MEMORANDUM OF SETTLEMENT

BETWEEN:

Sudbury Integrated Nickel Operations,
A Glencore Company

-and-

Sudbury Mine, Mill and Smelter Workers,
Union Local 598 (Unifor)

Presented: January 31, 2025

The following is presented as a complete and full offer of all outstanding issues between the Company and the Union. Unless otherwise amended as set out below or in the attachments hereto, all terms and conditions of the 2021 Collective Agreement between the parties will remain in full force and effect. All unresolved and outstanding proposals made by both parties are deemed to have been withdrawn.

1. *Term of Agreement – 4 Year Agreement*
   This Agreement shall become effective at 12:01 a.m. February 1, 2025, and shall terminate at midnight on January 31, 2029.

2. *Contract Language*
   Forming part of this Offer are revised Articles attached hereto as Appendix "A" and letters attached hereto as Schedule "Q", a list of hourly wage rates attached as Schedule "A" and a list of occupations attached as Schedule "B".

3. *Wages and Cost of Living Allowance*
   Effective 12:01 a.m., February 1, **2025, $0.52** per hour roll-in of the current Cost-of-Living Allowance ("COLA") to the current hourly wage rates in effect. In addition, for the life of

this Agreement, a minimum COLA roll-in of $0.46 will be payable in the second year (**2026**), third year (**2027**), and fourth year (**2028**), as per article 32.02. The COLA will be reduced by the same amount of each COLA roll-in at the time of roll-in. This minimum COLA roll-in does not apply to the COLA float.

As shown in Schedule "A":

- Following the roll-in of COLA, **"$0.52",** effective February 1st, 2025, an increase of **1.0%** will be applied to each hourly rate.
- Following the roll-in of COLA, **"minimum $0.46",** effective February 1st, 2026, an increase of **1.0%** will be applied to each hourly rate.
- Following the roll-in of COLA, **"minimum $0.46",** effective February 1st, 2027, an increase of **2.0%** will be applied to each hourly rate.
- Following the roll-in of COLA, **"minimum $0.46",** effective February 1st, 2028, an increase of **2.0%** will be applied to each hourly rate.

4. Shift Premium

Employees shall be paid an Off-shift Premium of **$0.85** per hour for work performed by them during night shift hours and not within their scheduled day or afternoon shift hours beginning February 1, 2025. Following programming changes, increases will be paid retroactively to February 1, 2025.

5. Tradesperson Differential

Tradespersons will be paid an increase of **two** Job Classes over their hourly wage rate for all hours worked from February 1, 2025, to January 31, 2029. Following programming changes, increases will be paid retroactively to February 1, 2025.

6. Lead Hand and Mill/Smelter Peer Trainer Rates

Employees will be paid **15%** over Job Class 28 for all hours worked in this role. Where the Lead Hand or Peer Trainer spends at least 4 hours working as a Lead Hand or Peer Training on any given shift, their whole shift will be paid at the increased rate. Following programming changes, increases will be paid retroactively to February 1, 2025.

7. *Nickel Bonus*

Redesigned Nickel Bonus (Article 32.03) to exclude Koniambo and to remove exceptional items. Revised Starting Nickel Price to $6.00.

Effective January 1, 2025, any Koniambo exceptional items that positively impact Glencore Nickel – Profitability, will be included in the relevant half year period.

8. *Sudbury Operations Employee Performance Incentive*

Redesigned the Sudbury Operations Employee Performance Incentive to be paid based on the **number of performance targets achieved**.

The Performance Target for Sudbury Operational Total Reportable Injury Frequency (TRIFR) has been amended to exclude contractors. (Article 32.04).

The Sudbury Operations Employee Performance Incentive will be paid as per the tables below.

	$/hours worked
One Performance Target greater or equal to target	$0.50
Two Performance Targets greater or equal to target	$1.00
Three Performance Targets greater or equal to target	$2.00
Four Performance Targets greater or equal to target	$5.00

Performance Target		Weighting
Sudbury Operational Total Reportable Injury Frequency Rate **(TRIFR) for Sudbury INO Employees**	% vs. budget	25%
Mines/Mill Contained Ni + Cu in Concentrate (kt Ni + Cu)	% vs. budget	25%
Smelter Net Metals Production (kt Ni + Cu + Co)	% vs. budget	25%
Sudbury Operations Costs ($M CDN)	% vs. budget	25%
		100%

9. *One Time Retiree/Surviving Spouse Payment*

The 500 retirees/surviving spouses who receive the lowest pension income on the pension list will be given a onetime payment of $500. Only those eligible for retiree benefits will receive this payment. Such payment shall be made within 60 days of ratification.

10. Benefits

A. Long Term Disability

Increase Long Term Disability payments from $1,700 to **$1,900** per month for eligible employees.

B. Short Term Disability

Increase the weekly Short Term Disability Benefit from $700 to **$750** per week for eligible employees.

C. Dental Plan

For all regular full time active employees, and their dependants, as well as retirees, surviving spouses and their dependants, the Dental Plan will be based on the **2024** Ontario Dental Association (ODA) Fee Schedule effective 12:01 a.m. February 1, **2025** and maintain at a one-year lag thereafter effective February 1st each year of the current Collective Agreement.

D. Supplementary (semi-private) Plan

Increase from $300 to $500 for semi-private hospital stays.

E. Sudbury Drug Exception Request Process

A process to obtain coverage for drugs not on the Sudbury Drug Formulary. Sudbury's Drug Exception Process is defined to include coverage for drugs beyond Life Sustaining, Medically Necessary for Life Threatening Diseases or Conditions, or in cases of Terminal Illness. Definitions now include medically justified reasons for allergy, drug disease interaction, drug-to-drug interaction, adverse effects, treatment failure and other unique indications.

F. Paramedical Services - Massage Therapy

The services of a Registered Massage Therapist, subject to a 50% co-insurance up to an annual maximum of $400 for active employees and adult dependants.

11. Pension Plan

General Pension Plan (GPP)

Effective 12:01 a.m., February 1, **2025**, increase the basic benefit from $63 per month per year of service to **$65** per month per year of service.

Effective 12:01 a.m., February 1, **2025**, those employees retiring with 30 or more years of pensionable service will receive an increase in the pension "top-up" to bring their total monthly benefit from **$3,850** to **$4,000** until age 65.

The Company will make whole pensionable service of employees retiring during the life of the current Collective Agreement, whose service was broken due to lay-off or strike in order to "mend" such service breaks.

Defined Contribution Plan (DC)

Effective 12:01 a.m., June 1, 2025, the basic Company contribution will increase from **5.0%** to **5.5%** of Pensionable Earnings.

Effective June 1, 2025, those employees in the Defined Contribution plan can contribute an additional 2.0% as voluntary contributions, without employer matching.

12. Pension Indexing

For the life of the Collective Agreement, if there are insufficient funds in the Retirement Indexing Account of the General Pension Plan (GPP) the Company will provide an annual post-retirement adjustment of 75% of CPI up to a maximum adjustment of **2.0%**.

13. Medication Awareness Program

The Company will provide funding up to $20,000 per year for the life of this Agreement for a Medication Awareness Program.

This program will be administered by a Retiree Committee under the direction of the Union Health and Welfare Officer and the Company Total Compensation Specialist.

The Union in return will commit to providing regular formal reports and an accounting of the funds on a quarterly basis to the Company.

14. Joint Job Evaluation Committee

The Company commits to establish and maintain a Joint Job Evaluation ("JJE") Committee. The JJE Committee will be comprised of up to two (2) Company Representatives and up to two (2) Union Representatives.

15. Construction Crew

As part of the responsibilities and scope of the Transition Committee, the Company and Union will work to evaluate the creation, makeup and set-up of a Construction/Maintenance Crew of tradespersons and/or other occupations from the existing sites that could be scheduled and dispatched across Sudbury INO Operations to perform various construction/maintenance work, subject to the needs of operations.

16. UNIFOR Local 598 Educational Fund

The Company will pause all Local 598 Educational Fund dues of $0.18 (eighteen cents) per hour worked from February 1, 2025, to January 31, 2026. Payments will resume February 1, 2026.

17. Paid Education Leave and Union's Social Justice Fund

The Company will maintain the amount currently being paid to the Union for the "Unifor Paid Education Leave Fund" $0.025 (two and one-half cents) per hour worked by each employee in the Bargaining Unit.

The Company will maintain the amount currently being paid to the Union for the "Union's Social Justice Fund" $0.005 (one-half cent) per hour worked by each employee in the Bargaining Unit. The Union agrees to advise the Company of the intended recipients of donations from the fund which are to be paid from the Company's contributions and to respect the Company's wishes if a proposed recipient is not acceptable to the Company.

18. Ratification Payment

The Company will pay to each regular full-time employee as defined below, a **$6,500** ratification payment with $5,500 to be made on or before February 25, 2025, and the second payment of $1,000 to be paid on or before January 31, 2028. These payments are conditional on a signed Memorandum of Settlement on or before **January 31, 2025,** and subsequent ratification of the Agreement on or before **February 2, 2025**, by **9:30 p.m**. without a labour disruption.

To qualify for the first payment, the employee must have been actively at work on January 31, 2025, or return to work prior to the end of 2025. To qualify for the second payment, the employee must have been actively at work on January 1, 2028, or return to work prior to the end of 2028. Employees on an approved leave of absence, Short-Term Disability, Long-Term Disability or Workers Safety and Insurance Board Benefits, must return to work prior to December 31, 2025, for the first payment and December 31, 2028, for the second payment.

This Offer is made subject to its unanimous acceptance in writing by the Union's Bargaining Committee by midnight on January 31, 2025, failing which this offer will be withdrawn in its entirety. This Offer is also subject to ratification by the Union membership on or before 9:30 p.m. on February 2, 2025, failing which this Offer will be withdrawn in its entirety.

DATED AT SUDBURY, ONTARIO this 31st DAY OF JANUARY, 2025

For the Union	For the Company
Eric Boulay	Layna O'Connell
Dale Lafrance	Christine McGarry
Ron Cormier	Phillip Potgieter
Darwin Craig	Gary Potts
Randy Moxam	Irene Gaudet
Ivan Tymchuk	
Jerry Logan	

Appendix A

Table of Contents

Correct page numbers and Article Titles where appropriate to reflect accurate Articles and Schedules in the Table of Contents and Alphabetical Index.

The Collective Agreement to be updated to reference Short Term Disability Benefits instead of Sickness and Accident Benefits.

Gender Neutral Language

The Company and Union have agreed to update the Collective Agreement with gender neutral language. It is the intent of both parties to change the gender-specific language to gender-neutral language (e.g., change he/him or she/her to they/them) throughout the document. Updates are not intended to change the singular to plural.

Article 2.02 – Full Time Union Representative

The Company will release a senior Union Representative from **their** job on a daily basis to attend to Union business on behalf of those employees covered by this Collective Agreement. To enable the senior Union Representative to do this, the Company will provide the Union with office space at each Business Unit. The senior Union Representative will be required to keep in regular contact with the Human Resources Manager at each Business Unit and will notify **them** of **their** planned absence in advance.

The Company will pay the senior Union Representative **15% over** Job Class 28 plus C.O.L.A. and the Nickel Bonus and Sudbury Operations Employee Performance Incentive and will pay the cost of benefits premiums for those items set out in Article 31 (Pension & Health Benefits). During this appointment the employee shall accumulate seniority and credited service. Upon termination of **their** appointment the employee shall return to t**heir** former department and occupation if it still exists; if **their** occupation no longer exists the provisions of section 17.02 (Layoffs in Excess of 14 Days) shall be applied to determine a new occupation.

An employee will be granted leave of absence without pay in order to provide relief for the Local Unit Chair from opening day of bargaining to the expiry of the Collective Agreement. Such employee will attend to Union Business at the sites on behalf of those employees covered by the Collective Agreement and continue to be covered by **their** benefits during this period.

It is mutually agreed that arrangements will be made for the Unit Chair (or designated Chief Steward) to meet each new employee during the first two weeks of employment for the purpose of advising such employee of the existence of the Union and **their** rights and obligations under the terms of this agreement, the duration of which shall not exceed (30) minutes.

Article 6.01 – No Discrimination, Violence or Harassment

(a) All employees are expected to treat others with courtesy and consideration and to discourage discrimination, **violence** and harassment.

(b) There shall be no discrimination, **violence** or harassment by the Company or the Union or its members against any employee because of Union activity or membership or non-membership in any trade union, or because of the employee's ~~sex, race, creed, color, nationality, ancestry, place of origin, ethnic origin, citizenship, sexual orientation, age, marital status, family status, handicap or political opinion~~ **citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, gender expression, receipt of public assistance (in housing) and record of offences (in employment).** Harassment will not be subject to the grievance procedure but shall, however, be investigated promptly by a Senior Human Resources Representative and the Union Services Representative who will attempt to resolve complaints.

(c) For the purpose of this Article 6, 'Harassment' is defined as engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome where such comment or conduct consists of words or actions by persons acting on behalf of the Company or Union, the Company, a supervisor, a co-worker or any other individual employed by the Company, which denies individual dignity or respect or causes humiliation to another employee.

(d) Proper discussions between an employee and a supervisor related to performance issues or disciplinary matters or work assignments or other work related items do not constitute harassment.

(e) No person shall be required, as a condition of employment, to become or remain a member of any union or other organization, and no statements or representations to the contrary shall be made.

(f) There shall be no solicitation of membership in any union organization or collection of union dues or any union activity anywhere on Company property. This clause shall not be construed to prevent employees from engaging in casual conversation relating to Union affairs.

(g) Stewards, Union safety representatives or employees filling any other Union position shall not be denied any rights or benefits provided for in this collective agreement because of their Union activity.

Article 11.04 - Arbitrators

The single arbitrator shall be selected in rotation from the following: W**esley** Rayner, **Gordon** Luborsky, L**ouisa** Davie, M**orton** Mitchnick, **Brian** Sheehan, **Mike** Rayner, Matthew Wilson, Derek Rogers, Jesse Nyman, Dan Randazzo, ~~and~~ Christine Schmidt **and David Ross.** A single arbitrator shall have all the powers as provided under the Labour Relations Act of Ontario, as amended from time to time. The Company and the Union shall each be responsible for one-half of the expenses and fees payable to the arbitrator.

If none of the arbitrators identified above are available in a mutually acceptable timeframe, grievances may be referred to arbitration using an alternate mutually acceptable arbitrator.

If the grievance referred to arbitration is settled prior to the hearing another outstanding grievance may be referred to arbitration by mutual agreement of the Company and the Union.

Article 13.03 – Warnings and Suspensions

The Company will give an employee a copy of any written warning in the presence of a Steward, if readily available, unless the employee declines representation **in writing**, without requiring the employee to sign for it and will notify an employee of any oral reprimand entered on his record. Written warnings (but not suspensions) for absence without leave or for failing to notify the Company of intended absence shall be removed from an employee's record and shall be disregarded in determining discipline for subsequent infractions of a like nature if after three calendar months there is no repetition of such offence.

Any other written warning (but not a suspension) shall be removed from an employee's record and shall be disregarded in determining discipline if in the 6 months following such warning there is no further misconduct. In any event a written warning (but not a suspension) shall be removed from an employee's record and shall be disregarded in determining discipline 12 months after the issuance of such warning.

A suspension notice other than a suspension notice for breach of Article 8 (No Cessation of Work) shall be disregarded in determining discipline two (2) years after the issuance of such suspension. A suspension notice for breach of Article 8 (No Cessation of Work), shall be disregarded in determining discipline three (3) years after the issuance of such suspension.

Article 16.05 – Eligibility to Apply for Business Unit Vacancy Notice

An employee in such Business Unit (including an employee absent from work by reason of illness, injury, vacation, ~~maternity~~ **pregnancy** or parental/adoption leave, union leave) who has one year of service or more may apply. Applications received during the 10 day posting period specified in 16.04 (Business Unit Vacancy Notice) will be considered in the following order:

(a) Transfer Within Same Occupation - Employees working at another Operation in the Business Unit in the same occupation as the posted vacancy. (i.e. a Miner A at Fraser Mine Operations may wish to apply for a Miner A position at Craig Mine Operations). The senior applicant shall be transferred provided **they have** the ability, knowledge, training and skill to fulfill the normal requirements of the job.

An employee so transferred may request, within the time frame of one rotation (not to exceed five shifts), to return to **their** former Operation and to the actual occupation **they** held immediately before having been transferred.

(b) Change of Occupation - Any employee in the Business Unit who is in an occupation other than the posted occupation. Selection will be in accordance with Article 16.13 (Job Selection).

Article 16.07 – Eligibility to Apply for Vacancy in the Other Business Unit

An employee who works in a Business Unit other than that where the vacancy occurs, (including an employee absent from work by reason of illness, injury, vacation, ~~maternity~~ **pregnancy** or parental/adoption leave, union leave) who has one year of service or more may apply. Applications received during the 10 day posting period specified in 16.06 (Vacancy Notice In The Other Business Unit) will be considered in the following order:

(a) Transfer Within Same Occupation - Employees working in another Business Unit in the same occupation as the posted vacancy. The senior applicant shall be transferred provided **they have** the ability, knowledge, training and skill to fulfil the normal requirements of the job.

An employee so transferred may request, within the time frame of one rotation (not to exceed five shifts), to return to **their** former Operation and to the actual occupation **they** held immediately before having been transferred.

(b) Change of Occupation - Any employee in another Business Unit who is in an occupation other than the posted occupation. Selection will be in accordance with Article 16.13 (Job Selection).

Article 17.01 – Layoffs, Company Programs

Where permanent workforce reductions have not been achieved through attrition, the following programs will apply as set out below:

(a) Voluntary Early Retirement Incentive (VERI)

In the event of permanent downsizing or permanent job loss the Company will provide employees, who are eligible to retire under the terms of the Revised General Pension Plan **or the Defined Contribution Pension Plan (who are age 65, have at least 30 years of service, or are between ages 54 and 61 and have at least 20 years of service)** with the opportunity to take advantage of a Voluntary Early Retirement Incentive (VERI) in order to minimize the number of permanent layoffs. The number of VERI's offered will not be less than the number of anticipated layoffs and shall be offered on a seniority basis:

(i) Where the permanent reductions are to occur within a production occupation, to all production employees within that area of the Business Unit (i.e. Mines Operations, Mill Operations or Smelter Operations) or;

(ii) Where the permanent reductions are to occur within a Skilled Trades Occupation, to all employees within this trade across both Business Units.

Employees who qualify and are selected according to their seniority will be scheduled for retirement dates over a period not to exceed ~~eight (8)~~ **twelve (12)** months in order to meet the operating needs of the Company.

Those employees who actually qualify for the VERI and retire under the terms of the Revised General Pension Plan **or the Defined Contribution Pension Plan (as defined above)** will be provided with a Voluntary Early Retirement Incentive payment of $1,000 per year of service with a minimum payment of $20,000.

It is understood that temporary workforce reductions and workforce reductions caused by attrition will not trigger the terms of the Voluntary Early Retirement Incentive.

(b) Severance pay

Severance pay for an employee shall be calculated based on a factor of $1,000 per year of service with a minimum payment of $4,000 and a maximum payment of $30,000. Severance pay shall include any entitlement of an employee under the Employment Standards Act of Ontario and applicable regulations.

An employee, upon receipt of severance pay shall lose **their** right to recall and shall be presumed to no longer have any seniority with the Company or be deemed to be an employee of the Company.

Severance pay will not be paid to any employee who terminated for just cause, or who leaves the employ of the Company prior to the effective date of **their** layoff.

(c) Supplemental Unemployment Benefits

Employees who have been laid off for lack of work in excess of one week (on either a permanent or temporary basis) and have no remaining annual vacation will be provided with a Supplemental Unemployment Benefit.

Upon ratification and for the life of this Agreement, the Company shall be liable for an amount equal to $1,000,000 which shall be utilized to provide a benefit of $175 per week on a basis of 6 weeks per year of service (with a minimum of 26 weeks and a maximum of 50 weeks).

Employees who are in receipt of severance pay as per (b) above, will not be eligible for the Supplemental Unemployment Benefit.

Article 20.03 – Pregnancy Leave

A pregnant employee who meets the Ontario Employment Standards qualification criteria, and ~~A pregnant employee who has completed her their probationary period and makes a~~ **after completing** a formal application for a leave of absence at least 2 weeks prior to leaving, shall be granted a leave of absence for not more than seventeen weeks. The Company may request the employee provide a written certificate from a qualified medical practitioner stating **their** due date.

The Company agrees to provide employees on pregnancy leave, with the following supplement to Employment Insurance benefits for a period of up to 17 weeks:

(i) A top up to 90% of the employee's base wages (before tax and other deductions), less any other reported earnings, while serving the one-week Employment Insurance waiting period of the pregnancy leave, and

(ii) A top up to 90% of the employee's base wages (before tax and other deductions) less any other earnings reported to or received from Employment Insurance for the remaining sixteen weeks.

Benefits payable to supplement Employment Insurance benefits are taxable income and deductions will be made from these payments. To be eligible, employees must have completed one year of continuous service at the date the pregnancy leave begins.

When the pregnancy leave ends, the employee may commence a Parental Leave of not more than 61 weeks duration.

The terms and conditions in the Employment Standards Act shall continue to apply to Parental or Pregnancy Leave; however in the event that the amount of such leave is greater in this collective agreement, the employee will be entitled to the greater amount.

An employee may end **their** leave earlier than originally requested by giving the Company written notice at least two weeks before the day **they** wish to end **their** leave. **An employee** shall, if **they have** not been laid off or demoted while on such leave, be reinstated to **their** former position. If **the** position no longer exists or if the employee consents, **they** shall be provided with alternative work of a comparable nature. In the event that such employee is unable to return to work at the conclusion of **their** pregnancy leave because of complications arising out of **their** pregnancy and delivery, **an employee** may be granted an extension of up to 3 months upon written request made to the Human Resources Department.

Parental leave granted will be without pay. During pregnancy and parental leave the employee will continue to accrue credited service and seniority.

An employee may apply for **Short Term Disability** ~~through the Sickness and Accident Plan~~ for sick benefits, upon receipt of medical documentation that **they were** unable to work due to pregnancy or childbirth.

Article 20.04 – Parental/Adoption Leave

An employee who meets the Ontario Employment Standards qualification criteria, has completed a formal application for a leave of absence and ~~An employee who has completed his or her probationary period and~~

(a) who has completed **their** pregnancy leave; or,

(b) whose spouse is to give birth; or,

(c) who is in a relationship of some permanence with the parent of a child who has come into the employee's care, custody and control for the first time and who the employee intends to treat as a child of **their** own; or,

(d) who is the natural **parent** of a new born child or a child who has come into **their** care, custody and control for the first time;

may apply in writing for Parental/Adoption Leave at least two weeks prior to the date the leave is to begin, which must be no more than 61 weeks for (a) or 63 weeks for (b), (c) or (d) above, after the child comes into custody, care and control of the employee for the first time.

The terms and conditions in the Employment Standards Act shall continue to apply to Parental/Adoption Leave; however in the event that the amount of such leave is greater in this collective agreement, the employee will be entitled to the greater amount.

Leave granted will be without pay but during the period of the leave the employee continues to accrue credited service and seniority. The Company may request the employee to submit a certificate of birth or certificate of adoption for the child.

Article 21.01- Rights of Probationary Employee

A probationary employee shall not acquire any rights under Article 16 (Job Postings) hereof nor have the right to grieve and take to arbitration any dispute involving discipline, including discharge (except discharges or discipline alleged to be in contravention of Article 6 (No Discrimination, **Violence** or ~~Harrassment~~ **Harassment**) of this Agreement, until **they have** been in the employ of the Company for ~~75~~ **150** calendar days following the date of **their** most recent hiring. At the expiration of such **150** ~~75~~ calendar days, however, such employee's seniority date shall be the date of **their** recent hiring. If a probationary employee is discharged, the Company will discuss the case with the Chief Steward at **their** request. Notwithstanding section 3.01 (Management Rights), the Company may discharge or otherwise discipline a probationary employee if the Company believes that **they are** not suitable for or able to perform adequately the job for which **they were** hired or is required to do.

Article 22.01 - Student Employee Benefits

A student employee (employed during their vacation periods or co-operative students on their work semester) hired by the Company for temporary work ~~as an employee shall not during the period of such work~~ (not to exceed 5 months at any one time)~~, be covered under the Sickness and Accident Insurance Plan, Extra Care Expenses, Long Term Disability Insurance Plan, Drug Plan, Dental Plan, Supplementary (Semi-Private) Plan, Nickel Bonus and Sudbury Operations Employee Performance Incentive Program, or Revised General Pension Plan, or be entitled to Floating Holiday under section 24.09 (Floating Holiday) of the Collective Agreement. The Company will pay the premium payable with respect to any such student covered under~~ **shall only be entitled to employer paid** ~~the~~ Group Life Insurance Plan and the Accidental Death and Dismemberment Plan **of this Collective Agreement.**

Article 24.09 – Floating Holiday

(a) In addition to the holidays set out in section 24.08(a) (Statutory Holiday Definitions) any employee who has completed **their** probationary period and has accumulated any credited service in the calendar year shall be entitled to one floating holiday with pay during each calendar year. Such holiday shall be taken at a time to be mutually agreed upon between the employee and the Company having regard to the wishes of the employees and the requirements and efficiency of the operations. Time taken, as a floating holiday shall be counted as time worked for the purpose of calculating pay.

Each employee shall take **their** floating holiday for each calendar year by the end of that calendar year or shall forfeit such holiday, provided that any employee so forfeiting (which shall include termination) **their** floating holiday shall be paid for such holiday on the basis of 8 hours at straight time at **their** applicable hourly rate.

(b) the Company will provide four paid personal days, the first to be available in the year ~~2021~~ **2025**; the second to be available in the year ~~2022~~ **2026**, the third to be available in the year ~~2023~~ **2027**; the fourth to be available in the year ~~2024~~ **2028** to employees who have completed their probationary period and have accumulated any credited service in the respective calendar years.

Article 24.11 – Pay for a Holiday Not Worked

An employee who:

~~(a) is employed by the Company beyond his probationary period:~~

(a) has worked or was on **their** vacation in the 30-day period immediately preceding the holiday; and

(b) works on both of the qualifying days

shall, if **they are** on vacation or if the Company does not require **them** to work on such holiday be paid at **their** base hourly rate of pay for a regular day.

If a holiday falls within an employee's scheduled vacation **they** shall be given, if entitled as per (a) and (b) and (c) above,

(a) base hourly rate of pay for a regular day or

(b) if mutually satisfactory to the Company and the employee, an extra day off in lieu thereof. If the employee does not use such extra day off within a period of three months from the date of such holiday, **they** shall receive **their** base hourly rate of pay for a regular day.

An employee who is not entitled to such holiday pay by reason of **their** absence from work on the holiday or on either qualifying day shall nevertheless be entitled to such holiday pay if **their** absence was due to:

(a) leave of absence for jury duty or by reason of being subpoenaed as a witness; or

(b) leave of absence by reason of a death in **their** immediate family as per section 24.20 (Bereavement Leave); or

(c) illness or accident which requires **an employee** to be absent for 5 or more consecutive days which absence is supported by a doctor's certificate to that effect; or

(d) Other reasonable cause as defined by the Employment Standards Act. An employee is generally considered to have "reasonable cause" for missing work when something beyond their control prevents the employee from working. Employees are responsible for showing that they had reasonable cause for staying away from work. If they can do so, they still qualify for the public holiday entitlements.

Article 24.13 – Shift Premiums

Employees shall be paid an off-shift premium of 50 cents per hour for work performed by them during afternoon shift hours and not within their scheduled day or night shift hours. An off-shift premium of ~~70 cents~~ **$0.85** per hour will be paid for work performed by them during night shift hours and not within their scheduled day or afternoon shift hours. Employees regularly working on shift whose hours of work are changed either temporarily or permanently to the day shift shall be paid only their applicable hourly rate. For the purpose of calculating overtime pay such off-shift premiums shall not be considered as part of an employee's applicable hourly rate.

Article 24.17 – ~~COLLAR~~ Line Up to Collar Schedule

Hoisting and lowering schedules at the Company's mines shall be no more than the hours scheduled **to work** at each particular workplace ~~(i.e. 8 hours, 10 ½ hours etc.)~~ from ~~collar~~ **line up** to collar for each shift, but variations from such schedules not exceeding 10 minutes which do not occur consistently shall be disregarded. Delays in schedules in excess of 10 minutes shall be paid at **overtime in increments of ½ hour** on the following basis:

(a) in excess of 10 minutes to 30 minutes 1/2 hour at ~~straight~~ **overtime**,

(b) in excess of 30 minutes to 60 minutes an additional 1/2 hour at s~~traight~~ **overtime**, and so on, on the same basis for delays in excess of 60 minutes. In addition, any applicable off-shift premium shall be paid.

Due to the fact that employees are required to report prior to the cage time at the beginning of their shift, the return cage at the end of the shift will be scheduled to arrive at the collar between five and ten minutes before the posted return cage time. It is understood that delays in excess of ten minutes as referred to in this section are delays in excess of ten minutes after the posted cage time.

Article 24.23 – Work Week

The work week shall commence at 8:00 a.m. Sundays. **The regular workday for day shift will be 8:00 a.m. to 4:30 p.m. with a half hour unpaid lunch and two fifteen-minute paid breaks.** This section shall not be construed to mean all employees on the day shift will start exactly at 8:00 a.m.

Article 27.06 – Lead Hands

When the Company determines that a temporary Lead Hand is required, it will select an employee for the role. Under the direction of a supervisor, a Lead Hand acts as a leader of a group of employees working on similar or related work. **They** assign work to the employees as directed by the supervisor and works along with and/or coordinates work among them. The Lead Hand functions as a working leader and not as a staff supervisor and will be paid **15%** over Job Class 28 for all hours worked as a Lead Hand. **Where a Lead Hand spends at least 4 hours working as a Lead Hand on any given shift, their whole shift will be paid at the Lead Hand rate.**

Article 27.11 – Agreement of Apprenticeship

The "Agreement of Apprenticeship" means a written agreement between the Company and the employee indentured as an apprentice. The contract of apprenticeship shall be registered with **Skilled Trades Ontario**, an agency of Ministry of Labour, **Immigration**, Training and Skills Development. The following shall receive copies of the Agreement of Apprenticeship:

(a) The Apprentice

(b) The Company

(c) **Skilled Trades Ontario**, **an agency of** The Ministry of Labour, **Immigration** Training and

Skills Development

(d) The Local Union

(e) Unifor Canada/Skilled Trades Department

Article 27.18 – Recommendation to Skilled Trades Ontario, an agency of The Ministry of Labour, Immigration Training and Skills Development

Upon completion of the apprenticeship the Company will recommend to **Skilled Trades Ontario**, **an agency of** The Ministry of Labour, **Immigration** Training and Skills Development, that a certificate, signifying completion of the apprenticeship, be issued to the apprentice. No certificates will be issued by **Skilled Trades Ontario**, **an agency of** The Ministry of Labour, **Immigration** Training and Skills Development, unless recommended by the Committee.

Article 27.20 – Joint Skilled Trades Committee

There shall be a committee established called the Joint Skilled Trades Committee consisting of ~~four employee~~ **a tradesperson** representative **from each operating site**, ~~one being a tradesperson from the Smelter Business Unit and three from the Mines/Mill Business Unit~~, who shall meet each quarter, and at other times by mutual agreement, with up to four Company representatives. A management representative shall be designated as the chairperson of this committee. **At the time of ratification, operating sites included Fraser Mine, Craig Mine, Strathcona Mill, Sudbury Smelter**.

The mandate of the Committee will be to provide employees and the Union with an avenue to give constructive input on trades training, apprenticeships, standards and such other issues which may arise from time to time.

Time off for the ~~four~~ Union members to attend such meetings shall be without loss in pay and shall be considered as time worked for the purposes of the Collective Agreement.

The Company will pay to those members of the Union's committee a travel allowance based on Company policy when the members are required to travel from their place of work to attend meetings of the Committee.

Article 28.01 ~~– Disabled~~ Employees with Disabilities

Any employee who becomes disabled as a result of illness or a work related injury will be accommodated where possible in **their** Department or, failing **their** Department, another Department in the Company in a job **they are** able to perform without regard to the seniority provisions of this Collective Agreement except that such employee may not displace an employee with greater seniority. In the case of a workforce reduction an employee who has been accommodated shall not be excluded from being bumped by an employee with greater seniority or from being laid off.

An employee who is returned to work to a job **they are** able to perform in a Department other than the one in which **they** worked prior to **their** injury shall be returned to **their** former occupation in **their** former Department when cleared for such return by the Occupational Health Nurse.

Article 29.04 – Vacation Entitlement for Employees on Short Term Disability ~~S&A~~ and ~~W.S.I.B.~~ Workplace Safety Insurance Board Benefits

(a) An employee who has been absent from work and in receipt of **Short-Term Disability (STD)** ~~Sickness & Accident~~ or Work**place** Safety and Insurance Board (**WSIB**) benefits for at least four consecutive weeks in the previous year and returns to work will be granted the vacation time off, with pay, to which such employee would have been entitled had no such absence occurred based on the employee's projected earnings at **their** regular rate of pay.

(b) An employee who has been absent from work and in receipt of Short-Term or Long-Term Disability benefits or Workplace Safety and Insurance Board benefits, and has not returned to work or has retired by the time the Annual Vacation period has ended, will be paid out for any earned and accrued Annual Vacation at the employee's pre-disability posted hourly rate or at the employee's applicable Annual Vacation rate, whichever is higher. Payments will occur when the Annual Vacation period expires.

(c) To offset **Short Term Disability** ,~~Sickness and Accident~~ or **WSIB** payments by outstanding Annual Vacation at the Annual Vacation year end, the following conditions apply:

(i) An employee shall accrue up to one (1) year of Annual Vacation while in receipt of Short-Term Disability benefits.

(ii) At the Annual Vacation year-end all monies owing to an employee with an outstanding Annual Vacation entitlement, including vacation bonus, will be paid in a lump sum. **They** will not be considered as being on or taking **their** vacation.

(iii) Short-Term Disability ~~Sickness and Accident~~ **or WSIB** payments will not be interrupted as a result of this process.

~~**(iv)** Employees affected by this procedure will not be entitled to the paid holiday of Good Friday.~~

(iv) The above procedure will prevent both the Company from granting and the employee from electing to take **their** vacation on returning to work in the above circumstances prior to Annual Vacation year-end.

29.09 - SPECIAL VACATION

The Company will provide 5 weeks of Special Vacation with pay for employees who complete five or more years of credited service and an additional five weeks of Special Vacation with pay upon completing each additional five-year period of credited service. An employee's anniversary date shall be deemed to be January 1st of the year of **their** entitlement.

(a) The pay for each week of Special Vacation which is taken shall be equal to 2% of the employee's earnings received from the Company for all work done by the employee in the calendar year immediately preceding the year in which such week of Special Vacation is taken.

(b) If an employee who is entitled to any Special Vacation with pay, fails for any reason to commence the same within five years after becoming entitled thereto or if **they** retire or otherwise ceases to be employed by the Company or dies before taking the same, the Company will, in lieu of granting such Special Vacation, pay to such employee, or to **their** estate if **they have** died, the Special Vacation pay to which **they** would have been entitled if **they** had taken such Special Vacation immediately prior to the fifth anniversary of **them** becoming entitled thereto or immediately prior to the cessation of **their** employment with the Company or immediately prior to **their** death, as the case may be.

(c) If an employee terminates **their** employment with the Company or is terminated by the Company for any reason including retirement, or dies, **their** estate shall be entitled, in addition to any payment in accordance with clause (b) of this section, to an amount calculated on the basis of two percent (2%) of **their** earnings in the calendar year preceding **their** retirement or death for each full year and one-sixth of one per cent for each whole month comprising a broken year from the date of **their** last entitlement to a Special Vacation.

(d) In determining the length of a Special Vacation a week shall mean seven consecutive days including Saturdays, Sundays and holidays falling within the period.

(e)The allocation of vacations with pay under the provisions of sections 29.01 (Vacation Eligibility) to 29.08 (Vacation Pay upon Termination of Employment) inclusive shall have priority over the allocation of Special Vacations hereunder.

(f) In order to minimize interference with the normal operations of the Company, Special Vacations will be granted only at such times and in such amounts as the Company in its sole discretion may determine but, subject thereto, due consideration will be given to the wishes of the employee concerned. It is anticipated that in most cases an employee will take **their** Special Vacation within the five-year period following the date on which **they** becomes entitled to it. The Company can require that at least 20% of those entitled take such vacation in each year and that not more than 25% may take such vacation.

(g) In determining payment in (a) and (b) above an employee who has been absent from work and in receipt of **Short-Term Disability** ~~Sickness & Accident~~ or **Workplace** Safety and Insurance Board benefits for at least four consecutive weeks in the previous year and returns to work will be calculated as if no such absence occurred based on the employee's projected earnings at **their** regular rate of pay.

(h) An employee who is in receipt of Short-Term Disability or Long-Term Disability or WSIB benefits and has not returned to work or retires before their five (5) weeks of earned Special Vacation hours are set to expire, and has been accruing their next set of Special Vacation hours up to the end of their Short-Term Disability period (STD or WSIB), will be paid out for any earned and accrued Special Vacation hours at their pre-disability posted hourly rate or their applicable Special Vacation rate, whichever is higher. An employee will be permitted to request a payout for any earned or accrued Special Vacation hours once they reach their Long-Term Disability date. If no such request is made, Special Vacation will be paid out upon expiry.

30.07 - Full time Worker Health & Safety Representatives

There shall be one Full Time Worker Health & Safety Representative appointed by the Union for each of the Smelter Business Unit, Fraser Mine Operation and ~~the Nickel Rim South Operation~~ **Craig Mine Operation** of the Mines/Mill Business Unit. A Full Time Worker Health & Safety Representative from the Mines/Mill Business Unit will be selected by the Union to fulfil a co-ordination function within the Mines/Mill Business Unit.

The Full Time Worker Health & Safety Representatives will also fulfill the roles of the Joint Health & Safety Committee Co-Chair and the Certified Member. They will report to and be responsible to the Joint Health & Safety Committee and for administrative purposes will work closely with a designated management representative at their Operation.

Article 30.15 – Employee and Family Assistance Program

The Company and Union believe that every reasonable means should be used to provide an effective Employee **and Family** Assistance Program to employees and their families. To this end, the Company and Union Committee, which has been established to jointly administer this program, will be continued.

The Company and Union believe that by recognizing alcoholism and drug abuse as an illness, employees will be encouraged to come forward for assistance and treatment. Supervisors, representatives of the Union and employees are urged to encourage those who have or are suspected of having alcohol or drug problems to obtain medical assistance, advice and treatment.

The Company and Union believe that every reasonable means should be used to rehabilitate an employee and restore him to normal health and productivity. To this end, the Company and Union Committee which has been established to jointly administer this program will be continued.

Employees who are resource persons shall be allowed such time off without loss in pay as shall be reasonably required to attend to matters related to the Employee **and Family** Assistance Program

Article 31.01 - Pension Plan

The employees covered by this Agreement effective 12:01 a.m. **February 1, ~~2021~~ 2025** will continue to be eligible for and receive the benefits provided under the Company's Revised General Pension Plan (the "GPP Plan") which was effective the 1st day of January 1971, and as subsequently amended in collective bargaining.

Employees hired after September 1, 2013 will have the option of participating in either the GPP Plan or enrolling in the Defined Contribution Pension Plan (the "DC Plan"). **Effective June 1, 2025,** the DC Plan will provide a basic Company contribution of **5.5%** of Pensionable Earnings. Members will have the opportunity to make voluntary tax-deductible contributions of up to 4% of Pensionable Earnings and these voluntary employee contributions will be matched 50% by the Company.

Effective June 1, 2025, those employees in the Defined Contribution plan can contribute an additional 2% as voluntary contributions, no employer matching.

Pensionable Earnings for the purpose of the DC Plan shall be defined as annual base hourly wages, i.e. posted base hourly wage rate times 2,080 hours, plus Nickel Bonus as per Article 32.03 and Employee Performance Incentive payments as per Article 32.04. For greater clarity, all other types of earnings are excluded from Pensionable Earnings.

If any differences arise between the Company and any of the employees or between the Company and the Union as to the interpretation, application, administration or alleged violation of the provisions of the GPP Plan and the DC Plan, such differences shall be settled in accordance with the grievance procedure or arbitration set out in this Agreement.

Article 31.02 a) I. Supplementary (Semi-Private) Plan

Effective June 1, 2025, there will be a daily limit of ~~$300~~ $500 for semi-private hospital stays.

Article 31.02 a) II. Plan for Prescription Drugs

~~$2.00 deductible (active and future retirees) and $1.00 deductible (current retirees) effective 1, 2021.~~

$5.00 deductible for active employees and future retirees that retire on or after July 1, 2025.
$2.00 deductible for retirees that retired between July 1, 2021 and June 30, 2025.
$1.00 deductible for retirees that retired on or before June 30, 2021.

Article 31.02 a) V – Long Term Disability Insurance Plan

The monthly Long Term Disability Benefit is ~~$1,700~~ **$1,900** per month for eligible employees.

Article 31.02 a) VI – Dental Plan

Dental Plan based on the ~~2020~~ **2024** ODA Fee Schedule effective 12:01 a.m. February 1, ~~2021~~ **2025** and maintained at a one-year lag thereafter effective February 1st in each year of the current collective agreement. **Dental recall exams frequency from 9 months to 12 months (adults only).**

Article 31.02 a) IX – ~~Sickness and Accident~~ Short Term Disability Benefits

The weekly ~~Sickness and Accident~~ **Short Term Disability** Benefit is ~~$700~~ **$750** per week for eligible employees.

Article 31.02 a) X – Extra Care Expenses Plan

3) Paramedical Services

Paramedical services subject to an "all-services" maximum of $1,000 in any calendar year and subject to a $500 per covered service maximum in any calendar year for each of the following services:

- Chiropractor
- Physiotherapist
- Psychologist
- Registered Dietician
- Podiatrist/Chiropodist
- Speech Therapist
- Acupuncturist
- **Massage Therapy – The service of a Registered Massage Therapist, subject to a 50% co-insurance up to an annual maximum of $400 for active employees and adult dependants.**

Services must be out-of-hospital, medically necessary and prescribed by a physician or surgeon.

Practitioners in all of the above paramedical services must be duly qualified and licensed in the province of Ontario or the province of residence.

Reimbursement will be limited to “reasonable and customary” charges followed in the province of Ontario or the province of residence. Any portion over and above these charged by the paramedical practitioner will not be reimbursed and will be the responsibility of the employee or individual receiving the service.

Article 32.01 - HOURLY WAGE RATES

The schedule of Hourly Wage Rates hereto attached as “Schedule A” and the Schedule of Occupations and Job Classes hereto attached as “Schedule B”, both forming part of this agreement, shall be in effect from **12:01 a.m. February 1**, ~~2021~~ **2025** and shall remain in effect during the term of this agreement subject to any further increase in the wage rates as provided in section 32.02 (Cost of Living Allowance).

The foregoing shall not limit the Company from assigning a new occupation to a job class or increasing the job class of an occupation to provide for changes in the Company’s operations. The Company agrees to discuss any new job class or wage rate with the Union in advance of implementation and in the event of disagreement to deal with the matter under section 10.06 (Direct Difference). In the evaluation of occupations, the Company will continue to use its current evaluation and classification method, which is based upon the CWS method.

The Company may at its sole discretion, introduce, amend, or discontinue an incentive plan or plans developed to encourage and reward improvements in the productivity, cost, quality and overall performance of a Business Unit or part thereof. Such an incentive plan shall not result in a reduction of wages or other benefit to which an employee is entitled under the terms of this Agreement and it shall not form part of this Agreement nor be subject to grievance or arbitration.

Delete Article 32.02 and replace with the following:

Article 32.02 – Cost of Living Allowance

A Cost-of-Living Allowance (“COLA") based on the Consumer Price Index (1986=100) (the "CPI") issued by Statistics Canada will, if applicable, be paid to each employee and calculated as hereinafter set out.

The COLA shall be computed using the CPI for December ~~2020~~ **2024** as the base CPI. The first COLA will use the difference between the base CPI and the first Comparison Month, which will be the month of March ~~2021~~. **2025**. A one (1) cent adjustment (the adjustment) shall become payable for each .084 change in the CPI.

The first COLA adjustment is payable the pay period immediately following the publication of the CPI for the month of March ~~2021~~. **2025.** Subsequent COLA payments will be according to the following schedule using the following Comparison Periods:

Adjustment Dates on the first pay period on or after publication of the CPI for:	Comparison Periods use the CPI for:
Mar. 2025	December 2024 – March 2025
Jun. 2025	March 2025 – June 2025
Sept. 2025	June 2025 – September 2025
Dec. 2025	September 2025 – December 2025
Mar. 2026	December 2025 – March 2026
Jun. 2026	March 2026 – June 2026
Sept. 2026	June 2026 – September 2026
Dec. 2026	September 2026 – December 2026
Mar. 2027	December 2026 – March 2027
Jun. 2027	March 2027 – June 2027
Sept. 2027	June 2027 – September 2027
Dec. 2027	September 2027 – December 2027
Mar. 2028	December 2027 – March 2028
Jun. 2028	March 2028 – June 2028
Sept. 2028	June 2028 – September 2028
Dec. 2028	September 2028 – December 2028

The COLA will not form part of the base wage but will be calculated as a float and paid in addition to the base wage. A decline in the CPI will reduce the float but will not affect the base wage for each hour worked at regular rates.

Effective the publication of the CPI for the publication dates of December ~~2021~~ 2025, December ~~2022~~ 2026, December ~~2023~~ **2027,** and December ~~2024~~ 2028, COLA shall be added in to the wage rates then in effect and the adjustment shall revert back to zero.

For the life of this Agreement, the Cost-of-Living Allowance roll-in added into wage rates will not be less than $0.46. The COLA will be reduced by the same amount of each COLA roll-in at the time of roll-in. This minimum COLA roll-in does not apply to the COLA float.

No adjustment, retroactive or otherwise, shall be made as a result of any revision that subsequently may be made in any Consumer Price Index.

The continuance of the adjustment shall depend upon the availability of the CPI calculated on its present basis and in its present form. In the event the CPI is not so available the parties shall mutually agree to an alternative equitable arrangement.

32.03 NICKEL BONUS

Sudbury Integrated Nickel Operations, A Glencore Company, will pay every half year, a Nickel Bonus based on Nickel Price, Hours Worked, and Glencore Nickel Profitability.

The Nickel Bonus will be paid within 30 calendar days of release of half year and full year financial results to the market.

This Nickel Bonus is based on the following formula:

Nickel Bonus Formula = (Realized Nickel Price – Starting Nickel Price)
Sample Payments are reflected in this table:

Nickel Price $US	$/hour worked
Starting Price = **6.00**	0.00
6.50	0.50
7.00	1.00
7.50	1.50
8.00	2.00
8.50	2.50
9.00	3.00

The Nickel Bonus is paid where Glencore Nickel is profitable for the relevant half year period.

32.04 SUDBURY OPERATIONS EMPLOYEE PERFORMANCE INCENTIVE

In addition to the Nickel Bonus and to financially recognize the performance of Sudbury Operations employees in achieving performance targets, Sudbury Integrated Nickel Operations, A Glencore Company will pay every half year, a Sudbury Operations Performance

Incentive based on hours worked and the actual performance achieved at Sudbury Operations. The Sudbury Operations Employee Incentive will be paid within 30 calendar days of release of the half year and full year financial results to the market.

The Sudbury Operations Employee Performance Incentive will be paid as per the table below regardless of the profitability of Glencore Nickel.

~~Sudbury Operations Performance~~	~~$/hour worked~~
~~101% to less then 102%~~	~~0.50~~
~~102% to less then 103%~~	~~1.00~~
~~103% to less then 104%~~	~~1.50~~
~~104% to less then 105%~~	~~2.00~~
~~105% to less then 106%~~	~~2.50~~
~~106% to less then 107%~~	~~3.00~~
~~107% to less then 108%~~	~~3.50~~
~~108% to less then 109%~~	~~4.00~~
~~109% to less then 110%~~	~~4.50~~
~~110% or greater~~	~~5.00~~

	$/hours worked
One Performance Target greater or equal to target	$0.50
Two Performance Targets greater or equal to target	$1.00
Three Performance Targets greater or equal to target	$2.00
Four Performance Targets greater or equal to target	$5.00

Performance Target		Weighting
Sudbury Operational Total Reportable Injury Frequency Rate **(TRIFR) for Sudbury INO Employees**	% vs. budget	25%
Mines/Mill Contained Ni + Cu in Concentrate (kt Ni + Cu)	% vs. budget	25%
Smelter Net Metals Production (kt Ni + Cu + Co)	% vs. budget	25%
Sudbury Operations Costs ($M CDN)	% vs. budget	25%
		100%

All definitions on page 190 and 191 of the Collective Agreement remain with an amendment to Glencore Nickel Profitability.

Glencore Nickel – Profitability is defined by a positive result of Earnings Before Interest and Taxes, **excluding Koniambo,** ~~**including exceptional items**~~ as disclosed in the segment analysis of Glencore plc half year and annual financial reports, less **I**nterest **C**harges **as defined in Article 32.04.** **Effective January 1, 2025, any Koniambo exceptional items that positively impact Glencore Nickel – Profitability, will be included in the relevant half year period.**

Article 36.01 – Effective and Termination Dates

This Agreement shall become effective at 12:01 a.m. February 1, ~~2021~~**, 2025**, and shall terminate at Midnight on ~~January 31, 2021~~ **January 31, 2029**.

SCHEDULE “A”

HOURLY WAGE RATES AS OF DATE OF RATIFICATION

JOB CLASS	CURRENT RATE	COLA ROLL-IN	1% INCREASE	NEW RATE FEB. 1, 2025
1	36.18	0.52	0.37	37.07
2	36.42	0.52	0.37	37.31
3	36.66	0.52	0.37	37.55
4	36.90	0.52	0.37	37.79
5	37.13	0.52	0.38	38.03
6	37.38	0.52	0.38	38.28
7	37.60	0.52	0.38	38.50
8	37.84	0.52	0.38	38.74
9	38.10	0.52	0.39	39.01
10	38.34	0.52	0.39	39.25
11	38.58	0.52	0.39	39.49
12	38.81	0.52	0.39	39.72
13	39.05	0.52	0.40	39.97
14	39.29	0.52	0.40	40.21
15	39.53	0.52	0.40	40.45
16	39.86	0.52	0.40	40.78
17	40.23	0.52	0.41	41.16
18	40.59	0.52	0.41	41.52
19	40.93	0.52	0.41	41.86
20	41.27	0.52	0.42	42.21
21	41.62	0.52	0.42	42.56
22	41.97	0.52	0.42	42.91
23	42.32	0.52	0.43	43.27
24	42.67	0.52	0.43	43.62
25	43.01	0.52	0.44	43.97
26	43.36	0.52	0.44	44.32
27	43.70	0.52	0.44	44.66
28	44.05	0.52	0.45	45.02

SCHEDULE B
OCCUPATION AND JOB CLASS SCHEDULE

MINES/MILL BUSINESS UNIT

a) Production Occupations	Job Class
Shaft Leader	21
Mine Development Leader (Cut and Fill/Dev.)	20
Mine Production Leader (Bulk Mining)	
Concentrator Relief Operator	
Mine Development Leader (Track Drift)	19
Shaft Inspector	
Concentrator Operator - A	18
Mill Operator Mechanic (Crushing Plant)	16
Mill Operator Mechanic (Dewatering)	
Hoistperson	
Shaft Repairperson	
Fill Plant Operator	15
Miner – A	
Underground Material Movement Coordinator	
Diamond Drill Operator	14
Miner – B	13
Process Utility Person	
Miner - C	12
Process Helper – Mill	
Mine Serviceperson – A	

Mill Blasting Leader	11
Mine Serviceperson - B	10
Vacuum Truck Operator	
Process Helper Trainee – Mill	9
Mine Helper	8
Fork Lift Operator	
Heavy Mobile Equipment Operator	
Truck Driver	
Mill Utility Person	
Mine Serviceperson – C	7
Hoistperson-In-Training	
Mine Labourer	4
Mill Process Labourer	2
Dryperson	

MINES/MILL BUSINESS UNIT

b) Skilled Trades/Services Occupations	Job Class	Trades Diff
Electrical Leader	26	(28)
Mechanical Leader	25	(27)
Industrial Mechanic – Millwright/Utilities		(27)
Electrician	24	(26)
Industrial Mechanic – Water Systems	23	(25)

Heavy Duty Equipment Mechanic		(25)
Industrial Mechanic - Mine Hoist		(25)
Industrial Mechanic – Millwright		(25)
Stationary Engineer II – Gas/Water		(25)
Machinist		(25)
Stationary Engineer II – Gas	22	(24)
Plateworker/Welder		(24)
Brick & Stone Mason	21	(23)
Industrial Mechanic – Maintenance		(23)
Pipefitter		(23)
Stationary Engineer II	20	(22)
Welder		(22)
Plateworker		(22)
Stationary Engineer III	19	(21)
Carpenter	18	(20)
Painter	13	
Battery/Loco Repairperson	12	
Rock Drill Repairperson - Surface	11	
Boom Truck Operator	9	
Fork Lift Operator	8	
Truck Driver		
Handyperson		
Lampperson	7	

Tradespersons Differential

Effective ~~June~~ **February** 1, ~~2021~~ **2025** tradespersons will be paid an increase of **two** Job Classes over their hourly wage rate for all hours worked.

Differential rate identified in table above in brackets ().

<u>SMELTER BUSINESS UNIT</u>

a) Production Occupations	Job Class
Acid Plant Operator "A"	21
Converter Craneperson	19
Converter Skimmer	18
Converter Aisle Utility Operator	
Calciner Utility Operator	
Hot Metal Relief Operator	
Furnace Operator	17
Locomotive Engineer-Matte & Acid Loader	
Matte Granulation Operator "A"	
Utility Person II	
Utility Person II Relief	
Kress Hauler/Matte Granulation	
Utility Operator	
Kress Hauler Oper/Mechanic	16
Roaster Feed-Prep Operator	
Utility Person I/Custom Feed Sampler	15
Utility Person I	

Process Helper	**11**	
Process Helper Trainee	**8**	
Cleanup Relief Operator	6	
Smelter Labourer	3	
Dryperson	2	

<u>SUDBURY SMELTER BUSINESS UNIT</u>

b) Skilled Trades/Services

Occupation	Job Class	Trades Diff
Electrician Leader	26	(28)
Electrician / Instrumentation		(28)
Millwright/Welder	25	(27)
Electrician	24	(26)
Heavy Duty Equipment Mechanic	23	(25)
Industrial Mechanic – Millwright		(25)
Plateworker/Welder	22	(24)
Brick & Stone Mason	21	(23)
Gasfitter		(23)
Industrial Mechanic - Maintenance		(23)
Pipefitter		(23)
Welder	20	(22)
Plateworker		(22)

Stationary Engineer II		**(22)**
Smelter Stationary Engineer III	19	**(21)**

Tradespersons Differential

Effective ~~June~~ **February** 1, ~~2021~~ **2025,** tradespersons will be paid an increase of **two** Job **Classes** over their hourly wage rate for all hours worked.

Differential rate identified in table above in brackets ().

Schedule C – Extended Shift Schedules

The following extended shift schedules were in effect on the date of ratification of this Collective Agreement, or have previously been in effect:

(a) Smelter	10 Hour/12 Hour Shift Schedule
(b) Craig and Strathcona Drys	12 Hour Shift Schedule
(c) Onaping Fill Plant	12 Hour Shift Schedule
(d) Strathcona Mill	12 Hour Shift Schedule
(e) Craig Mine	10½ Hour Shift Schedule
(f) Fraser Mine	10 ½ Hour/**11.5 Hour/**12 Hour Shift Schedule
(g) Fraser Mine	10 Hour Shift Schedule
(h) Craig Mine	10 Hour/11.5 Hour/**12 Hour** Shift Schedule
(i) Nickel Rim South Mine	**10 Hour**/11.5 Hour/12 Hour Shift Schedule

Schedule Q

January 31, **2025**

Sudbury Mine, Mill & Smelter Workers' Union
Local 598, Unifor
2550 Richard Lake Drive
Sudbury, ON
P3G 0A3

The following list of letters will be included in the **2025** Agreement as Schedule "Q":

1. Tools
2. **Mediation/Arbitration Process**
3. Vacation and Retirement
4. **Contracting Out**
5. Disability Benefit
6. Diesel Emission Reduction
7. Mining Crew Performance Issues
8. Union Executives
9. **Union Health and Welfare Officer**
10. **Construction Crew**
11. **Business Unit Structure**
12. **Onaping Depth, Nickel Rim Depth Projects and Fraser Mine**
13. Covering of Annual Vacation with Stats
14. **Benefits**
15. Disability Management Principles
16. **Vacation Relief**
17. ESP
18. Hours of Work Agreement
19. Leave of Absence for Disaster Relief Work
20. Mines Vacation Scheduling Process
21. **Miner Apprentice**
22. Smelter Hygiene
23. XPS
24. **Chief Steward Training**
25. Production Training
26. Pension and Sustainable Drug Plan Review Committee
27. Monthly Employee Reports
28. **Peer Training**
29. **Joint Job Evaluation Committee**

Yours truly,

Layna O'Connell
Director, Human Resources

Letter 2 - Mediation/Arbitration Process

The parties agree that for the life of this current collective agreement, the following Mediation/Arbitration Process will be used. A one day Mediation/Arbitration session will be scheduled on a monthly basis if required.

When any issue grieved by either party is properly referred to arbitration following step two (2) of the grievance procedure, the parties may jointly and voluntarily agree to refer any such grievance to the following Mediation/Arbitration procedure:

1. The Company and the Union must be in agreement on the grievance(s) to be referred to this process.
2. The single mediator/arbitrator used for all mediations/arbitrations shall be a representative from Pathe, Gardner & Associates. **If Pathe, Gardner & Associates are not available, a mutually agreed mediator/arbitrator as outlined in Article 11.04 would be selected.**
3. Each party shall share equally in the expenses and remuneration of the mediator/arbitrator;
4. Subject to the requirements of operations and upon written request from the Union, to be given not less than 7 days in advance, the Chief Steward will be granted time off, without pay, to attend the med/arb hearing for grievances within **their** Operation.
5. The mediator/arbitrator will set a date for the hearing, within a reasonable time period, and choose a neutral location, in Sudbury, Ontario, to conduct the hearing;
6. Each party shall its version of the issues and facts in writing, and deliver a copy (and any supporting documentation) to the other party three (3) calendar weeks prior to the hearing. Either party may then request a meeting with the other party for the purpose of clarification and discussion of the information contained in their written submission.
7. Each party shall then put its full version of the issues and facts in writing, and deliver a copy (and any supporting documentation) to the other party and to the mediator/arbitrator one (1) calendar week prior to the hearing. Neither party may subsequently introduce issues or facts not presented in the written submission.
8. Such written statement of issues and facts as enumerated in #6 and #7 above may not be used or referred to in any forum other than the hearing for which it is prepared, and is completely without prejudice to either party's position in proceedings other than the hearing for which it is prepared.
9. The mediator/arbitrator will confer privately and separately with each party and attempt to mediate a settlement. If the mediator/arbitrator so chooses, a joint

meeting may be convened to clarify any matter that, in the opinion of the mediator, is so required.

10. If the mediator/arbitrator is unable to affect a settlement between the parties, the mediator/arbitrator will rule on the grievance at the hearing or within 48 hours if requested.
11. The mediator/arbitrator shall possess the same jurisdiction as an arbitrator appointed in accordance with the collective agreement, except that there will be no formal testimony or evidence.
12. Any settlement or award produced as a result of this proceeding will be binding only in respect of that particular grievance and will neither set a precedent for future disputes nor be relied upon or referred to in other proceedings.
13. When the mediator/arbitrator rules on the grievance, the parties will present final argument only, as the facts will be as contained in the statement(s) of issues and fact. Such argument may be made orally or in writing. The normal onus of proof shall apply, as shall the normal order of presenting argument.
14. The parties may agree to change this process by mutual consent at any point in time.

Letter 4 - Contracting Out

Supporting the Company's commitment in Section 5.01 and maintaining the significant reductions made in contractor levels, the Company commits to an ongoing process to continue efforts to reduce the number of contractors performing Production, Development, Maintenance and Services work which is normally performed by employees in our Mines and Plants. Reduction may occur through a combination of actions, which may include elimination of the work, current employees taking on the work or the hiring of additional employees.

In order to manage the contracting out the following specific commitments to manage contracting out levels are made for the term of this agreement:

1. At each operation the Chief Steward, **a Skilled Trades Representative**, **Human Resources Representative** and the Senior Management Representative at the operation will meet monthly to review current and **future** proposed contracting at the operation in order to develop plans to minimize contracting consistent with the factors described in Article 5.01 of the Collective Agreement.
2. The Business Units will continue to provide the Union with monthly reports of the work contracted, **24-hours in advance,** and these will be reviewed at the Union-

Management meetings as provided for in Article 4.02 (Union-Management Meetings) of the Collective Agreement. This review will:

a) Monitor the progress of the Company's commitment to minimize contracting and;
b) Monitor the effectiveness of the process at each operation.

3. In addition, the Company commits to:

1) Continue to minimize the use of Mining and Lateral Development contractors in stoping and drifting.

~~2) Maintain a level of Diamond Drillers performing underground diamond drilling at 23, provided that the scope of work required necessitates at least 23 diamond drillers.~~

3) Continue to maintain the current levels (as of the date of ratification) of Mine Serviceman A's to perform underground construction at each Mine Operation.

2) Maintain the gains made in reducing the levels of Underground Heavy Duty Mechanics and Electrical contractors within our Mine Operations.

Once every quarter, senior management at each Business Unit will meet with the senior Union Representative (as per Article 2.02), the Unit President and the Chief Stewards from the Business Unit to discuss contracting out, hiring to replace retirements and to review progress made to minimize contracting consistent with the factors described in Article 5.01 of the Collective Agreement.

Letter 9 - Union Health and Welfare Officer

The Union recognizes the significant costs of providing benefits and agrees to work cooperatively with the Company on cost containment initiatives.

For the term of this Agreement, the Company will release a Union Health and Welfare Officer from **their** job on a daily basis to attend to health and welfare business on behalf of those employees covered by this Collective Agreement and to serve as a union representative on benefit cost containment projects initiated by the Company.

To enable the Union Health and Welfare Officer to do this, **they** will be provided with office space at each Business Unit and work in close coordination with the designated representative(s) on various cost containment issues initiated by the Company. As **their** duties also require **them** to work with retirees, surviving spouses and disabled employees, it is understood that **they** will also work as required at the Local 598 office. **They** will be required to keep in regular contact with the Human Resources Manager at each Business Unit and will notify **them** of **their** planned absence in advance.

The Company will pay the Union Health and Welfare Officer at **15% above** Job Class 28 plus C.O.L.A. and the Nickel Bonus and Sudbury Operations Employee Performance Incentive and will pay the cost of benefits premiums for those items set out in Article 31 (Pension & Health Benefits). During this appointment the employee shall accumulate seniority and credited service. Upon termination of **their** appointment the employee shall return to **their** former department and occupation if it still exists; if **their** occupation no longer exists the provisions of section 17.02 (Layoffs in Excess of 14 Days) shall be applied to determine a new occupation.

Letter 10 - Construction Crew

~~For the life of this Agreement, the Mines/Mill Business Unit will continue to have a Construction Crew of tradespersons to do construction work. Should there be a temporary lull in construction work, it is understood that employees in the Construction Crew would perform maintenance work~~ **As part of the responsibilities and scope of the Transition Committee, the Company and Union will work to evaluate the creation, makeup and set-up of a Construction/Maintenance Crew of tradespersons and/or other occupations from the existing sites that could be scheduled and dispatched across Sudbury INO Operations to perform various construction/maintenance work, subject to the needs of operations.**

Letter 11 - Business Unit Structure

This is to clarify the intent of the Company in the application of sections 1.02 (Organization) and 1.03 (Changes To Organizational Structure), that for the life of this Agreement, the Company will not subdivide the Mines/Mill Business Unit and/or Sudbury Smelter Business Unit into a number of smaller Business Units. The Company further confirms that any new mines in the Sudbury District, including the ~~potential~~ operation of Onaping Depth, will be included in the Mines/Mill Business Unit and covered by the terms of this Agreement.

Letter 12 – Onaping Depth, ~~and~~ Nickel Rim Depth Projects, and Fraser Mine

a) The Onaping Depth Project at Craig Mine is currently in the capital development phase. The Company will ~~begin the~~ continue to transition ~~of~~ its employees should they be available during this capital development phase, to perform Production, Maintenance, and Services work, as well as lateral development. Should it be determined that sufficient employees will not be available to operate the Onaping Depth zone at Craig Mine, the Company will, in accordance with the Collective Agreement, hire employees throughout the transition period. Such transition will be completed when mine production achieves three months of continuous operation at 60% design capacity.

   To enable early movement of employees, the Company and Union agree that the transition from existing operations to the Onaping Depth Project will require a process to determine required skills and to optimize the movement of the workforce between the existing sites and the Onaping Depth Project recognizing that a skill base may still be required to work at existing sites.

   The Company and the Union (including the four (4) Chief Stewards and the Unit Chair) agree to meet on a quarterly basis, to review the needs and positions required within the Mines Mill Business Unit and to help facilitate the transition in regard to the posting, hiring and contracting process. This group, the Transition Committee, will begin meeting quarterly starting in April 2021 until the Onaping Depth Project achieves three months of continuous operations at 60% of design capacity.

   This transition process will be forward looking, to balance the workforce needs of the existing Sudbury Operations with the long-term requirements to operate the Mines Mill Business Unit. To ensure a smooth transition of employees across the MMBU, the Company may use "open postings" and in limited circumstances defined-term embedded contractors if recommended by the Transition Committee.

   The Union's consent, to the use of defined-term embedded contractors, shall be on a case-by-case basis and will not be unreasonably withheld.

   The company commits that in the event of a permanent reduction in the workforce, as per the provisions of "Article 17 – Layoffs", this letter will have application in the project development and capital development phase.

b) Should the Company decide to develop the Nickel Rim Depth Project as a Glencore standalone, as was done with the Onaping Depth Project, then the following applies:

The Nickel Rim Depth Project is currently in the project development phase. Should the decision be made to develop the Nickel Rim Depth Project, the Company will begin the transition of its employees, should they be available, during the capital development phase, to perform Production, Maintenance, and Services work, as well as lateral development. Should it be determined that sufficient employees will not be available to operate Nickel Rim Depth Mine, the Company will, in accordance with the Collective Agreement, hire employees throughout the transition period. Such transition will be completed when mine production achieves three months of continuous operation at 60% design capacity.

The company commits that in the event of a permanent reduction in the workforce, as per the provisions of "Article 17 – Layoffs", this letter will have application in the project development and capital development phase.

c) The Company has informed the Union that it may enter into a new commercial arrangement with Vale Canada Limited or its successor, the nature of which is yet to be determined, to develop the Nickel Rim Depth Project deposit.

The principles of Letter 12 b) will apply to any new commercial arrangement to develop the Nickel Rim Depth Project deposit if the Company is a partner or participant in any such project and if Local 598 is the bargaining agent for the employees of that commercial arrangement whether those bargaining rights are held by way of agreement, certification, or sale of business provisions of the Labour Relations Act, 1995.

d) **The Company has informed the Union that it may enter into a sale of business of the Nickel Rim South Mine and the Nickel Rim South Mine Extension deposit, and if Local 598 is the bargaining agent for the employees of that sale of business, the provisions of the Labour Relations Act, 1995 will apply.**

e) The Company has informed the Union that it has a conditional contractual arrangement with Vale Canada Limited, for the continued use of Fraser Mine as secondary egress and for supply of ventilation when Fraser Mine is no longer in production (mining ore). It is agreed that this arrangement does not change the scope clause of our Collective Agreement; however, it is not possible to spell out all of the conceivable future scenarios at this time.

Should a commercial arrangement be agreed upon with Vale Canada Limited, the Company and the Union agree to the following principles:

1. **Bargaining unit work, if any, under the contractual arrangement will be defined.**
2. **The Company commits that in the event of a permanent reduction in the workforce, as per the provisions of the "Article 17 – Layoffs", this letter will have application**. **The work normally performed by the Mine, Mill and Smelter Workers' Union, Local 598 will be performed by its members**.

Letter 13 - Covering of Annual Vacation with Stats

The Company commits that for the term of this C.A. expiring ~~January 31, 2025~~, **January 31, 2029,** that employees who have approval to book a complete rotation off for Annual Vacation and where a Statutory Holiday as defined in article 24.08 occurs within that rotation on a day the employee would otherwise have been scheduled to work, and that the employee qualifies for the stat as per Article 24.11 than an additional option will be provided to the employee to allow the employee to cover that day in that rotation with the Statutory Holiday as part of the vacation scheduling process.

Letter 14 - Benefits

The Company is committed to working with the union to ensure that all active employees, retirees, surviving spouses, and dependants ("members") have access to prescription drugs not on the Sudbury Drug Formulary if **the claim aligns with Sudbury's Prescription Drugs Exception Process (SPDEP).** ~~it is considered to be medically necessary in life threatening or life sustaining situations or in cases of terminal illness that cannot be adequately substituted by a drug on the formulary.~~ The Exception Request Process will allow members to use the services of Medi-Well Services or like service during the life of this Collective Agreement, for assistance in completing the Exception Request Form or having it reviewed if the exception request is denied by the benefits carrier, at the Company's expense. Furthermore, the Company is committed during the life of this Collective Agreement to continuing its relationship with Med-i-Well Services or like service through the Medication Management Program, including meeting annually with the Union Executive to review this program.

If the Company changes its benefits carrier or the benefits plan has been updated, the Company commits to meeting with the Union within three months to discuss the change(s). The Company further commits to providing the Union and its members with new pension and benefits booklets within three months of contract ratification.

The parties, in working with Sudbury Drug Formulary, will continue to work jointly and will seek to guide themselves by the four principles below:

a) Provide participants with access to new drugs in a timely manner
b) Clearly state which drugs are covered
c) Is appropriate to the health care needs of participants, and
d) Protects the plan against unnecessary costs

Mandatory Generic Substitution Plan: Effective September 1, 2017, the reimbursement of prescription drugs will change to a Mandatory Generic Substitution drug plan.

Reimbursement of a prescribed drug, where a lower cost interchangeable drug is available, will only occur if the lower cost drug cannot be tolerated or is ineffective, and this information is provided on the benefit carrier's form.

Over the Counter Drug Coverage: Effective June 1, 2021, over the counter drugs covered under the plan will be limited to the Ontario Drug Benefit Plan plus generic ASA, some allergy medications and acetaminophen.

Three (3) Month Supply of Drugs: Effective June 1, 2021, all maintenance prescription drugs will be provided as a ninety (90) day supply with up to six (6) dispensing fees per year.

All coverage will continue to be subject to the provisions of the plan deductible.

Mandatory Biosimilar Drug Program: Effective April 1, 2025, the reimbursement of prescription drugs will change to a Mandatory Biosimilar Substitution drug program.

Reimbursement of a prescribed drug, where a Biosimilar Substitution drug is available, will only occur if the Biosimilar drug cannot be tolerated or is ineffective, and this information is provided on the benefit carrier's form.

Letter 16 - Vacation Relief (~~2021, 2022, 2023, 2024~~ 2025, 2026, 2027, 2028)

The parties agree to renew their letter of August 14, 1985 with respect to the temporary recall of laid off former employees for vacation relief for the duration of the renewed Agreement as follows.

Laid off former employees required by the Company for temporary vacation relief work who have informed the Company they are readily available, are readily available and can perform such work, and who have the greatest seniority will:

I. be employed by the Company for the duration of such temporary relief work only; upon the expiry of such temporary work, **they** will revert to the status of a former laid-off employee, provided that **they** may exercise **their** seniority and "bump" a junior employee who has been temporarily recalled, provided **they are** able to perform the normal requirements of such job;

II. receive the current P&M rate of pay for such work including C.O.L.A., holiday pay, provided **they meet** the criteria of section 24.08 (Statutory Holiday Definitions) of the Collective Agreement, floating holiday, and vacation pay based on earnings;

III. have P&M benefits plans premiums as set out in section 31.02 (Health Benefits) of the Collective Agreement paid for by the Company;

IV. acquire job posting rights for temporary vacancies only, acquire no rights as per Section 17.02 (Layoff In Excess Of 14 Days), except those spelled out in (I) above, but shall be subject to the dues check-off provisions of Section 7.01 (Union Dues).

V. accumulate seniority and credited service while continuously performing the temporary relief work, including credited service as provided in Section 15.02(c)(iii) of the Agreement;

VI. acquire recall rights as set forth in section 18.01 (Recall Rights) of the Agreement.

Former laid-off employees rejecting the temporary vacation relief recall will not lose their recall rights.

Letter 21 - Miner Apprentice

Both parties, Unifor and Sudbury Integrated Nickel Operations, A Glencore Company, have participated in a Tri-partite Committee with the Ministry of Labour, **Immigration,** Training and Skills Development or the Ministry of Colleges and Universities, who were in the process of developing a Miner's Apprenticeship type program. This Tri-partite Committee was addressing this very issue communicated by the Union.

Should a Tri-Partite Committee implement such program, and if it is adopted, during the life of this Collective Agreement, by Mines in the province of Ontario, Sudbury Integrated Nickel Operations, A Glencore Company will participate.

Letter 24 - Chief Steward Training

The Company commits that it will provide training (jointly agreed by the Company and Union) for the Chief Stewards **and Human Resources** on ~~the Employment Standards Act by the end of 2022.~~ **an annual basis**. The topic of training will be mutually agreed to. The Company also commits to arrange training in order to familiarize the Chief Stewards **and Human Resources** with the ~~EAP~~ **Employee and Family Assistance Program**, so that they can promptly refer the employees when the need arises.

Letter 28 - Peer Training

a) Temporary Mill/Smelter Peer Trainer

When the company determines that a Mill/Smelter Temporary Peer Trainer is required, it shall select a bargaining unit employee for the role. Under the direction of a supervisor, a Peer Trainer will act as a practical skills trainer of another employee as per the prepared training module(s). Limited in-class instruction may also be required depending on the job or task being learned. This bargaining unit employee will be paid ~~11%~~ **15%** over Job Class 28 for all hours worked in this role. **Where a Peer Trainer spends at least 4 hours working as a Peer Trainer on any given shift, their whole shift will be paid at the Peer Trainer rate.**

b) Temporary Mines Peer Trainer

When the company determines that a Mines Temporary Peer Trainer is required, it shall select a bargaining unit employee for the role. Under the direction of a supervisor, a Peer Trainer will act as a practical skills trainer of another employee as per the prepared training module(s). Limited in-class instruction may also be required depending on the job or task being learned.

Letter 29 - Joint Job Evaluation Committee

The Company commits to establish and maintain a Joint Job Evaluation ("JJE") Committee. The JJE Committee will be comprised of up to two (2) Company Representatives and up to two (2) Union Representatives. Both the Company and the Union will respectively appoint a Chairperson. The Company commits to provide training on the job evaluation process to the JJE Committee by Q3, 2025. The JJE Committee will utilise the existing Joint Job Evaluation and Classification Program and make any necessary updates to the Program by Q4, 2025.

January 31, 2025

Letter of Commitment

If there are insufficient funds in the Retirement Indexing Account of the General Pension Plan (GPP) on **any of** September 1, 2025, September 1, 2026, September 1, 2027, and September 1, 2028, to provide for post-retirement adjustments **of 75% of CPI as** determined in accordance with Article 15 of the GPP, the GPP shall be amended on the **applicable** aforementioned dates such that the Retirement Indexing Account **on that date** will be sufficient to provide **a** post-retirement adjustment of **75% of CPI up to a maximum adjustment of 2%**.