



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: Stores Worker Training

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

Appendix "B" – Stores Worker Standard Job Duties and Qualifications - Operations Unit Collective Agreement:

It is understood that in the event the Company has posted for temporary vacancies in the classification of Stores Worker and there are no applicants who meet the required two (2) years experience in industrial warehousing as outlined in Appendix "B", internal candidates with education requirements will be selected and will progress to full rate of pay upon completing the required two (2) years of experience in industrial warehousing. Selection of employees will be as follows:

- Applicants must have the required education requirements as per the Letter of Understanding signed March 10, 2015 – Stores Worker Standards Duties and Qualifications.
- Applicants will be selected based on their combined related experience in industrial warehousing; the candidate with the most combined experience will be selected.
- In the event that two applicants have the equivalent combined education and experience, applicants will then be selected based on seniority.

In these instances, it is understood that the applicant selected will be paid based on their related experience in accordance with the following schedule:

- Starting rate with less than 1 year's experience – Group 4
- More than 1 year's experience and less than 2 year's experience – Group 5
- 2 year's experience – Group 6

This is a temporary measure. 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