

LETTER OF AGREEMENT
RE: WAGE ADJUSTMENTS

The Company agrees to adjust compensation for employees in the bargaining unit as set out in this Letter of Agreement, effective November 14, 2022.

Article 19.8 will be replaced in its entirety with the following:

New employees will be subject to the following rates. New employees in Maintenance will not be subject to these rates.

New Hire Rate first 1,000 hours	\$	21.63
1,001 - 2000 hours	\$	22.66
After 2000 hours	Category STD Hourly Wage	

In addition, the wage table of Schedule "A" will be updated as below.

Category	Current	November 15 2022-May 31 2023		
		Y4		Y5
		2022/2023	2023/2024	2024/2025
New Hire Starting	\$ 21.00	\$ 21.63	\$ 21.63	\$ 21.63
New Hire After 1,000	\$ 22.00	\$ 22.66	\$ 22.66	\$ 22.66
Supporter STD Hourly Wage	\$ 23.91	\$ 24.63	\$ 25.09	\$ 25.56
First Specialty	\$ 24.51	\$ 25.23	\$ 25.69	\$ 26.16
Second Specialty	\$ 25.11	\$ 25.83	\$ 26.29	\$ 26.76
Third Specialty	\$ 25.71	\$ 26.43	\$ 26.89	\$ 27.36
Team Leader	\$ 26.81	\$ 27.53	\$ 27.99	\$ 28.46
Operator STD Hourly Wage	\$ 26.94	\$ 27.75	\$ 28.27	\$ 28.80
First Specialty	\$ 27.56	\$ 28.37	\$ 28.89	\$ 29.42
Second Specialty	\$ 28.18	\$ 28.99	\$ 29.51	\$ 30.04
Third Specialty	\$ 28.80	\$ 29.61	\$ 30.13	\$ 30.66
Team Leader	\$ 30.70	\$ 31.51	\$ 32.03	\$ 32.56
Spec. Operator STD Hourly Wage	\$ 30.07	\$ 30.97	\$ 31.55	\$ 32.14
First Specialty	\$ 30.92	\$ 31.82	\$ 32.40	\$ 32.99
Second Specialty	\$ 31.77	\$ 32.67	\$ 33.25	\$ 33.84
Third Specialty	\$ 32.62	\$ 33.52	\$ 34.10	\$ 34.69
Team Leader	\$ 35.32	\$ 36.22	\$ 36.80	\$ 37.39

There will also be a retention bonus totalling \$3,000 under the following conditions:

\$1,500 to be paid out on July 31, 2023 to all active employees. To be eligible, an employee must have started with the Company on or before January 31, 2023.

\$1,500 to be paid out on December 31, 2023 to all active employees. To be eligible, an employee must have started with the Company on or before June 30, 2023.

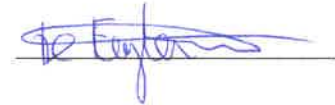
Except for the adjustment set out in this Letter of Agreement, no other changes are made to the Collective Agreement dated June 1, 2020.

The parties acknowledge that the Company has agreed to make the adjustments set out in this Letter of Agreement on a gratuitous basis, without any precedent or any obligation to make any further adjustments to compensation at a future date.

For the Company

A handwritten signature in blue ink, appearing to be 'BM', is written over a horizontal line.

For the Union

A handwritten signature in blue ink, appearing to be 'to Eyles', is written over a horizontal line.

Dated this 18 day of November, 2022.