

MEMORANDUM OF AGREEMENT

BETWEEN:

Hilton Saint John

(hereinafter referred to as the "Employer")

-and-

Unifor Local 2002

(hereinafter referred to as the "Union")

WHEREAS the Employer and the Union are bound to a collective agreement with an effective date of August 14, 2018 to December 31, 2021 (the "Collective Agreement");

AND WHEREAS Article [15.05 (d)] declares that An employee shall lose all seniority and shall be deemed to be terminated if he/she: Is laid off for a period longer 12 consecutive months.

AND WHEREAS the COVID-19 pandemic has resulted in a large-scale suspension or disruption of operations at the Employer, which has led to lay-offs of most members of the bargaining unit.

AND WHEREAS there remains significant uncertainty about when operations will resume or stabilize to the extent that the Company will be in a position to recall employees.

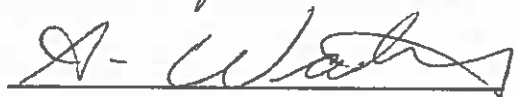
NOW THEREFORE the parties agree as follows:

1. The Employer and Union agree to execute the attached Letter of Understanding regarding recall rights, which shall form part of the Collective Agreement.
2. In exchange for the agreement to extend recall rights as set out in the attached Letter of Understanding, the Union agrees that it will not file any grievances regarding the extension of the recall rights.

The terms and conditions as outlined above are agreed to as indicated by the signatures below.

For the Union:

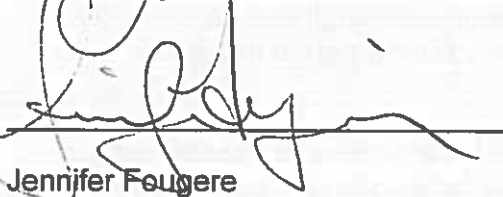
Dated at Georgetown, this 8 day of March 2021.



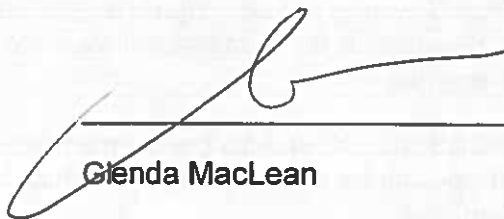
Ashley Watkins

For the Employer:

Dated at Saint John, this 10 day of March 2021.



Jennifer Fougere



Glenda MacLean

LETTER OF UNDERSTANDING: RECALL RIGHTS

Notwithstanding any provision to the contrary that may be contained elsewhere in this Collective Agreement, the Employer and the Union agree that recall rights shall be extended to two (2) years for any employee laid off on or before March 2, 2021 as a result of COVID-19. All rights provided to the employees under article 31.01 of the Collective Agreement will be extended as well, and will be available to the employees at the employee's discretion.

For the Union:

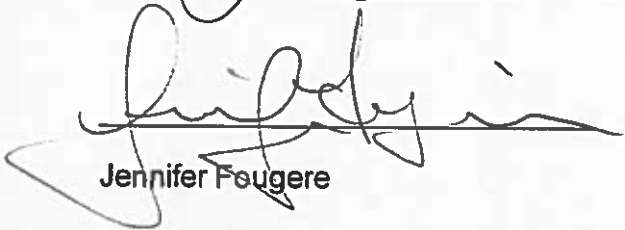
Dated at Georgetown, this 8 day of March 2021.



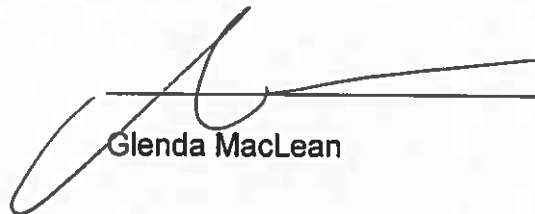
Ashley Watkins

For the Employer:

Dated at Saint John's, this 10 day of March 2021.



Jennifer Fougere



Glenda MacLean