



RioTinto

6 May 2022

Rio Tinto BC Works Trades Education Program

As per Appendix VI of the CLA, the Joint Apprenticeship Committee is pleased to extend an opportunity for Bargaining Unit employees to participate in the following upgrading program designed to prepare employees for apprenticeship testing at Rio Tinto BC Works:

The Company will provide on an annual basis, a locally delivered Trades Education Program to assist all hourly employees in preparation for apprenticeship opportunities.

- The Company will cover all course costs associated with the program
- The program will be offered a minimum of eight (8) weeks prior to the writing of the exams and the program will provide a minimum of 16 hours training per week.
- Course content will be determined by the Joint Apprenticeship Committee, subject to approval by both parties
- Following the completion of the program and prior to the beginning of preferred vacation period, the apprenticeship selection test will be administered to all qualified candidates.

The self-paced program provides mentoring and instruction in Math, English and Science **via the Linked-in Learning platform.**

At this time there is no dedicated instructor or physical classroom to attend.

As the system is now online, there is no registration deadline. To register, please send an email to the apprenticeship committee at BCWorks.apprentice@riotinto.com. A member of the committee will reach out to ensure you have all the required access and list of courses prerequisites.

The planned apprenticeship intake is still being reviewed and will be communicated in the coming weeks.

Please review relevant language from the Collective Agreement appendix VI.

4. (a) (i) The candidate must provide documentation of successful completion of an accredited relevant upgrade course prior to being permitted to write the Apprenticeship test for a 3rd time. This clause is only relevant if you were unsuccessful obtaining an apprenticeship in two previous attempts.

Successful completion of 20 hours of online learning will satisfy the above clause.

The date for the 2022 apprenticeship testing and the final apprenticeship intake will be announced soon.

If you have any questions, please reach out to the following Apprenticeship Committee members:

Frank Abreu, Shawn Boomars, David Owens, Scott MacGregor and Clarence Riggs