

# LETTER OF AGREEMENT

**BETWEEN:** RIO TINTO ALCAN  
(hereinafter referred to as “the Company”)

**AND:** UNIFOR  
LOCAL 2301  
(hereinafter referred to as “the Union”)

## BlitzTransfer Process

This letter of agreement is in regards to the transfer process that will be used to fill openings prior to the beginning of Reduction restart hereon referred to as the “blitz”.

The Company has approached the Union for assistance in developing and implementing a process to fill identified openings with Plant forces, vis-à-vis transfers and external forces vis-à-vis new hires.

The stated purpose for this request is that the Company is planning to begin starting Reduction cells by May 1, 2022 and in order to do this, they will require all openings to be filled in a manner which provides adequate time to allow for the employees to be trained before the re-start begins.

The parties agree that the new transfer process negotiated in 2021 is not currently ready to be used in the manner it was negotiated. This Letter of Agreement describes the modified process which will be used for the “blitz” after which all future transfers will be done according to the language of the collective agreement.

The forms for the blitz will be available to employees for a one-week period.

## Blitz Process

1. The parties will agree on a form which will be promoted and offered to the membership to use to indicate the positions they are interested in moving to.
2. The Company will provide a list of all the openings they wish to process under the blitz agreement indicating the position, shift and job code.
3. The union will assist in creating a data base of all employees who have submitted a form indicating names, date of hire and phone numbers.
4. Once the forms are returned, with the resources provided by the Company, the Union will identify the successful applicants. The process to identify the successful applicants will be to call the most senior employee who has submitted choices and offer them their choice from the list they provided where an opening has been determined. Once this senior employee accepts an opening, they will be considered transferred and their name and the position they accepted will

be removed from the process. This process will be followed until all initial openings have been filled.

5. The Company will generate a new list of openings resulting from the first movement that need to be back-filled. The same process will be followed to back-fill positions and this will continue until all openings and back-fills have been filled.
6. All displaced regular employees shall be considered to have applied for all postings they are qualified for.
7. All temporary employees shall be considered to have applied for all postings they are qualified for.
8. In the scenario where nobody applies for an opening, the junior displaced regular employee shall be placed into the opening. Once all the displaced regular employees have been placed into positions, if there are additional openings that nobody applies for, the senior temporary employee shall be placed into the opening.
9. If there are additional openings which can't be filled using this process because there are no applicants or remaining surplus regular employees, temporary employees or graduated apprentices, the Company will then fill these openings externally.
10. All employees moving to new positions will be moved as soon as possible but not later than May 1, 2022.

In order to satisfy and in accordance with the collective agreement commitments regarding the hiring and/or converting of employees, the Company will convert a minimum of 24 most senior temporary employees to regular employee status prior to the blitz beginning. In addition, the Company will post for the Maintenance Response crew consisting of a minimum of (7) new Trade positions. Externally hire seven (7) new qualified trades people to allow for the backfilling process to follow. Externally hire three (3) new Trades positions (machinist, fabricator, millwright) in the Fabrication Shop and internally post for the addition of (8) new Pot Start-up positions in Reduction all as part of the blitz.

If all temporary employees that are converted to regular employees from 2021 negotiations aren't placed into openings during the blitz, they will fall under the negotiated transfer language for openings after the blitz is complete.

The Company agrees that all errors which resulted in the wrong employee being determined to fill an opening will be corrected and employees will be made whole for any losses due to the error.

Dated this \_\_\_\_\_ 27<sup>th</sup> \_\_\_\_\_ day of January \_\_\_\_\_ 2022 \_\_\_\_\_

On behalf of:

RIO TINTO ALCAN

*Ashley Medeiros*

Ashley Medeiros, Human Resources

*Courtney Hoffacker*

Courtney Hoffacker, Human Resources

On behalf of:

UNIFOR LOCAL, 2301

*M. McIlwrath*

Martin McIlwrath, President Unifor Local 2301

*Cliff Madsen*

Cliff Madsen, Business Agent, UNIFOR, Local 2301