

The following provisions will be considered to be an addendum to the Covid-19 Emergency measures agreement between the Company and the Union that was signed off on April 3, 2020 and all of the terms of that agreement apply to this addendum.

1. The Union agrees to a variance of Article 17 allowing the Company to change the established shifts in the crew/department listed below as follows:

- Automation-Dept-565 -Employees that are working the new nine (9) hour maintenance shift will change to shift schedule #37 (12 hour days). These shifts will be offered by company seniority.
- Garage-Dept-633 and 634-Employees other than Richard Watt, that are working Monday to Friday on eight (8) hour day shifts per week will change to shift schedule #37 (12 hour days). These shifts will be offered by company seniority.

5. The Company agrees to accommodate A/C Mechanic, Peter Bradbury, on Shift schedule #37 (12 hour days) (C/D rotation).

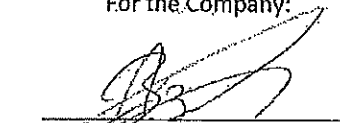
For the Union:

April 6, 2020

For the Company:



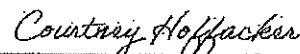
Martin McIlwrath
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Unifor Local 2301



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General Manager
Rio Tinto, BC Works



Cliff Madsen
Business Agent
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Courtney Hoffacker
HR Business Partner