

LETTER OF AGREEMENT

RE: Apprenticeship Rate & Experienced Apprentices

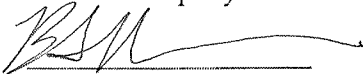
The Company may recognize an apprentice's previous relevant working experience for calculating the Apprenticeship Rate under the following conditions:

- The employee must have been registered as an apprentice by a previous employer and continue to be an active apprentice in the relevant trade; and
- The employee must transfer his apprenticeship Sponsorship to the Company; and
- The employee must be in a trade recognized within "Schedule A" and working within that trade; and
- The employee must provide documentation issued by the previous employer outlining his/her hours, and work experience; and
- The employee must provide their block training status, and Apprenticeship Training Standard Log Book (competency book) as part of the evidentiary record

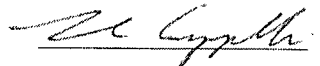
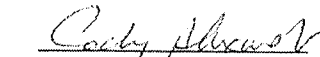
Once these conditions have been satisfied the Company shall review the supplied evidence and determine where to place the employee on the Apprenticeship Rate table and adjust the employee's rate accordingly.

This recognition of hours shall only apply to determining the Apprenticeship Rate of the employee.

For the Company



For the Union



\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Dated this 6 day of September, 2022.