



Without Prejudice

April 30, 2020

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: Cancellation of/Call Back from Vacation during COVID-19 Pandemic

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

It is understood that for business continuity purposes during the COVID-19 pandemic, the Company has implemented an updated interim policy on annual leave effective April 13, 2020 which includes parameters on vacation requests and approvals, which will be reassessed periodically as circumstances evolve. One specific provision of that interim policy is that all annual leave granted to employees during the COVID-19 pandemic is subject to cancellation and/or call back.

For the duration of the effective period of the interim policy referred to in the paragraph above, it is understood that an employee who is called back to work during his/her vacation per the above shall (a) receive the applicable overtime rate of pay for the days so worked (on site or from home, where required in the context of the pandemic), and (b) have the vacation days so worked credited to his/her vacation balance and (c) if, he/she so desires, the balance of his/her vacation rescheduled at a time mutually agreed between the employee and the Supervisor.

In the event of cancellation of vacation, the employee's Supervisor will work with the employee to reschedule the vacation at a mutually agreeable later date.

This is a temporary measure. This letter will be effective on the date of signing and will expire on December 31, 2020 or upon the lifting of the above noted interim policy on annual leave, whichever occurs first.

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

Ashley Turner
Manager, Human Resources/Labour Relations (Acting)
Nalcor Energy – Churchill Falls

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