

July 14, 2022

## **Joint Return to Work Committee Update**

### **Job Posting Process**

As we progress into the start-up, there are still outstanding job vacancies that need to be filled in an expedited manner. We have reached an agreement as outlined below.

Job postings will be posted through Sharepoint and the Unifor 2301 website on **Wednesday, 14 July, 2022 at 10:00 AM closing Tuesday, 20 July at 10:00 AM.**

### **This letter of agreement is in regards to the job posting process.**

The Company has approached the Union requesting to vary the 2017 – 2021 job posting language, which is currently in place during the start-up period, for the next round of job postings only. The Company's rationale for this request is to ensure that the employee movements and training take place in an expedited manner to facilitate the restart of the plant.

This Letter of Agreement describes the varied language only, which will be used for the next round of job postings. Unless stated in this agreement, Article 9.02 of the 2017 – 2021 CLA will apply.

1. All of the initial jobs that are to be posted under this LOA must be posted at the same time, date and in the same posting.
2. The Company will post these jobs no later than two weeks after the signing of this agreement.
3. Employees will have 7 calendar days to apply for job openings starting the day the jobs are posted. Each subsequent rounds of backfilling will be posted for 7 days after the previous round of postings is complete.
4. Successful candidates (this does not apply to temporary employees and graduated apprentices that are being placed in a position) will have the opportunity to a one shift trial if they so choose before accepting their new position.
5. Displaced permanent employees are considered to have applied for all open positions they are qualified for and if no one with greater Company seniority (which means their date of hire) accepts the vacancy, they will be placed next (by date of hire).
6. All temporary employees shall be considered to have applied for all postings they are qualified for and if no regular full time Bargaining Unit employee accepts the vacant job, then the temporary employee with the highest Company seniority (which means their date of hire) will be placed in the vacant job.
7. All graduated apprentices shall be considered to have applied for all open trades' positions, within their trade. If an open job position is posted and no one with greater seniority applies or accepts the position, then those graduated apprentices with the lowest Company seniority (which means their date of hire) must accept the position(s).

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