

COVID-19
EMERGENCY MEASURES AGREEMENT
BETWEEN
RIO TINTO (THE Company)
And
Unifor local 2301 (THE UNION)

This agreement contains temporary measures that the Company and Union (collectively the "Parties") agree are necessary at this time to maintain the normal power and smelter operations. ("Agreement")

This Agreement will expire when either the BC Provincial Health Officer removes COVID-19 related restrictions or when both Parties agree to end this Agreement.

The Collective Agreement between the Parties continues in full force and effect unless otherwise permitted by law or agreed to by the parties, subject only to the following:

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:
 - Casting Maintenance-Dept-620 – Employees that are working Monday to Friday on eight (8) hour day shifts per week and 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.
 - Carbon North-Dept-627 (ABF & ARS) – Employees that are working Monday to Friday on eight (8) hour day shifts per week and employees that are working four (4) ten (10) hour day shifts per week will change to shift schedule #37 (12 hour days). These shifts will be offered by company seniority.
 - Central Maintenance-Plant Services-Dept-646 – Electricians, Pipefitters, Welders and Millwrights employees that are working Monday to Friday on eight (8) hour day shifts and 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.

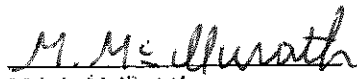
M. M. April 3, 2020


2. Prior to implementing any agreed measures, the Company must communicate them to the affected crews and provide an opportunity for input. Any input received will be shared with the Union giving the parties an opportunity to modify the agreement if needed.
3. The Union Full-time Safety Rep or alternate will work together with a Company Representative to respond to Covid-19 related issues. Their responsibility will be to address Covid-19 complaints from work areas and recommend solutions.
4. The Company will put measures in place to support physical distancing e.g. staggering start and stop times, break times, shower times and meeting times.

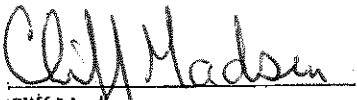
For the Union:

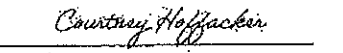
April 3, 2020

For the Company:


Martin Mellwrath
President
Unifor Local 2301


Affonso Bizon
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Rio Tinto, BC Works


Cliff Madsen
Business Agent
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