



March 21, 2019

**LETTER OF UNDERSTANDING**  
**Between**  
**IBEW**  
**International Brotherhood of Electrical Workers**  
**Local 2351**  
**(THE "UNION")**  
**And**  
**Nalcor Energy, Churchill Falls (Churchill Falls Labrador Corporation Limited)**  
**(THE "EMPLOYER")**

**Re: Labourer Classification**

This letter will clarify and confirm our understanding of the following:

**Appendix "B" – Labourer Job Duties and Qualifications - Operations Unit Collective Agreement:**

The Labourer classification of the Operations Unit collective agreement may be hired annually from May 1<sup>st</sup> to August 31<sup>st</sup> provided there are no summer students available, and there is an additional requirement for labourers to perform lawn maintenance or brush cutting.

This letter will expire on December 31, 2020.

I agree to the terms noted within this Letter of Understanding.

Dana Mills  
Manager, Human Resources/Labour Relations  
Nalcor Energy – Churchill Falls

Dean Harris  
President & Business Manager  
I.B.E.W. Local 2351