

## Letter of Understanding

Between

NASTTTUQ (the "Corporation")

and

Unifor and its Local 2002 (the "Union")

**Whereas** the Company and the Union are party to a collective agreement covering the corporation's employees

**And Whereas** NASITTUQ and the Union wishes to clarify the application of Article 16 of the collective agreement

**And Whereas** Article 16.08, the second step of the grievance procedure is silent on the requirement to have a grievance hearing and is not consistent with 16.06, the first step of the grievance procedure.

**And whereas** the parties wish to have an effective grievance procedure that will form part of the Collective agreement, and be incorporated into the collective agreement during the next round of bargaining

**NOW THEREFORE** the parties agree as follows:

1. That Article 16.06 is to include a meeting between the Contract Site Manager and the grievor. The Grievor shall have the right to Union representation at the meeting.
2. That Article 16.08 is to include a joint grievance hearing by the Contract Program Manager as the primary, or the Human Resources Manager as the alternate, and the Grievor. The Grievor shall have the right to Union representation.

Dated on this 23<sup>rd</sup> day of July 2015.



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For the Union



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For the Company