



# Cameco

## **COLLECTIVE BARGAINING AGREEMENT**

This Agreement made and entered  
into this 5th day of July 2019.

BY AND BETWEEN

**CAMECO CORPORATION**

**PORT HOPE, ONTARIO**

(HEREINAFTER CALLED "THE COMPANY")

AND

**UNITED STEELWORKERS OF AMERICA**

(HEREINAFTER CALLED "THE UNION")

ON BEHALF OF

**LOCAL 8562**



EFFECTIVE JULY 2019 TO JUNE 30, 2022

10100 (09)



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WHEREAS it is the intent and purpose of the Company and the Union to further harmonious industrial relations between the Company and its employees, to establish and maintain satisfactory working conditions, hours of work and rates of pay, and to provide for the prompt and equitable disposition of grievances;

NOW THEREFORE THIS AGREEMENT WITNESSETH that the parties hereto hereby agree as follows:

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## **Article 1 - SCOPE**

- 1.01 The term “employee” or “employees” wherever used in this Agreement shall mean all employees of the Company at Port Hope, Ontario.

## **Article 2 - JURISDICTION**

- 2.01 In accord with the provisions of the Canada Labour Code, the Company comes within the jurisdiction of the Department of Labour of Canada.

## **Article 3 - CANADIAN NUCLEAR SAFETY COMMISSION**

- 3.01 The Government of Canada through the Canadian Nuclear Safety Commission has made the Company responsible for the maintenance of adequate security measures for the work carried out by it in the field of nuclear energy. It is understood and agreed by the Union that neither the security rules that are established pursuant to the operating licence granted by the Canadian Nuclear Safety Commission nor their administration are matters for collective bargaining or discussions under this Agreement.
- 3.02 In the event that an employee is discharged for security reasons, the Company agrees to notify the Union, and while it is understood that the Company may not be able to divulge the information on which the discharge is based due to statutory, regulatory or contractual regulations and obligations binding upon the Company (collectively referred to herein as “third party restrictions”), the Company will provide to an employee discharged for security reasons disclosure of all material facts relating to his/her dismissal to the extent that such disclosure is not in violation of the third party restrictions.

## **Article 4 - RECOGNITION**

- 4.01 The above-designated Union shall be the sole and exclusive bargaining agent for all employees of the Company hereinbefore referred to, for the purpose of bargaining with respect to rates of pay, hours of work and other conditions of employment.

The Company agrees to prior consultation with the

Union on any changes in conditions of employment not covered by this Agreement.

#### **Article 5 - NO DISCRIMINATION / HARASSMENT**

- 5.01 The parties agree that there shall be no discrimination by the Company or the Union or its members against any employee(s) because of membership or activity or non-membership in any lawful Union.

Further, both parties commit that there will be no tolerance of discrimination/harassment against any employee(s) as set out in the Canadian Human Rights Act covering this bargaining unit.

#### **Article 6 - MANAGEMENT RIGHTS**

- 6.01 The Union recognizes that the Company has the exclusive right:
- (a) To manage the industrial enterprise in which the Company is engaged, and without restricting the generality of this function, to determine the number of employees and the facilities required by the Company at any place from time to time for any and all operations, the kinds and locations of equipment, machines and tools to be used, and to determine the schedules of operations;
  - (b) To maintain order and discipline; to make and amend reasonable rules of conduct and procedures for employees; to hire, promote, classify, transfer, demote or lay off employees; to discipline, suspend or discharge employees if these actions are for just cause; provided however that any exercise of these rights in conflict with the provisions of this Agreement shall be subject to the grievance procedure herein.

#### **Article 7 - NO CESSATION OF WORK**

- 7.01 As provided in the Canada Labour Code, there shall be, during the term of this Agreement, no lockout by the Company, and no strike by any employee, nor shall there be any strike of any employee declared or authorized by the Union.

- 7.02 If at any time during the term of this Agreement, employees of Cameco, Port Hope, Ontario should engage in a work stoppage, the Union agrees to cooperate with the Company to ensure that the Company's property is protected from damage or destruction.

#### **Article 8 - UNION STEWARDS AND COMMITTEES**

- 8.01 The Union may choose twenty (20) stewards who must have seniority status to assist in processing grievances as outlined under the grievance procedure. This number may be adjusted by mutual agreement between the Company and the Union.
- 8.02 There shall be three (3) Union Committees composed of not more than five (5) members each, who must have seniority status.
- 8.03 The functions of the three (3) Committees shall be as follows:
- (a) to act as the grievance committee referred to in the grievance procedure;
  - (b) to meet with representatives of the Company at pre-determined times once a month to discuss matters of mutual interest to the Union and the Company;
  - (c) to represent the Union during contract negotiations with the Company.

At any meetings with the Company, the Committees may be accompanied by a full-time representative of the Union.

- 8.04 The Company shall be notified in writing by the proper officials of the Union the names of the stewards and the committee members, and of any changes in same, before the Company will recognize them.
- 8.05 It is agreed that during working hours the discussions of grievances between stewards and employees will, as far as is practical, be kept to a minimum.
- 8.06 If it is necessary for a steward, committee member or other employee to take time off during working hours in connection with Union business, he/she must obtain permission from his/her immediate supervisor. Such permission shall not unreasonably be withheld.

- 8.07 Stewards and committee members who in accordance with the preceding section have received authorization, will be paid their regular basic hourly rate for time spent attending scheduled meetings.
- 8.08 Other than specifically permitted in this Article or provided elsewhere in this Agreement, there will be no solicitation of members or other Union activity during working hours.

**Article 9 - ADJUSTMENT OF GRIEVANCES**

- 9.01 Should any difference arise between the Company and any of the employees concerning the interpretation or alleged violation of the provisions of this Agreement, an earnest effort shall be made to settle such differences without undue delay in the following manner:

Stage One - Within five (5) days after the grievance has arisen, the employee, accompanied by his/her steward may take the matter up with his/her immediate supervisor, or the supervisor involved, at which time a grievance fact sheet will be completed and signed by the grievor, the steward and the supervisor. Failing settlement within five (5) working days, the grievance may proceed to Stage 2.

Stage Two - Within five (5) working days from the date Stage One was completed, the employee, accompanied by the Chief Steward and his/her area steward, if he/she so desires, may take the matter up with his/her department head or his/her designate, presenting the grievance in writing on forms agreed upon by the Company and the Union. The decision of the Company at this stage must be given in writing. Failing settlement within five (5) working days of receipt of the written grievance, the grievance may be referred to Stage Three.

Stage Three – Within five (5) working days from the time the Company decision was received at Stage Two, the grievance committee may take the matter up with the Manager, Human Resources, and/or his/her delegate or delegates presenting the complete written record of the grievance. Either party may, at its discretion, require

the employees concerned to be present and to give evidence regarding the dispute. The Company shall provide the Union with its written decision to the grievance within seven (7) working days after the stage 3 meeting has concluded. Failing a satisfactory settlement the matter may be referred to arbitration within twenty (20) working days as provided in Section 10.01.

- 9.02 Any difference arising directly between the Union and the Company concerning the interpretation, administration or alleged violation of this Agreement (other than contract renewal discussions) may be submitted in writing by either party to the other at Stage Three.

- 9.03 In determining the time within which any step is to be taken under the foregoing provisions of this Article, Saturdays, Sundays, scheduled days off, recognized general holidays, and annual plant shut-downs shall be excluded.

- 9.04 If advantage of the provisions of this Article is not taken within the time limit specified or as extended by mutual agreement in writing between the Company and the Union, the matter in dispute shall be deemed to have been abandoned and cannot be reopened.

- 9.05 The nature of the grievance and the remedy sought shall be set out in the written record at Stage Two and may not be subject to change at Stage Three or in the arbitration procedure.

The section or sections of this Agreement the meaning of which is in dispute, or which are alleged to have been violated, shall be set out in the written record at Stage Three and may not be subject to change in the arbitration procedure.

- 9.06 At any Stage of the Grievance Procedure, if a Steward, Chief Steward, or Grievance Committee member is unavailable, the senior Union Executive on the property shall delegate a replacement to fulfil the absentee's duties.

- 9.07 Disciplinary notations shall be withdrawn after a period of 24 months from date of issue, provided the employee has not received subsequent discipline in that period.

## Article 10 - ARBITRATION

- 10.01 In case any dispute concerning the interpretation or violation of this Agreement has not been settled after proceeding through the proper stages of the grievance procedure as set forth, and after the exhaustion of such grievance procedure, the same may be referred by either party to Arbitration within twenty (20) days as set forth in Stage Three of the grievance procedure.

The grievance will be heard by a single arbitrator, The Company and the Union agree that the following arbitrators shall be appointed in rotation to hear grievances referred to arbitration:

Louisa Davie  
Peter Chauvin

The party referring the matter to arbitration shall contact the appropriate arbitrator when the grievance is referred to arbitration. If the arbitrator cannot establish a date acceptable to the parties, the other arbitrator shall be approached. If neither arbitrator can offer acceptable dates, the parties will discuss alternative arbitrators. Failing agreement, the Federal Mediation Services shall be asked to appoint an arbitrator. If either of the named arbitrators shall be is unable or unwilling to serve in that role in the future, the parties will select a replacement by mutual consent.

- 10.02 If arbitration proceedings involve discussion of plant details and processes subject to security rules, it is understood that the arbitrator shall have a security rating acceptable to the Canadian Nuclear Safety Commission.
- 10.03 Arbitration shall be heard at an agreed upon location in writing.
- 10.04 The written record of the grievance presented at Stage Three of the grievance procedure and the decision of the Company thereon or in the case of a difference between the Union and the Company, the written application by the applicant for arbitration and the reply thereto by the other party, shall be presented to the Arbitrator.

- 10.05 Each party shall pay an equal share of the fee and expenses of the Arbitrator. No costs of arbitration shall be awarded to or against either party.
- 10.06 The decision shall be made at the earliest opportunity after the close of the hearings and the decision of the Arbitrator in respect to an interpretation or alleged violation of this Agreement shall be final and binding upon the parties, but in no event shall the Arbitrator, have power to alter, modify, or amend this Agreement or substitute provisions for any existing provisions, or to give any decisions inconsistent with the terms and provisions of this Agreement.
- 10.07 Prior to the arbitration hearing the parties may agree to discuss the grievance in a without prejudice mediation process. The mediator will be jointly selected and each party shall pay an equal share of the Mediator's fees and expenses. Alternatively, the parties may jointly request a mediator from Federal Mediation and Conciliation Services.

## Article 11 - SENIORITY

- 11.01 Definition - Seniority shall accumulate throughout the total period an employee has been on the Company's payroll except that (1) a newly hired employee shall have no seniority rights during his first 520 actual hours worked, and (2) the seniority of a laid-off employee shall continue to accumulate for a maximum of thirty-six (36) months immediately following his date of lay-off.

The Company will post a seniority list monthly in the lobby and provide a copy of such list to the Local Union President. Upon request twice per year a copy of the seniority list shall be sent to the Staff Representative, which copy shall include the employees' seniority date, classification, current rate of pay, telephone number and address.

- 11.02 (a) Application - In all cases of promotion, transfer, lay-off, recall from lay-off and reclassification, and shift work scheduling the following factors shall govern:
- (i) The length of continuous service with the Company

at the Company's Port Hope Facility.

- (ii) The ability of the employee to perform the available work.

When factor (ii) is relatively equal as between two or more employees, then seniority shall govern.

Where two (2) or more employees have the same date of employment, seniority will be determined alphabetically by the employee's surname.

- 11.02 (b) When a vacancy occurs subsequent to a layoff, the job will be posted in accordance with 11.05 and only employees actively at work can bid. If there are no qualified applicants, the job will be offered to the senior laid-off employee with recall rights, providing he/she has the minimum qualifications for the job. In the event the job offer is refused, the employee will be deemed to have quit.

11.02 (c) Severance

- (a) An employee whose employment is permanently terminated as a result of a reduction of the work force, shall be entitled to severance pay as set forth herein, provided the employee advises the Company in writing that the employee is relinquishing his or her seniority and employment rights.

- (i) Where the employee has one (1) or more year of continuous bargaining unit service: Eighty (80) hours multiplied by (x) the employees highest base permanent regular hourly rate of pay,

Plus

Forty (40) hours multiplied by (x) the employees highest base permanent regular hourly rate of pay for each full year of service to a maximum of thirty six (36) weeks of pay (i.e.: 1440 hours) inclusive of payment made above in (i). Partial years of service will be prorated.

- (b) All severance pay shall be inclusive of any severance, or other pay required under the Canada Labour Code or at law.

- (c) Acceptance of severance pay will be deemed a voluntary resignation.

- (d) For the purposes of clarity, an employee on layoff who is entitled to severance pay, shall be entitled to receive the same at any time during the employees recall period upon advising the Company in writing that the employee is relinquishing his or her seniority and employment rights. In any event, the employee shall receive severance pay upon the expiration of the thirty-six (36) month period.

11.03 Loss of Seniority - An employee shall lose all seniority for any of the following reasons:

- (a) if he/she voluntarily quits;
- (b) if he/she is discharged for cause and subsequently not reinstated;
- (c) if he/she is laid off and fails to return to work within ten (10) calendar days from the receipt of the Company's notice by registered mail to return to work, unless he/she can substantiate by medical evidence that he/she was unable to return because of illness or accident, or the Company accepts other good reasons for his/her failure to return;
- (d) if he/she is laid off and the time elapsed from his/her date of lay-off exceeds thirty-six (36) months.

11.04 Probationary Employee - As referred to in Section 11.01, a newly hired employee shall have no seniority rights during his first 520 actual hours worked of employment during which period he/she shall be on probation and subject to transfer, demotion, lay-off, dismissal or discharge at the sole discretion of the Company, notwithstanding anything in this Agreement to the contrary. With respect to any matters other than those referred to herein, a probationary employee shall have recourse to the grievance procedure. Upon completion of the probationary period, he/she shall be placed on the seniority list effective from his/her date of employment.

- 11.05 (a) Vacancies - Any and all vacancies within the bargaining unit desired by the Company to be filled will be posted immediately for five (5) days (excluding Saturdays, Sundays, plant shutdowns and recognized general holidays) on the special Company bulletin board provided for this purpose.



Any employee sincerely desirous of transferring to the posted classification, and who feels he/she has the necessary qualifications, may within the period of posting fill out an application form especially provided for this purpose, and deposit it in the box located by the bulletin board.

The successful applicant shall be transferred to the posted job within thirty (30) days following his appointment. This may be extended by mutual agreement of the Company and the Union.

- (b) Vacancies - Any and all vacancies within the bargaining unit desired by the Company to be filled will be posted immediately for five (5) days (excluding Saturdays, Sundays, plant shutdowns and recognized general holidays) on the special Company bulletin board provided for this purpose.

Any employee sincerely desirous of transferring to the posted classification, and who feels he/she has the necessary qualifications, may within the period of posting fill out an application form especially provided for this purpose, and deposit it in the box located by the bulletin board.

The successful applicant shall be transferred to the posted job within thirty (30) days following his appointment. This may be extended by mutual agreement of the Company and the Union.

Notwithstanding Articles 11.01 and 11.04, if the Company subsequently decides to hire the temporary employee as a regular employee, his/her service as a temporary shall count  $\frac{1}{2}$  for 1 towards completion of his probation period and the attainment of seniority.

Upon the return to work of the absent employee, he/she will, subject to his being able to perform the work and subject to the Company's return to work policies, be returned to the job he/she held at the commencement of the absence, provided the job still exists.

The person who successfully bid on the temporary posting will then be returned to the job he/she held

before the posting.

If circumstances change such that the temporary vacancy exceeds ninety (90) days, the situation will be discussed by the parties to achieve a mutually agreeable solution.

If circumstances change and the absent employee will not be returning to his previous job, the Company, if it requires the vacancy to be filled, will re-post the job as a normal job posting under article 11.05 (a).

- 11.06 When an employee is assigned to work four (4) hours or longer on his/her shift or work day on a job bearing a higher rate than his/her regular job, he/she shall be paid the higher rate for the full shift or work day.

- 11.07 Preferred Hiring Status - Any employee laid off under the terms of this Agreement shall be given preferred hiring status over new hires for other jobs which may become available in other bargaining units at the Facility.

Security guards placed in jobs within the Local 13173 shall have seniority status for vacations, general holidays, pensions and all other fringe benefits covered by the Agreement with Local 13173.

- 11.08 Security guards will normally work a rotational schedule between guardhouses. However, the Company reserves the right to assign guards to specific guardhouses as required for training or special security matters.

- 11.09 Disabled Employees

In the event an employee becomes disabled, it is agreed by the Company and the Union that every effort shall be made to accommodate the disabled employee with suitable employment as is available. A Union representative from the Joint Union-Management Safety and Health committee will work with the Medical Department and the disabled employee to ensure that their return to work is as effective as possible.

The Parties may waive the provisions of Articles 11.02 and 11.05 by mutual agreement of the Joint Union-Management Committee in order to place a

disabled employee into a vacancy when he/she is unable to perform his/her regular job because of a permanent physical disability or medical condition.

If a disabled employee returns to work in a lower rated job, the employees regular rate will be maintained for a maximum period of twelve (12) normal work weeks.

#### **Article 12 - DISCHARGE OR SUSPENSION**

- 12.01 The Company will notify the Union promptly in writing of the reason for the discharge or suspension of any employee.
- 12.02 In the event that any employee with seniority status is discharged or suspended for other than security reasons, such discharge or suspension may be made the subject of a grievance provided presentation is made at Stage Three of the grievance procedure within three (3) working days of the discharge or suspension.
- 12.03 Notwithstanding anything contained in Article 10.06, in the event that a discharge or suspension grievance should go to arbitration, the Arbitrator shall have the power to modify or amend the penalty imposed by management.
- 12.04 When an employee on site is suspended or discharged, he/she will be accompanied by a grievance committee member, provided such person is available on site.

#### **Article 13 - HOURS OF WORK**

- 13.01 This Article provides the basis for the calculation of any payment for overtime and premiums, and shall not be construed as a guarantee of hours of work per day or week or a guarantee of days of work per week.
- 13.02 The Company reserves the right to operate any and all of its plants and facilities on a continuous basis; however, construction and maintenance day workers will be scheduled to work Mondays through Fridays.
- 13.03 Eight (8) hours of work per day and forty (40) hours of work per week shall be regarded as the normal complement of hours, unless otherwise provided in this Agreement.

For pay purposes, the normal work day is defined as the twenty- four (24) hour period from 00:00 to 23:59.

- 13.04 All employees assigned to an eight (8) or ten (10) hour work day will receive break times totalling fifty (50) minutes during any work day of eight hours or ten hours. Break times will be assigned by the Company as either one period of twenty (20) minutes and two periods of fifteen (15) minutes each or one period of thirty (30) minutes and one period of twenty (20) minutes.
- 13.05 Shift Workers - An employee who is normally scheduled according to posted shift schedules to work twelve (12) consecutive hours.

Changes in shift workers' schedules shall be posted as early as possible. Revisions of shift schedules will be discussed with the Union as early as possible. In the event that it becomes necessary for a guard to change crews or shifts, every attempt will be made to minimize any loss of pay due to a reschedule by the Company of hours of work. A shift worker required to work an additional fifteen (15) minutes to relieve another guard shall be paid the fifteen (15) minutes at straight time rate.

In the event that it becomes necessary for a guard to change crews or shifts, every attempt will be made to minimize any loss of pay due to a reschedule by the Company of hours of work.

- 13.06 Each employee is required to be in his/her work area and ready to work at the time that his/her shift starts. For shift workers required to relieve another employee, the shift "starts" fifteen (15) minutes prior to the start time as defined in Article 13.05.

#### **Article 14 - OVERTIME AND OTHER PREMIUMS**

- 14.01 All employees recognize and agree that within reason they are obligated to work overtime hours when requested to do so. There is also an obligation on the part of the Company to give the employee as much notice as possible.
- 14.02 Overtime payment will be made on the following basis:
  - (a) Time and one-half:

- (i) for all work performed in excess of regularly scheduled daily hours,
- (ii) for all work performed up to the normal complement of hours during an employee's scheduled day off,
- (iii) for all work performed up to the normal complement of hours on a recognized general holiday;

(b) Double Time

- (i) for all work performed in excess of twelve (12) hours in any twenty-four (24) hour period reckoned from the beginning of an employee's regularly scheduled shift,
- (ii) for all work performed in excess of the normal complement of hours during an employee's scheduled day off,
- (iii) for all work performed in excess of the normal complement of hours on a recognized general holiday,
- (iv) for all work performed up to the normal complement of hours on a Sunday if Sunday is the employee's scheduled day off,
- (v) for all work performed in excess of the normal complement of hours and up to twelve (12) hours on a Sunday, when Sunday is a scheduled work day.

(c) Double Time and one-half

- (i) for all work performed in excess of the normal complement of hours on a Sunday, if Sunday is the employee's scheduled day off,
- (ii) for all work performed in excess of twelve (12) hours on a Sunday, when Sunday is a scheduled work day.

14.03 An employee called in to work after the start of their vacation shall be paid in the same manner as an employee performing work on their scheduled day off.

14.04 An employee required to work more than two (2) hours overtime immediately prior to or following their regular

shift and without prior notice shall, without pay deduction, be allowed, twenty (20) minutes at the plant to eat a meal provided at the Company's expense.

14.05 Change in Shift Schedule - Whenever an employee's regularly scheduled working hours are changed by the Company, that is both starting and finishing time, they shall be paid for all regular hours worked by the employee during the first shift under their changed schedule,

(a) at the employees straight time hourly rate if they have been given minimum notice of forty-eight (48) hours prior to the commencement of their changed shift schedule; or

(b) at the rate of time and one-half or the applicable overtime rate, whichever is greater, if the employee has not been given notice of forty-eight (48) hours.

When it is necessary for an employee to work two consecutive shifts, overtime rates will apply regardless of prior notice. The Company will make every effort to eliminate short shift changes which would require an employee to work sixteen (16) hours in a day.

The Company agrees to notify employees as soon as possible of any change in shift schedules.

14.06 Where a change in shift schedule is made for the convenience of an employee or where, with the consent of the Company, an employee arranges for personal convenience to cover another employee's shift, such hours worked shall not be subject to overtime pay.

14.07 Shift Differential - The following premium will be paid to all shift workers for regularly scheduled work performed:

From 12:00 midnight to 8 a.m. 65¢ per hour  
From 4:00 p.m. to 12:00 a.m. 45¢ per hour

14.08 Sunday Premium - Shift workers regularly scheduled to work on Sunday shall be paid at the rate of time and one-half for all hours worked.

14.09 Call-Out - Without Prior Notice - If an employee, after they have left the plant upon conclusion of their reg-

ular shift or work day, is requested by the Company to return to work prior to the beginning of their next scheduled shift or work day, they shall be paid for the work so performed a minimum of four (4) hours at their straight time hourly rate or the pay to which they would otherwise be entitled under this Agreement, whichever is the greater.

In the event that an employee, as the result of a call-out without prior notice, reports for work after 11:00 p.m., any hours worked between midnight and 6:00 a.m. will be paid at double time rates. A minimum payment for the call-out work shall be equal to four hours at straight time rate.

**Call-Out - With Prior Notice** - If an employee, during their regular working hours is requested by the Company to return to work at a specific time other than one hour immediately preceding their regular working hours, they shall be paid for the work so performed a minimum of three (3) hours at their regular straight time hourly rate or the pay to which he would otherwise be entitled under this Agreement, whichever amount is the greater.

This section will not apply to overtime work scheduled for the convenience of an employee.

- 14.10 Overtime pay shall not be paid more than once for the same hours worked.

#### **Article 15 - GENERAL HOLIDAYS**

- 15.01 In accord with the Canada Labour Code, the following shall be observed as general holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.
- 15.02 When New Year's Day, Canada Day, Remembrance Day, Christmas Day or Boxing Day falls on a Sunday or a Saturday, the immediately preceding Friday or the next Monday shall be considered as the holiday.
- 15.03 Pay for each of the above mentioned holidays shall be computed such that employees receive their straight time regular hourly rate of wages for their normal

hours of work in the week in which the holiday falls.

- 15.04 An employee will be entitled to pay for any of such holidays, provided he/she is in receipt of wages (vacation pay and pay under this Article to be deemed to be wages) for at least one hundred and twenty (120) hours during the thirty (30) calendar days immediately preceding the holiday; or, if the holiday falls during an absence not exceeding two weeks; or, if the holiday falls during an absence due to non-compensable illness or accident not exceeding three weeks; or, if he/she works his/her regularly scheduled shift or work day before and his/her regularly scheduled shift or work day after the holiday.
- 15.05 (a) If a general holiday falls on an employee's regularly scheduled day off, the employee, if entitled to the general holiday with pay under 15.04, shall be given a day off with pay at some other time convenient to him/her and the Company. Such lieu days may be consecutive if the employee wishes.

#### **(b) Lieu Time Accumulation**

Lieu time will be accumulated by hours to a maximum of 156 hours.

Excess lieu time over 156 hours will be automatically paid out to an employee.

#### **(c) Scheduling Lieu Time**

Lieu days will normally be taken as full regular shifts i.e. 8, 10 or 12 hours at a time convenient to the employee and the company. Partial shifts may be considered by the company based on operational requirements.

Employees may request to have lieu time paid out at their discretion.

- 15.06 If a general holiday falls within the period of an employee's annual vacation, the employee shall be entitled to an additional day off at some time convenient to him/her and the Company. Further, if entitled under 15.04, the employee shall receive pay for the general holiday on the basis of his/her normal scheduled daily hours of work in the week preceding his vacation.

15.07 Notwithstanding Section 15.04, an employee scheduled to work on a day of observance of a general holiday but failing to work because of being absent without authorized leave will not be paid for the holiday.

**Article 16 - VACATION WITH PAY**

16.01 Employees will be entitled to vacation with pay as follows:

Continuous Service after	Vacation Period	Vacation Pay (Percentage of Earnings*)
1 year	2 weeks	4%
5 years	3 weeks	6%
8 years	4 weeks	8%
20 years	5 weeks	10%

\*Earnings to include benefits received during the first twelve (12) months of any absence for maternity and parental E.I., weekly indemnity, long term disability and/or Workers' Compensation." The parties agree that PIE Plus payments, settlement bonuses, signing bonuses and all other incentive and bonus payments are not "earnings" for the purposes of calculating vacation pay and are properly excluded from the calculation of vacation pay.

16.02 This Article shall be administered in accordance with the Canada Labour Code, except that the cut-off date for the calculation of vacation pay shall be the last day of the third full pay period in the month of June. Service will be recognized during the calendar year in which the anniversary date occurs.

16.03 Employees may submit their preferred vacation period by **23:59 hours on** February 1 and seniority shall govern. Vacation periods may be requested covering the 12 month period up to February 1 of the following year. The Company will post the approved vacation by March 1. **For the scheduling of vacation, priority will be given to requests in the following order:**

- i) one week blocks of current vacation,**
- ii) single day current vacation,**

- iii) service vacation,**
- iv) lieu.**

Employees applying for vacation after March 1st will be scheduled on a first come first serve basis.

16.04 Service Vacations - In addition to his annual vacation, each employee who completes continuous service of twenty-five years shall be entitled to a service vacation of three weeks with pay. Pay will be calculated at the employee's basic rate in effect on the day of his entitlement.

Each employee shall be similarly entitled to such service vacation upon completion of each five-year period of continuous service subsequent to date of his/her first entitlement.

Each employee who under this Article has become entitled to a service vacation shall take this vacation at a time approved by the Company during the year of entitlement or the three year period immediately following the year of entitlement. This vacation may be taken in one-week blocks.

An employee who is entitled to service vacation may waive taking any week of service vacation by signing an irrevocable waiver and presenting it to the Company. When such employee retires, he/she will be paid a lump sum amount equal to forty (40) hours pay for each week which was waived at his basic rate in effect on the date of his/her retirement.

or

An employee may request to waive any week (s) of service vacation to which they are entitled by signing an irrevocable waiver to the human resources department. Payment for each week (s) waived will be provided at the employee's basis rate in effect at time of entitlement X 40 hours

16.05 If an employee is disabled due to injury or illness prior to vacation time, he/she will be entitled to take his/her vacation at a later date when he/she has recuperated.

**Article 17 - LEAVE OF ABSENCE**

17.01 Marriage or Death in Family

- (a) The Company will grant special leave of three (3) days with pay at straight time hourly rate to employees with not less than six months service on the occasion of their marriage.
- (b) Up to four (4) scheduled work days leave of absence without loss of pay to attend the funeral or Celebration of Life in the event of a death in the employee's immediate family. The time to be paid for may be any four (4) working days within the five calendar day period commencing either on the day of death of an immediate family member or on the following day, at the employee's discretion. If the funeral, Celebration of Life or interment takes place on a scheduled work day beyond the five calendar day period then the employee may defer taking one day of bereavement leave for this purpose. It is understood immediate family will include the employee's brother, sister, father, mother, father-in-law, mother-in-law, foster parent, grandson and granddaughter, step mother, step-father, grandfather, grandmother, brother-in-law, sister-in-law, daughter-in-law, son-in-law, spouse's grandparent, spouse's grandchild, any relative permanently residing in the employee's household, or with whom the employee has permanently resided, or a person for whom the employee was granted compassionate care leave in order to provide care and support to that person.
- (c) In the case of death of an employee's spouse with whom the employee is cohabiting or a child of the employee (including a child of the spouse with whom the employee is cohabiting\*) the employee shall be granted up to thirty (30) consecutive calendar days off, at the employee's election, commencing either on the day the death occurred or on the day following. The employee shall be paid for any work time missed during this thirty (30) calendar day period.

\*A common law spouse will be recognized after 1 year of cohabitation in a conjugal relationship with the employee.

- (d) Employees are entitled to the bereavement leave as per article 17.01(b) and 17.01(c) if a member of the employee's immediate family passes away during the employee's scheduled vacation. If the employee is a day worker he/she will have the option of converting any unused vacation into bereavement leave in accordance with the limits and criteria set out in 17.01(b) and 17.01(c). If the employee is a shift worker, the bereavement leave, determined within the limits and criteria set out in 17.01(b) and 17.01(c), will be granted immediately following the end of the employee's scheduled vacation. The employee is responsible for notifying the Company as soon as reasonably possible following the death of the immediate family member and not later than the last day of the scheduled vacation.

- 17.02 (a) Union Business - The Company agrees to grant reasonable leave of absence without pay to a maximum of two (2) employees for the transaction of business for the Union. Application for such leave shall be made by the Union to the Manager, Port Hope Facility, well in advance. Such employees who would not receive pay under some other article of the Collective Agreement will receive their normal pay and benefits while on such Union

- (b) Leave of Absence without pay may be granted to an employee who is elected or appointed to office for International Union work for a period of up to one (1) year. Such employee's seniority standing will accrue for the duration of the leave. Upon expiration of such leave, the employee will be provided with re-employment on the basis of his/her continuity of seniority in his/her former position if it still exists, or, if it no longer exists, he/she may exercise his/her seniority in accordance with Article 11.02. An employee on leave shall arrange for his/her own benefit coverage. Not more than one employee may have the benefit of this provision at any particular time and the Union shall give the Company a minimum of thirty (30) days' notice of such leave. This leave may be extended for an additional one (1) year upon request in writing from the Union one (1) month prior

to the scheduled expiration of the leave.

- 17.03 Special leave with pay at straight time hourly rate will be granted on the day before Christmas Day, the day before New Years day and the day after New Years day at the employee's normal complement of hours to all employees except shift workers engaged in operations continuing throughout Christmas and New Years.

Shift workers engaged in operations continuing through Christmas and New Year's will have three (3) days added to their vacation in lieu of the special leave noted above.

- 17.04 Jury Duty - The Company will pay to an employee required to serve on a jury, or subpoenaed as a Crown witness, the difference between his/her pay at basic rate for the regular working hours missed and the fee received for such service.
- 17.05 Apart from annual vacations, and leaves either with or without pay as set out in this Article, absences from work due to personal illness or accident or other reasons specifically approved by the Company will be regarded as authorized leaves.
- 17.06 On request of the Company an employee absent because of illness or accident must furnish proper medical evidence as proof that his/her absence was due to a legitimate illness or injury.
- 17.07 An employee scheduled to work and prevented from reporting to work must notify the Supervisor on duty or, in his/her absence, the Security Guard or **main guard house**, the reason for his/her absence as soon as possible prior to the beginning of the employee's shift, except in the case of a definite emergency or proven inability to give notification promptly. If the Company receives notice of absence less than two (2) hours before the beginning of the employee's shift, it may secure a replacement in its sole discretion without regard to the normal procedures.
- 17.08 Compassionate Leave - The Company will provide top-up benefits, up to 8 calendar weeks to employees who qualify for Employment Insurance benefits,

to provide care and support to an eligible family member within significant risk of death within 26 weeks. The plan will include a top up benefit, equivalent to 100% of regular earnings for 8 calendar weeks.

#### Article 18 - MISCELLANEOUS

- 18.01 Medical Examination - An employee must submit to a medical examination by the Company doctor at any time upon request by the Company.
- 18.02 On the Job Injuries - An employee shall suffer no loss of earnings for the balance of the day he/she received injury in the plant, if he/she is sent home, to the hospital or doctor because of this injury, or any day he/she must receive medical attention outside the plant because of a plant injury, provided he/she is not reimbursed by Worker's Compensation for the time involved.
- 18.03 Existing policies regarding provision of protective clothing and safety equipment shall be continued for the life of this Agreement.
- 18.04 Uniform Allowance - In conveying a positive public image for the company, it is important that security personnel maintain a professional appearance. As such, the company will provide uniforms as required to maintain this appearance in accordance with the security uniform policy.
- 18.05 Union Notices - The Company will provide a bulletin board for the exclusive posting of notices of Union Meetings, social affairs, or any reasonable non-controversial business matters of the Union. Each notice the Union desires to post shall be submitted to the General Manager, Port Hope Facility, or his/her delegate for approval.
- In view of this method of informing employees, the Union agrees that there shall be no unauthorized distribution of any kind of literature upon the premises of the Company by the Union, its representatives or its members.
- 18.06 Supplementary Policy Agreements - The policy with regard to:
- (a) Financial assistance for training and education courses;

- (b) Return of staff to the bargaining unit;
- (c) Plant shutdown;
- (d) Staff working;
- (e) Attendance at department safety meetings;
- (f) Overtime;
- (g) Employee Assistance Program (EAP);
- (h) Work schedules

is covered by the letters and notices which have been provided to the Union as supplements to this Contract.

#### **Article 19 - UNION SECURITY**

- 19.01 The company shall deduct Union dues including, where applicable, initiation fees and assessments, on a weekly basis, from the total earnings of each employee covered by this agreement. The amount of dues shall be calculated in accordance with the International Union's Constitution.
- 19.02 All dues, initiation fees and assessments shall be remitted to the International Union forthwith and in any event no later than fifteen (15) days following the last day of the month in which the remittance was deducted. The remittance shall be sent to the International Secretary Treasurer of the United Steelworkers of America, AFL-CIO-CLC, P.O. Box 13083 Postal Station 'A', Toronto, Ontario, M5W 1V7 in such form as shall be directed by the International Union to the Company along with a completed Dues Remittance Form R-115. A copy of the Dues Remittance Form R-115 will also be sent to the Union office designated by the Area Coordinator.
- 19.03 The remittance and the R-115 form shall be accompanied by a statement containing the following information:
- a) A list of the names of all employees from whom dues were deducted and the amount of dues deducted;
  - b) A list of the names of all employees from whom no deductions have been made and reasons;
  - c) This information shall be sent to both Union addresses identified in article 20.02 in such form as shall be directed by the Union to the Company.

- 19.04 The Union shall indemnify and save the Company harmless against all claims or other forms of liability that may arise out of any actions taken by the Company in compliance with this article.
- 19.05 The Company, when preparing T-4 slips for the employees, will enter the amount of Union dues paid by the employee during the previous year.
- 19.06 A designated member of the Union Executive or his/her delegate will participate in the Indoctrination Program for new employees and summer students. This will include awareness training of the union Anti-Harassment Policy and the company Respectful Workplace policy.

#### **Article 20 - CONTRACTING OUT**

- 20.01 The Company will not employ outside contractors where in its judgement, existing Facility employees are available and capable of performing the work, or where present employees may be laid off or the re-hire of laid-off employees prevented.

#### **Article 21 - WAGES**

- 21.01 The wages set forth in Appendix "A" shall apply to the respective job classifications as set out in Appendix "A", Schedule of Job Classes.
- 21.02 Learner job requiring "learner" rates are set out in Appendix "B" Standard Hourly Wage Scale.
- 21.03 If a new job classification not shown in Appendix A-1 is established or in the event of a substantial change in the job content of an existing job classification which takes place following ratification, the Company shall establish the base rate and learner progression subject to negotiation with the Union.

In case the parties are unable to agree on such a rate and progression, the matter shall be referred to mediation/arbitration. The parties agree to Louisa Davie and Peter Chauvin, one of whom shall be appointed in accordance with the rotation cycle established in accordance with Article 10.01, to act as the mediator/arbitrator for this purpose.

The mediator/arbitrator is empowered to hear and de-



side the initial rate question for such job classification and the appropriate learner progression by taking into account rates and learner progressions for existing classifications and by placing the new or changed classification into proper relationship with such existing learner progressions and rates. The mediator/arbitrator shall make a decision that is binding on both parties for the duration of this agreement.

Such rate will be retroactive to the day that such new job classification was created or the day an existing job was substantially changed following ratification.

21.04 Except as otherwise provided, no basis shall exist for an employee covered by this Agreement to allege that a wage rate inequity exists.

**Article 22 - EMPLOYEE BENEFIT PLANS**

22.01 The following benefit premiums will be 100% paid by the Company.

- (i) Ontario Health Insurance Plan (OHIP)
  - (a) Hospital accommodation plus medication and out-patient services as provided by the Plan.
  - (b) Doctor's services, surgery, etc., in accordance with the Ontario Medical Association's schedule of fees.
  - (c) The service of Chiropractors and Osteopaths.
  - (d) Eye examinations by an Optometrist.
- (ii) Extended Health Care (10/20 deductible)
  - (a) Prescription drugs (Drug Card)
  - (b) The difference between ward and private hospital accommodation.
  - (c) Private nurses.
  - (d) Out of province coverage.
  - (e) Physiotherapy, Chiropractor, Massage Therapy, Speech Therapist, Podiatrist, Chiropodist, Acupuncturist, Osteopath, and Naturopath to a combined maximum of \$800 per person per calendar year with no per visit maximum effective **January 1, 2020**.
  - (f) **Mental Health Services (psychologist, social worker, clinical counsellor) to a combined maximum of \$600 per person per calendar year effective January 1, 2020.**

Plus other benefits as provided by the plan.

- |                      |                |
|----------------------|----------------|
|                      | <u>Current</u> |
| (iii) Life Insurance | \$72,000       |
| Spouse               | \$10,000       |
| Each dependent       | \$5,000        |
- (iv) Accidental Death/Dismemberment \$72,000
  - (v) Weekly Disability Benefit Plan – For new claimants after the date of ratification, change Plan to provide 75% of pre-disability regular weekly earnings on a 1/4/15 basis without E.I. carve out, subject to Policy provisions.
  - (vi) Long Term Disability Benefit Plan – For new claimants after the date of ratification, change Plan to provide 70% of pre-disability regular monthly earnings (maximum \$6,000 per month) from week 16 to age 65, subject to Policy provisions. The benefit will be reduced by the amount of CPP or any other pension received and will have an all source income limitation of 80%.
  - (vii) Paid up Life Insurance On Retirement Plan  
 \$4,000 Effective July 1/01  
  
 This life insurance will not be payable for an employee who has received a \$72,000 lump sum payment due to a disability which has made the employee unable to resume work or the \$5000 **lump sum benefit** under the retiree benefits outlined in article 24.01 (x).
  - (viii) Dental Plan
    - (a) Diagnostic and preventative services
    - (b) Minor restorative services
    - (c) Major restorative services
    - (d) Surgical services
    - (e) Denture Services
    - (f) Maximum amount payable annually on behalf of any individual is \$1,775 for calendar years **2020, 2021 and 2022.**
    - (g) Orthodontics - 50% coverage to a life limit of \$1,600 per person following the date of ratification.

(ix) Vision Care

- (a) Maximum **\$425** allowable per family member during any one 24 month period for eye glasses, contact lenses or laser eye surgery on written prescription by medical doctor or registered optometrist.
- (b) The cost of eye examinations will be covered to a maximum of \$100 (one hundred dollars) per participant during any twenty four (24) consecutive months, twelve (12) consecutive months for dependent children under eighteen (18) years of age.

(x) **Post-Employment Benefits**

Eligible employees **are at least** age 55 **with** a minimum of 25 years of continuous service; **or eligible employees who have reached the age of 65 and have a minimum of 10 years of continuous service** can choose one of two benefit options

Option 1	Option 2 A lump sum benefit as follows:	
<p><b>\$1750 maximum per family per year to be allocated to a health care spending account which can be used to be reimbursed for eligible extended health and dental expenses.</b></p> <p><b>Plus</b></p> <p><b>One time \$5,000 lump sum payment upon retirement</b></p>	<b>Age 65+ with 10 but less than 25 years of service</b>	<b>\$25,000</b>
	Age 55 with 25 years of service	<b>\$16,500</b>
	Age 56 with 25 years of service	<b>\$17,650</b>
	Age 57 with 25 years of service	<b>\$18,700</b>
	Age 58 with 25 years of service	<b>\$19,800</b>
	Age 59 with 25 years of service	<b>\$20,900</b>
	Age 60 with 25 years of service	<b>\$22,000</b>
	Age 61 with 25 years of service	<b>\$23,100</b>
	Age 62 with 25 years of service	<b>\$24,200</b>
	Age 63 with 25 years of service	<b>\$25,300</b>
Age 64 with 25 years of service	<b>\$26,400</b>	
Age 65+ with 25 years of service	<b>\$27,500</b>	

Premiums The Corporation pays for the cost of this retiree benefit plan coverage

22.02 It is understood that the Company may change the carriers which underwrite the above benefits as long as the level of benefit coverage is maintained during the life of this Agreement.

22.03 Full details regarding coverage under the various plans are outlined in the appropriate benefit book. An updated book will be provided to employees within ninety (90) days of ratification.

22.04 Supplemental Employment Benefit Plan for employees on maternity leave.

All full time employees with at least six (6) months of service are eligible for the supplemental plan. The employee must be in receipt of employment insurance benefits to be eligible for benefits under this plan.

Procedure – The plan covers full time employees who are unable to work because of a health related reason resulting from childbirth.

The benefit top-up paid will be for a maximum period of (6) weeks. It will be calculated based on 100% of an employee's regular earnings prior to maternity leave less the employment insurance benefit received by the employee.

The employee will be required to provide confirmation of the employment insurance benefit payment to verify the amount received. Payment of benefit will not be initiated until verification of employment insurance benefits receipts are submitted to human resources (this includes the two (2) week waiting period). Payments made under the plan will be subject to CPP contributions and income tax deductions. Employee pension contributions of 6.5% will be deducted from the Company's top-up payment, of which the Company will make matching contributions.

Payments will be self insured by the Company. Benefits under this plan are in accordance with maternity leave as defined under the employment insurance act.

22.05 Long Service Recognition

**Eligibility** Cameco will offer a retiring allowance to employees age 55 and over who have a minimum of **10** years of continuous service, and who have provided **at least three** months written notice to their department head should they choose to resign from Cameco.

**Benefit** **The amount is dependent on the years of continuous service and the amount of written notice provided by the employee (see table below).** The benefit amount will not be pro-rated for the last year of service. The allowance will be paid following the employee's last day of work.

<b>25 years and nine months' notice</b>	<b>\$200 per year of continuous service</b>
<b>25 years and six months' notice</b>	<b>\$150 per year of continuous service</b>
<b>25 years and three months' notice</b>	<b>\$100 per year of continuous service</b>
<b>10 years and nine months' notice</b>	<b>\$150 per year of continuous service</b>
<b>10 years and six months' notice</b>	<b>\$100 per year of continuous service</b>
<b>10 years and three months' notice</b>	<b>\$50 per year of continuous service</b>

22.06 Upon eligibility, effective January 1, 2017, the compulsory deduction of 6% of all earnings as defined in the pension plan will be deducted through payroll will increase to 6.5%. Cameco will match the required contribution.

**Article 23 – AGREEMENT DISTRIBUTION**

23.01 The CBA will be printed and distributed within 90 days of ratification. **A searchable pdf copy of the agreement will be made available to the Union.**

**Article 24 - TERM OF AGREEMENT**

24.01 This Agreement shall become effective on **July 5, 2019** and shall remain in effect until **June 30, 2022** and from year to year thereafter unless either party gives notice to the other party hereto of an intent to terminate or amend this Agreement. Such notice shall be given in writing not earlier than one hundred and twenty (120) days and at least thirty (30) days before the expiry date of this Agreement or the anniversary of the termination date in any subsequent period during which this Agreement remains in force.

THIS AGREEMENT made in quintuplicate and signed this **5th** day of **July 2019** at Port Hope, Ontario.

FOR CAMECO  
CORPORATION  
Port Hope, Ontario

FOR UNITED  
STEELWORKERS  
Local 8562

Dave Ingalls  
Lori Gray  
Tyler Rouse  
Darryl Godfrey  
Justin Wintle

Kevon Stewart  
Adam Lent  
Kyle Curtis

APPENDIX "A" - STANDARD HOURLY WAGE			
	1.75%	2.00%	2.00%
Job Class	July 1, 2019	July 1, 2020	July 1, 2021
1	29,410	29,998	30,598
2	29,893	30,491	31,101
3	30,374	30,982	31,602
4	30,857	31,474	32,103
5	31,339	31,966	32,605
6	31,822	32,459	33,108
7	32,304	32,950	33,609
8	32,786	33,442	34,110
9	33,268	33,934	34,612
10	33,749	34,424	35,113
11	34,232	34,916	35,615
12	34,713	35,407	36,115
13	35,195	35,899	36,617
14	35,679	36,392	37,120
15	36,160	36,883	37,621
16	36,641	37,374	38,121
17	37,123	37,866	38,623
18	37,606	38,358	39,125
19	38,087	38,849	39,626
20	38,569	39,341	40,128
21	39,054	39,835	40,631
22	39,534	40,325	41,131
23	40,017	40,818	41,634
24	40,499	41,309	42,135
25	40,982	41,801	42,638
26	41,462	42,291	43,137
27	41,945	42,784	43,640
28	42,428	43,276	44,142
Summer Student	70% of JC 1 20,587	70% of JC 1 20,999	70% of JC 1 21,419

Security	Job Class	Training Schedule
Plant Guard - Group Leader	15	-
Plant Guard	10	Appendix "B"
Plant Guard Group Leader/ERT	20	Appendix "B"
Fire Systems Inspector/ERT	19	Appendix "B"

**APPENDIX "B"**  
**LEARNER PERIOD CLASSIFICATION ANALYSIS**

**HOURS AND JOB CLASS FOR LEARNING PERIODS**

JOB TITLE	CLASS	520 hr	520 hr	520 hr	520 hr	520 hr	520 hr	520 hr	520 hr	520 hr	520 hr	520 hr	520 hr			
		1st PERIOD	2nd PERIOD	3rd PERIOD	4th PERIOD	5th PERIOD	6th PERIOD	7th PERIOD	8th PERIOD	9th PERIOD	10th PERIOD	11th PERIOD	12th PERIOD	13th PERIOD	14th PERIOD	15th PERIOD
Plant Guard	10	5	7	9	10											
*Fire Systems Inspector/ERT	19			11		13	15	17	19							
**Plant Guard Group Leader /ERT	20									17	18	20				

\*Personnel must successfully complete all of the Plant Guard learner periods, in order to be eligible for the Fire Systems Inspector/ERT Position.

\*\*Personnel must complete all of the Fire Systems Inspector/ERT learner periods, in order to be eligible for the Plant Guard Group Leader position.

**SUPPLEMENTARY  
POLICY  
AGREEMENTS**

**EFFECTIVE: July 2019**

## SUPPLEMENTARY POLICY AGREEMENTS

### (a) Financial Assistance for Training and Education Courses

This Notice will clarify the policy of the Company to assist employees who, of their own initiative, seek to extend their knowledge and training by enrolling in accredited extension or correspondence courses in subjects related either specifically to their jobs or to other phases of the Company's operations where, in management's opinion, such courses benefit both the employees and the Company.

1. To qualify for assistance an employee must possess the ability and determination to complete the course of his choice, and be willing to pursue his/her studies outside of normal working hours.
2. Financial assistance is limited to two courses of acceptable standards per calendar year. Application should be made in advance to the appropriate department head on forms available at the payroll office.
3. For approved courses, payment of 50% of the tuition fee will be made upon proof of registration and the remaining 50% will be paid upon proof of satisfactory completion of course.
4. Except in special circumstances, courses should be taken outside working hours. Leave without pay will be granted to write examinations if such occur during working hours.

It should be noted that the Company does not guarantee indefinite continuation of this policy and that all decisions regarding employee eligibility, suitability of course content, et cetera, are at the discretion of the Company.

### (b) Return of Staff to the Bargaining Unit

An employee transferred or promoted out of the bargaining unit for (6) six months or less, or (1) year or less if the transfer is a result of a maternity leave; retains the right to be returned to the bargaining unit with the seniority they had upon leaving the bargaining unit. The employer shall pay the union dues based on the schedule that the individual would have been scheduled to work before he/she was selected to work outside of the bargaining unit.

### (c) Plant Shutdown

The Company firmly believes that a complete plant shutdown will not occur in the foreseeable future. However, in the event of a permanent cessation of all production activities at the Facility, the Company agrees, without prejudice, to discuss termination pay with the Union.

### (d) Staff Working

It is not the Company's intention to use Staff personnel to do work normally allocated to hourly rated employees.

However it is recognized and agreed by the Union that the following occasions constitute cases where it is acceptable for staff personnel to perform work normally done by hourly rated employees:

- (i) For the purpose of training new employees.
- (ii) In an emergency situation where a staff employee's failure to act could result in an injury to an employee, a loss of Company production or damage to Company property.
- (iii) For short periods up to 1 1/2 hours to permit Security Guards to attend Safety Meetings, Medical Examinations, Accident Investigations, Security Investigations, etc., provided however that during any absences of the guard for longer than 1 1/2 hours the Company will make every endeavour to find and call-in an off duty guard.

### (e) Overtime

It is agreed by the Union and Company that overtime may be required of any employee and agree that overtime shall be distributed as equitably as possible between all employees in the department.

A voluntary overtime list will be compiled on a continuous basis, and will be maintained by the supervisor or designate. This list will be posted in the department and shall be the basis for overtime distribution.

Overtime hours, including scheduled and unscheduled call-outs, shall be tracked for all overtime worked or refused.

The Union and the Company will discuss the equitable distribution of overtime at the joint Union-Company meetings.

(f) Employee Assistance Program

The Company agrees to maintain an Employee Assistance Program (E.A.P.) during the term of this Agreement.

(g) Work Schedules

Subject to mutual agreement of the Company and Union Committees, and subject to terms of the Canada Labour Code, modified work weeks or schedules have been and may continue to be entertained and implemented between the parties under separate Memoranda of Agreement attached hereto.

**MEMORANDUM OF AGREEMENT**

This Agreement made and entered into this  
**5th day of July 2019.**

By and between  
Cameco Corporation  
Port Hope, Ontario  
(hereinafter called the "Company")

- and -

United Steelworkers  
(hereinafter called the "Union")  
- on behalf of -  
Local 13173

WHEREAS it is the intent and purpose of the Company and the Union to continue to work modified shift schedules for a number of the site operations;

NOW THEREFORE THIS AGREEMENT WITNESSETH that the parties hereto hereby agree as follows:

A. Modified Day Shift

1. The parties agree to set out the details of each ten (10) hour shift schedule as required by the Canada Labour Code and regulations pursuant to Addendum 2 MOA concerning modified shift schedules.
2. Provisions related to the 10 hour day shift schedules are as set out in the collective agreement for day workers.

B. 12 Hour Shift Work

1. The parties agree to set out the details of each twelve (12) hour shift schedule as required by the Canada Labour Code and regulations pursuant to Addendum 1 MOA concerning modified work schedules.
2. The following provisions will apply concerning twelve (12) hour shift schedules.
  - (ii) Twelve (12) hours of work per day according to the applicable shift schedule shall be regarded as the normal complement of hours.
3. Overtime payment will be made on the following basis:

a) Time and One-Half

- i) for all work performed up to the normal complement of hours during an employee's scheduled day off;
- ii) for all work performed up to the normal complement of hours on a recognized general holiday;

b) Double Time

- i) for all work performed within 12 hours prior to or following a normal scheduled work day of 12 hours.
- ii) for all work performed in excess of the normal complement of hours during an employee's scheduled day off;
- iii) for all work performed in excess of the normal complement of hours on a recognized general holiday;
- iv) for all work performed up to the normal complement of hours on a Sunday if Sunday is the employee's scheduled day off;
- v) for all work performed in excess of the normal complement of hours on a Sunday when Sunday is a scheduled work day.

c) Double Time and One-Half

- i) for all work performed in excess of the normal complement of hours on a Sunday if Sunday is a scheduled day off.

4. Employees who are normally assigned to an eight (8) or ten (10) hour shift schedule on a Monday to Friday basis may be utilized to replace employees absent for extended periods of time. For the purposes of this article, an extended period of time shall be interpreted to mean a period of three (3) normally scheduled work shifts.

In the event that they are given a minimum of twenty-four (24) hours' notice prior to the commencement of the changed schedule, the provisions of the Memorandum

of Agreement shall apply. In the event of less than twenty-four (24) hours' notice, they shall be paid at the rate of time and one-half or the applicable overtime rate under the Collective Bargaining Agreement.

5. Pay for General Holidays shall be calculated pursuant to the requirements of the Canada Labour Code, such that employees will be paid their regular rate of wages for their normal hours of work. Special leave days will be calculated on the basis of twelve (12) hours pay per day so that an employee's entitlement of such days will be the equivalent of three (3) days or thirty-six (36) hours per year.

6. In the event that either party experiences unforeseen difficulties with any aspect of this Agreement and such difficulties cannot be mutually resolved, either party can terminate this Agreement upon thirty (30) days notice.

7. Shift premium will be paid at the rate of \$0.65 per hour worked on twelve (12) hour continuous shift schedules (ie. day and night shifts).

Shift premium will be paid at the rate of \$0.30 per hour worked on other non-continuous twelve (12) hour shift schedules.

8. All employees who are assigned to a twelve (12) hour shift will receive two twenty (20) minute meal periods and two fifteen (15) minute breaks during the shift or two twenty (20) minute meal periods and one (1) thirty (30) minute break period during the shift at the discretion of the Company.

9. Notwithstanding the above, the remaining provisions of the Collective Bargaining Agreement apply.

10. It is understood that the requirements of the Canada Labour Code as they relate to this Agreement will be complied with.

11. This Agreement becomes effective 12:01 am July 1, **2019**, and terminates at 12:00 midnight June 30, **2022**.

**THIS AGREEMENT** made in quintuplicate and signed this **5th day of July 2019**, at Port Hope, Ontario.



## MEMORANDUM OF AGREEMENT

### Local 8562 Union/Management Safety and Health Committee

Entered into this 27th day of May, 2016

BETWEEN:

**Cameco Corporation  
 Port Hope Conversion Facility  
 Hereinafter referred to as the “Company”**

AND

**USW, Local 8562  
 Hereinafter referred to as the “Union”**

The Company and the Union are referred to in this Memorandum as the “Parties”.

WHEREAS:

The parties recognize the importance of establishing and maintaining high standards of Safety and Health at the Port Hope Conversion Facility through cooperation in the elimination of safety and health hazards in order to prevent industrial injury or illness while at the same time recognizing the uniqueness of the two Local Unions at the facility.

In recognition of the distinction, the parties have agreed that Local 8562 will voluntarily remove itself and members from involvement and/or participation in regular activities associated with the Conversion Safety Steering Committee (CSSC). The parties understand the challenges of executing the transition and will endeavor to ensure the safety and health of all members are of paramount importance during this period. It is understood, both the CSSC and Local 8562 committees will continue to collaborate and share resources where appropriate.

THEREFORE:

The parties hereby agree as follows:

1. Effective with the ratification of the 2016 collective agreement, Local 8562 and those employees represented by the Union will no longer be members of the Conversion Safety Steering Committee. All Health and Safety regulations pursuant to the Canada Labour Code will be handled directly between the Company and the Union.

2. Article 18.01 will be amended to reflect the change.
3. A Safety and Health committee will be established prior to the effective date of the 2016 collective agreement. The composition of the committee will be one (1) member elected by the Union and one (1) member appointed by the Company. Both the Union and the Company will select an alternate member to be considered a designate when required.
4. The Safety and Health Committee will meet at least nine (9) times per year at regular intervals and during regular working hours. An alternate member from either party may attend as a substitute. Advanced written notification would be requested.
5. The Safety and Health Committee meeting will routinely, where practicable, be held in conjunction with the monthly Union/Management meeting.
6. The duties of the Safety and Health Committee will be governed by the Canada Labour Code requirements which will include the following provisions specific to the routine job functions performed by Security Personnel:
  - a. Expeditious disposition of health and safety complaints
  - b. Participation in all inquiries, investigations, studies and inspections pertaining to employee health and safety
  - c. Participate in the implementation and monitoring of a program for the provision of personal protective equipment, clothing, devices or materials
  - d. Participate in the implementation of changes that may affect occupational health and safety including work processes and procedures
  - e. Inspect all or at least part of the workplace each month, so that every part of the workplace is inspected at least once per year
7. The parties will endeavor to follow a structured agenda which includes:
  - a. Opening meeting with a safety moment

- b. Review and signing of previous month's meeting minutes
  - c. Review outstanding Local 8562 issues, (may include a review of applicable policies and procedures)
  - d. Review Local 8562 injury reports with a focus on incident, cause, preventative measures
  - e. Review updates on Industrial Hygiene, Environmental, Projects (if applicable to Local 8562)
  - f. Review CSSC minutes (if applicable)
  - g. Minutes will be retained on the Security U-Share site
  - h. Minutes will be managed/taken on a rotational basis between Union and Company members of the committee.
8. The Company agrees to pay the Union member of the committee for all hours spent on approved committee functions. No member of the committee will recognize a loss of earnings for time spent on committee duties.
  9. The Company agrees to provide a budget of up to nine hundred dollars (\$900) annually to cover the cost of health and safety training course fees for the union committee member. A total of up to 1.5 days at the regular hourly rate for normal daily scheduled hours will be provided to attend such training. The selection of suitable health and safety training courses, service providers and allocation of these funds and training time is to be mutually agreed by the Union/management Safety and Health Committee.
  10. The parties recognize the importance of departmental safety meetings and will endeavor to jointly develop a process to ensure all members receive the appropriate training.

In the event that either party experiences unforeseen difficulties with any aspect of this Agreement and such difficulties cannot be mutually resolved, either party can terminate this Agreement upon providing the other party sixty (60) days written notice.

## LETTER OF UNDERSTANDING

July 5, 2019

**Mr. Adam Lent**  
**President, Local 8562**  
**United Steelworkers**

Dear Adam:

### **Re: Ontario Health Premium Tax**

Following the commencement of negotiations, the Ontario government announced in its 2004 budget that it would institute a Health Premium tax payable by Ontario taxpayers. The parties have negotiated significant wage increases during these negotiations and are desirous of offsetting the impact of this Health Premium tax on Cameco's employees. Accordingly, the parties have reached the following understanding:

Effective July 8, 2010, each employee who works forty (40) hours in any month will be credited with a **sixty-three** dollar (**\$63**) Health Premium credit for that month. For the purposes of this provision, vacation days shall be considered days worked. During the month of February (commencing February 2005), the company shall pay the Premium credit accumulated during the prior calendar year in a lump sum to each employee. Each employee will have the option of having the lump sum paid into his/her RRSP if there is contribution room.

This understanding will continue to maintain these payments in the event the Government rescinds the Health Premium tax.

## LETTER OF UNDERSTANDING

July 5, 2019

**Mr. Adam Lent**  
**President, Local 8562**  
**United Steelworkers**

Dear Adam:

### **Re: Grievance – Equitable Overtime Distribution**

On Wednesday, August 13, 2003, a stage 3 grievance meeting was held pertaining to equitable distribution of overtime opportunities. During this meeting two or three instances were provided when monetary damages have been paid at 1st and 2nd stage levels of the grievance procedure. It was suggested that these settlements may constitute a past practice that employees become to understand is an acceptable resolution to this type of issue.

As stated during this meeting, and many times previously, management is not prepared to provide monetary damage settlements for equitable overtime distribution grievances. Future issues pertaining to equitable overtime distribution will be resolved by providing an alternative overtime work assignment. The company and union can also discuss overtime distribution quarterly as outlined in 19.06 (f) overtime.

By way of this letter, all managers, superintendents and supervisors are advised to obtain prior approval from the human resources department before providing any future monetary settlements at Stage 1 and Stage 2.

## LETTER OF UNDERSTANDING

July 5, 2019

**Mr. Adam Lent**  
**President, Local 8562**  
**United Steelworkers**

Dear Adam:

**During the 2019 round of negotiations the parties discussed how to adequately ensure ERT response to events. The company reaffirmed the importance of ERT members attending drills and events.** This letter constitutes a Letter of Understanding between the parties and confirms our agreement to the following terms and conditions relating to the Cameco Emergency Response Organization. The Company does, however, reserve the right to consider and implement alternative measures, subject to the observance of the requirements of the collective bargaining agreements between the parties, if in its determination such measures are required to meet regulatory or other requirements

An Emergency Response Team is to be maintained with the capability and availability to meet emergency response requirements that have been or may be required by the regulator (Canadian Nuclear Safety Commission) with respect to the Port Hope conversion facility.

In order to comply with Cameco's operating license, as granted by the CNSC, emergency responders are required to provide 24 hour / 7 day on site coverage. To achieve this goal, both Local 13173 and Local 8562 support their members becoming members of Cameco's emergency response team as needed.

### SELECTION OF ERT MEMBERS

Selection of ERT members will be determined by the Company and will be based on seniority provided applicants meet the necessary requirements. These requirements include but are not necessarily limited to the following and may be subject to change as necessary to ensure compliance with regulatory and other requirements:

- Fit to perform the physical demands of Emergency Response. The determination of fitness requires a medical review process as determined by the Company

physician. The union will be notified in advance, of any changes to the process.

- Ability to obtain and maintain certification in NFPA 600 advanced interior/exterior firefighting & NFPA 472 hazardous materials technician (see Maintenance of ERT Capability).
- \*Ability to work in level "A" suits and confined spaces with SCBA equipment.
- Ability to complete confined space rescue training and to work in confined spaces.
- Commitment to attend regular practices and drills and maintain the ability to perform ER functions.
- Should an ERT trainee be unsuccessful in obtaining certification following 3 attempts, they will not proceed with being a member of the emergency response team.
- Ability to perform Emergency Medical duties such as response to hazardous chemical exposure, advanced first aid, AED, responder rehabilitation, site medical treatment protocols and treatment of injuries.

\*The ability to work in level "A" suits, confined spaces, SCBA and at heights will be reviewed by the company as part of the medical assessment by the Company physician. As per article 11.05, the parties will mutually extend the interview process and the transfer timeline, based on the timing of the medical assessment.

#### MAINTENANCE OF ERT CAPABILITY

Given the potentially hazardous nature of emergency response activities and the need to ensure the health and safety of all emergency response team members, employees, and the public, the ongoing maintenance of ERT capabilities is of the utmost importance.

In order to ensure that ERT members are adequately trained and qualified for emergency response, a process has been established to provide for ongoing training and assessment of all ERT members. This process will be outlined in a work instruction and the union will be notified in advance, of any changes to the process. The process also provides for ongoing tracking of the training status of all ERT members and

for alerting the ERT member and management of potential training gaps. ERT members will have ongoing access to their training status and requirements. Should any required training element not be completed within the required time frame, the ERT member will be removed from participation in the team until such time as the qualification may be restored.

In addition to training and qualifications, ERT members must meet ongoing fitness requirements, as determined by periodic medical reviews by the Company physician.

#### EMERGENCY RESPONSE WORKFORCE REQUIREMENTS

The present required number of ERT is as follows:

- 24/7 shift
  - 3 per shift

Management reserves the right to determine the required number of ERT members from time to time, based on changes in operational requirements. The company will discuss any future changes in the required number of ERT members with the union.

#### OFFSITE ERT PERSONNEL RESPONDING TO AN EMERGENCY

1. Offsite Emergency Response personnel may be required to respond to an emergency. **As a means of reaffirming the importance of attendance, those employees who respond and participate in the event or drill will be compensated pursuant to Article 14.09 or triple time for hours worked, whichever is greater.**
2. **ERT members who respond and participate in an event or drill, will be released from the event/drill and provided with an adequate rest period prior to returning to work. There will be no loss of earnings as a result of the response or the rest period.**

## LETTER OF UNDERSTANDING

July 5, 2019

**Mr. Adam Lent  
President, Local 8562  
United Steelworkers**

Dear Adam:

### **Re: Day of Mourning**

This letter will confirm the company's agreement to continue to recognize April 28th as the annual day of remembrance for workers killed or injured on the job. On this day the company agrees to:

- 1) Lower the flag to half-mast.
- 2) Observe one minute of silence at 11:00 am in memory of workers injured or killed on the job.
- 3) Provide up to 3 hours regular paid time off for two union committee members to attend the Day of Mourning ceremonies in the local community.
- 4) Provide up to 8 hours regular paid time of for two union committee member's to jointly provide Workplace Safety presentations within the community and area schools during the week prior to the day of remembrance.

## LETTER OF UNDERSTANDING

July 5, 2019

### **Re: Alternative Payment for General Holidays/Special Leave Days Worked**

In recognition of the need to meet operational requirements, the parties support providing an alternative option to the provisions of the collective agreement pertaining to general holidays and special leave days.

The parties agree that 12 hour shift employees who are scheduled to work their normal daily hours on a general holiday day will:

- A. Be paid three times (3x) pay for all scheduled hours worked on a general holiday inclusive of statutory holiday pay, without the option of taking a lieu day;  
or, the employee, in advance of the day, may elect to:
- B. Be paid under the applicable provisions of the current collective agreement.

The parties further agree that employees who are scheduled to work their normal daily hours on a special leave day will:

- A. Be paid three times (3x) pay for all scheduled hours worked on a special leave day inclusive of special leave day pay, without the option of a lieu day;  
or, the employee, in advance of the day, may elect to:
- B. Be paid under the applicable provisions of the current collective agreement.

The parties agree that the above provisions are entered into on a trial basis upon ratification for the term of the collective agreement.

## LETTER OF UNDERSTANDING

### REVIEW OF DISCIPLINE

Notwithstanding article 9.07 of the Collective Agreement, the parties agree that during the term of the current collective agreement, there will be an opportunity to have disciplinary notations removed from an employee's file at or beyond the twelve (12) month period, prior to the expiry of the 24 month period referenced in article 9.07.

If, following the issuance of discipline, no subsequent discipline has been issued within a 12 month period, the grievor, along with his/her Union representative shall have the right to approach the Employer and submit a request for the discipline to be removed from his/her file. This shall be a one-time request opportunity. The grievor and/or the Union shall not have the right to grieve the decision then rendered by Employer.

The parties further agree that the grievor and union representative will be given a verbal response, indicating only the decision made by the employer.

The employer shall provide one (1) of the following three (3) answers verbally:

- Yes, the employer agrees to remove the discipline from the employee's file immediately
- No, discipline remains on file for the full duration of the 24 month period set out in Article 9.07.
- No, but, the employer may wish to offer another potential resolution that may result in the discipline being removed from the file prior to the expiration of 24 month period.

## LETTER OF UNDERSTANDING

### CASUAL EMPLOYEES

This letter constitutes a Letter of Understanding between the parties and confirms our agreement to the implementation of the terms and conditions for the use of Casual employees as outlined below.

The parties agree that the purpose of this arrangement is to provide flexibility to the company and security employees, in maintaining the ability to meet the security requirements that have been or may be required by the regulator (Canadian Nuclear Safety Commission) with respect to the Port Hope conversion facility. The company does, however, reserve the right to consider and implement alternative measures, subject to the observance of the requirements of the collective bargaining agreements between the parties, if in its determination such measures are required to meet regulatory or other requirements.

The company may utilize a pool of casual employees in the Plant Guard classification. Other than during the training and/or orientation of the casual employee, the casual employees will be utilized for the purpose of replacing the vacancy of a full time employee (ie: sick leave, approved lieu, vacation or any other leave of absence agreed to between the parties) only after the opportunity to cover those shifts has been provided to current full time employees in accordance with the provisions of the Collective Bargaining Agreement.

It is understood that there will be no greater than four (4) casual employees at any one time, utilized by the company. No casual employee will be utilized when any full time employee is on lay-off or to circumvent the recall of a laid off employee.

**In addition to being able to volunteer to cover vacancies, casual employees will also be scheduled in accordance with the department procedure.** Casual employees will be compensated at the rate of \$26.00 per hour worked for the duration of the current collective agreement. Casual employees will be deducted regular union dues, once per month provided the casual employee has hours worked during the month. No other monetary or seniority provisions of the collective agreement shall apply to such casual employee.

In the event that either party experiences unforeseen difficulties with any aspect of this Agreement and such difficulties cannot be mutually resolved, either party can terminate this Agreement upon providing the other party with one-hundred and twenty (120) days written notice.

## LETTER OF UNDERSTANDING VIM RELATED ACTIVITIES

During the **2019** collective bargaining negotiations, the parties discussed the upcoming VIM project work and the potential impact this will have on the workforce at PHCF.

At this time, the scope of VIM activities will include the demolition of warehouse buildings (6,7,12,12A), centre pier buildings (40, 41, 43) and the former enriched building (14), removal of equipment and repurposing and modifications of the former metal plants (5B/C) and UF6 plant (27), modifications to the west side of the current operating UO2 plant (24A), relocation of liquid hydrogen station (66), excavation of contaminated soils including treatment of excavation water, remediation and improvements to underground utilities such as storm water, sanitary sewer and potable water, replacement of harbour walls, installation of pump and treat wells, packaging, **sorting, processing** and transportation of wastes **including waste in Building 64 and 65, processing legacy waste in Building 5B and 5C** and adjustment of fenceline including construction of a new parking lot and cylinder storage pad. As the project is **being executed** this scope may change. The parties agree to discuss changes in scope impacting this agreement **prior to implementation**.

Specific details and timing of the project **will be communicated on a regular basis at union/management meetings. A VIM management team member shall be invited to provide a brief in person update and/or short written update to be read at the monthly CSSC regulatory meeting.** The parties agreed in principle on the following general concepts and agreed that when further details are available, more specific information will be provided to the union and subsequent letters of understanding will be created.

- If production volumes in either UF6 or UO2 do not require the full utilization of our regular workforce throughout the year both parties have agreed to utilize our workforce to perform certain VIM activities.
- For **legacy waste processing and support activities** for the VIM project, such as laundry and janitorial, radiation and environmental monitoring, security, **garment repairer and the drum processing operations**, it may

be beneficial to provide these activities utilizing PHCF resources depending on project requirements. It is also understood that during the course of project, the level of support required in these functions will fluctuate. To minimize the impact on PHCF employees and operations, external employees hired to support these VIM activities would be deemed "VIM Term employees". The employment or termination of the VIM Term employees will not cause a layoff, circumvent a recall of a laid off employee, or cause a reduction of regular scheduled hours available to active employees.

- The parties agree that VIM Term Employees shall not be utilized to cause a reduction in the number of full time employees at site.
- **The parties agree that job classifications of CUP Operator, Laundry Operator, Janitorial, Technician-Radiation and Environmental Control and Plant Guard will not be subject to a reduction in personnel through attrition provided a VIM term employee is employed in the specific job classification referenced.**

**The parties agree that when concerns or questions arise regarding the matters outlined in this letter it is of mutual benefit to address those concerns and questions as quickly as possible. The parties agree to discuss these issues monthly at the union/management meeting or utilize the grievance process to address disputes.**

If the parties cannot settle on a letter of understanding concerning the work, the parties agree to participate in a mediation/arbitration process with Louisa Davie, Peter Chauvin or Gerry Lee. The ruling of the mediation/arbitration will determine how to proceed.

## LETTER OF UNDERSTANDING DOMESTIC VIOLENCE

**Understanding the importance of domestic violence and how it may impact our employees the Company is committed to a policy which addresses victims of domestic violence.**

**Each circumstance of domestic violence is unique and the support required for employees will vary. The policy will ensure support for employees who are a victim of family violence, or is the parent of a child who is the victim of family violence to enable the employee to undertake the following support activities:**

- **Seek medical attention for themselves or their child in respect of a physical or psychological injury or disability**
- **Obtain services from an organization which provides services to victims of family violence**
- **Obtain psychological or other professional counseling**
- **Relocate temporarily or permanently**
- **Seek legal or law enforcement assistance or to prepare or participate in any civil or criminal legal proceeding or to take any measures prescribed by regulation.**

**The Company and Union are committed to support employees who are victims of family violence or parents of a child who is a victim of family violence, and will provide family violence leave in accordance with the Canada Labour Code if and when those provisions come into force.**