



## Letter of Clarification

### Telework Authorization for USW P&T Unit Members

On 2/1/2022, Labor Relations met with Creshanna Williams, USW P&T Unit Vice-President, and Randy Bickett, USW P&T Unit Steward, to discuss telework authorization pertaining to members of the USW P&T Unit.

The Company and Union agreed to the following terms:

- USW P&T Unit members are eligible for telework, contingent upon advanced approval from management
- Employees will follow the sites applicable telework policy
- Denials of telework requests in accordance with applicable plant policy and procedure could occur at any time for any reason by the employee's Manager/Supervisor.

Agreed as stated and effective this 24 day of March 24, 2022

  
Creshanna Williams, USW P&T Unit Vice-President

  
Ron Lee, Director – Labor Relations