centralization of the shift trades will not move forward right now and the group will meet again in January to review some of the other topics discussed during the meeting.

Further support for the restart & new jobs

There are multiple positions to be filled which will need to be posted very soon in the new year. We are working through details on how we can make this a rapid process, and are looking to do a job posting blitz. This will allow a bulk of employees to move into their new positions as soon as possible, and get the relevant training prior to the restart.

Also, with the projected retirements and new positions created during 2021 negotiations, there is a need to start the recruitment process to hire new employees.

Should you have any questions, please do not hesitate to reach out to the RTW Committee members: **Adam Shaw, Ashley Medeiros, Cliff Madsen, Martin McIlwrath, Rodney Moore and Tony Mckay**