

## LETTER OF UNDERSTANDING:

### Canadian Emergency Wage Subsidy (CEWS)

In light of the current market situation, along with the COVID-19 global pandemic the Company and the Union agree to the following temporary measures in a joint effort to provide work to the greatest number of employees possible during this period of uncertainty.

The following conditions are necessary in order to avoid further layoffs and at the same time will allow the Company to increase the amount of working employees for the mutual benefit of all parties.

This agreement shall remain in effect for the period of time that the Federal CEWS program remains in effect.

- 1) Employees will be recalled in accordance with *Article 17 Lay-off and Re-Call*.
- 2) Recalled employees must be physically capable of performing the tasks associated with the work that is available.
- 3) Recalled and current active employees shall be scheduled for a minimum of thirty (30) hours per week for each week they are scheduled and shall be compensated for all time worked at their regular rate of pay.
- 4) Changes of shift schedule may be required for employees and due to the time constraints of the program it will not be possible to provide one month notice as outlined in *Article 16, Hours of Work, Overtime, Lunch Break*.
- 5) Employees shall accumulate pension contributions for all hours worked in accordance with *Schedule B-2 Pension Plan*.
- 6) Employees shall maintain access to the benefit plan in accordance with *Schedule B-1*.
- 7) The Company will continue to review activities that are contracted out as per the *Letter of Agreement Contracting-Out and Letter of Agreement Contracting Out Review*.
- 8) Overtime shall continue to be calculated in accordance with *Article 16 Hours of Work, Overtime, Lunch Break*.
- 9) Recalled employees shall not be eligible for the Canadian Emergency Response Benefit, and should not make application for the period following their recall in accordance with the eligibility rules for both the CEWS and CERB programs.



April 30, 2020

For the Union

Cody Alexander

Print Name  
Eugene Caputo

Cody Alexander

Signature  


For the Company

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Print Name

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Signature

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