

LETTER OF UNDERSTANDING 1

Between:

Hilton Hotel Saint John

("the Company")

-and-

Unifor and its Local 2002

("the Union")

RE: Deduction of Union Dues while performing work outside of the scope of the bargaining unit

WHEREAS; the parties agree that the current practice of Union dues deductions while out of scope is not currently captured in the collective agreement.

WHEREAS; the parties agree to amend the current collective agreement specific to the deduction of Union Dues when performing work outside of the scope of the bargaining unit.

THEREFORE, the following agreement between the Company and the Union will be in effect through until expiration of the current collective agreement, December 31st, 2025.

Subject to Article 15.04 when an employee accepts a position within the Company that is outside the scope of the Agreement (ie. The bargaining unit) the employee shall retain and accrue seniority for a period of six (6) months provided they continue to pay Union dues.

1. The onus is on the employee to advise the Company and the Union that they no longer wish to continue paying Union dues therefore relinquishing any rights offered under the Collective Agreement;

2. If the Company and Union are not advised, then the deduction of Union dues will continue for a period of up to six (6) months;

Signed in Saint John , New Brunswick this 12th day of October, 2023.

Denise Cochrane

On behalf of Unifor and its Local 2002

Denise Cochrane

Signature

Jennifer Fougere

On behalf of Hilton Hotel Saint John

[Signature]
Signature