

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:

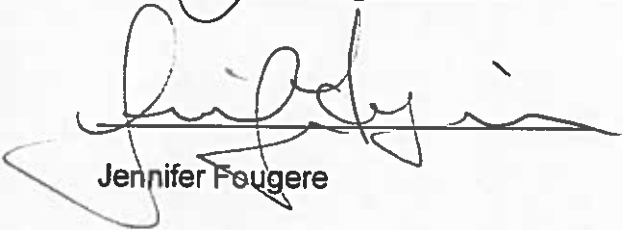
Dated at Georgetown, this 8 day of March 2021.



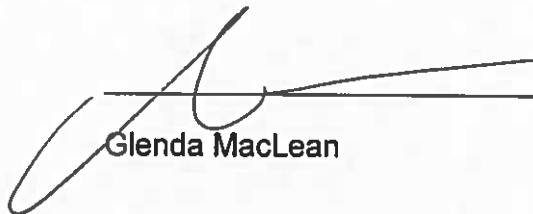
Ashley Watkins

For the Employer:

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



Jennifer Fougere



Glenda MacLean