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BY EMAIL

December 7, 2012

Sean Howes
National Representative

Communications, Energy and Paperworkers Union of Canada
5915 Airport Road, Suite 510,
Mississauga, Ontario L4V 1T1

Subject: List of Temporary and Regular Term employees covered by the *Memorandum of Agreement – Temporary and Regular Term employees who were on the payroll of the Company as of December 1, 2012*

Dear Mr. Howes:

This letter provides a summary of the changes that shall apply to Temporary and Regular Term employees who were on the payroll of the Company as of December 1, 2012 in accordance with the aforementioned Memorandum of Agreement

In accordance with the provisions of Paragraph 7 of the aforementioned Memorandum of Agreement, the following Regular Term employees shall be – as soon as possible following the signature of the Collective Agreement – reclassified to a Regular Part-Time status, paid according to the provisions of Attachment C and progress to the same top Class 1 rate as current Class 1 employees:

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6013972	Dipasquale	Gordon	Ontario	Regular Term	David Smith	Rejean Vaillancourt
6014609	Belhumeur	Bruno	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6014712	Cristobal	Michael	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6020009	Dawson	David	Ontario	Regular Term	Michael Fugaccia	Garry S Daniels
6028457	Percival	Andrew	Ontario	Regular Term	Leon Mendoza	Rejean Vaillancourt
6047105	Proulx	Jean-Christian	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6048152	Pimentel	Jose	Ontario	Regular Term	Leon Mendoza	Rejean Vaillancourt
6048153	Farara	Nicholas	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6048154	Beitle	Mark	Ontario	Regular Term	David J. Powell	Garry S Daniels
6048155	Ayabaca	Edwin	Ontario	Regular Term	David J. Powell	Garry S Daniels

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6048156	Furlano	Cosimo	Ontario	Regular Term	David J. Powell	Garry S Daniels
6048157	Vinci	Michael	Ontario	Regular Term	Leon Mendoza	Rejean Vaillancourt
6048158	Carreiro	Christopher	Ontario	Regular Term	David J. Powell	Garry S Daniels
6048170	Levac	Mathieu	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6048771	Hoadley	Laurence	Ontario	Regular Term	Brian McGroarty	Rejean Vaillancourt
6048774	Nash	Tracey	Ontario	Regular Term	David J. Powell	Garry S Daniels
6048776	Pratt	Michael	Ontario	Regular Term	Michael Fugaccia	Garry S Daniels
6048777	Karagiannis	Spiros	Ontario	Regular Term	Michael Fugaccia	Garry S Daniels
6048814	Prescott	Pier-Luc	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6049665	Decker	Stephen	Ontario	Regular Term	David Smith	Rejean Vaillancourt
6049666	Tercer	Christopher	Ontario	Regular Term	Michael Fugaccia	Garry S Daniels
6049667	Cona	Anthony	Ontario	Regular Term	Leon Mendoza	Rejean Vaillancourt
6049668	Tran	Hai	Ontario	Regular Term	Douglas G Humes	Garry S Daniels
6049669	McCormack	Alexander	Ontario	Regular Term	Edward J Stojanowski	Garry S Daniels
6049671	Rogers	William	Ontario	Regular Term	David Smith	Rejean Vaillancourt
6049673	Spataro	Jonathan	Ontario	Regular Term	Brian McGroarty	Rejean Vaillancourt
6050304	Kehoe	John	Ontario	Regular Term	Michael Fugaccia	Garry S Daniels
6050309	Farrugia	Jamie	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6050310	De Rosa	Pat	Ontario	Regular Term	Edward J Stojanowski	Garry S Daniels
6050315	Napolitano	Daniel	Ontario	Regular Term	Armando Lodolini	Garry S Daniels
6050319	MacLellan	Tyler	Ontario	Regular Term	Brian McGroarty	Rejean Vaillancourt
6050321	Grindley	Paul	Ontario	Regular Term	Leon Mendoza	Rejean Vaillancourt
6050665	Petrini	Adriano	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6050666	Petrov	Blagovest	Ontario	Regular Term	Douglas G Humes	Garry S Daniels
6051161	Demenezes	Jason	Ontario	Regular Term	Douglas G Humes	Garry S Daniels
6051205	Hanna	Chad	Ontario	Regular Term	David J. Powell	Garry S Daniels
6051297	Mulgrew	Mark	Ontario	Regular Term	Douglas G Humes	Garry S Daniels
6052510	Bindon	Derek	Ontario	Regular Term	Brian McGroarty	Rejean Vaillancourt
6052764	Lapointe	Eric	Ontario	Regular Term	Brian McGroarty	Rejean Vaillancourt
6052765	Anketell	Michael	Ontario	Regular Term	Florival Demenezes	Garry S Daniels
6052766	Van Santvoort	Michael	Ontario	Regular Term	Leon Mendoza	Rejean Vaillancourt
6053064	Varone	Rick	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6053065	Higgins	Ryan	Ontario	Regular Term	David J. Powell	Garry S Daniels
6053069	Pellizzer	Michael	Ontario	Regular Term	Florival Demenezes	Garry S Daniels
6053071	Roddick	Richard	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6053072	Ells	Justin	Ontario	Regular Term	Florival Demenezes	Garry S Daniels

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6053073	Bain	Bob	Ontario	Regular Term	Florival Demenezes	Garry S Daniels
6053448	Attard	Chris	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6053449	Costa	Michael	Ontario	Regular Term	Florival Demenezes	Garry S Daniels
6053451	Knapp	Tyler	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6053453	Dalli	Ryan	Ontario	Regular Term	Florival Demenezes	Garry S Daniels
6053849	Elkertson	Robert	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6053850	Stoll	Kristofer	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6053851	Aguiar	Miguel	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6054460	Santonato	Bruno	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6054801	Fry	Brendan	Ontario	Regular Term	Edward J Stojanowski	Garry S Daniels
6054806	Vankoughnett	Jeff	Ontario	Regular Term	David J. Powell	Garry S Daniels
6055099	Toth	Stephen	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6055100	Kopka	Michael	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6055496	Fonseca	Joe	Ontario	Regular Term	Armando Lodolini	Garry S Daniels
6056289	Smith	Stuart	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6060334	Buck	James	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6060336	Delisle	Nicholas	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6060684	Gregory	John	Ontario	Regular Term	Gary Brady	Rejean Vaillancourt
6060687	Moore	Jason	Ontario	Regular Term	Gary Brady	Rejean Vaillancourt
6020266	Davies	Julian	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6028409	Desjardins	Dominik	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6044763	Bernier-Beaudoin	Mathieu	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6046699	Désilets	Sylvain	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6046700	Laurin	Stéphane	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6046701	Dion	Frédéric	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6046702	Bouvier	Philippe	Quebec	Regular Term	Jean-Philippe Gélinas	Jacques Geoffroy
6046703	Huot	Dominic	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6046704	Gilardeau	Félix	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6046705	Héroux	Mathieu	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6046706	Gilardeau	Benoît	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6046708	Pietrzyk	Jean-Simon	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6046710	Lascelle	Johnathan	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6047099	Grondin-Thériault	Christophe	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6047100	Chiasson	François	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6047101	Martin	Jean	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6047104	Brock	David	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6047106	Rosca	Mihai	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6047107	Joao	Ailton	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6047108	Giguère	Bertrand	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6047109	Bourbonnais	Mathieu	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6047170	Boucher-Burns	Christopher	Quebec	Regular Term	Jean-Lou Tremblay	Alain Marceau
6048165	Arsenault	Éric	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6048171	Lévesque	Philippe	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6048172	Darveau	Alexandre	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6048173	Martel	Samuel	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6048174	Gagnon	Laurent	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6048175	Dumontet	David	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6048176	Mastantuono	Joseph	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6048177	Stein	Robert	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6048810	Labadie	Johakim	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6048811	Bérubé	Philip	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6048812	Hébert	Sébastien	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6048818	Coursol-Godin	Simon	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6048819	Normand	Benoit	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6048822	Constantineau	Jean-François	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6048823	Boucher	Steve	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6048825	Turgeon	Claude	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6049628	Thibault	Maxime	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6049631	Hurtubise-Labelle	Maxime	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6049633	Morris	Patrick	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6049635	Quesnel	Benoit	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6049636	Blais	Marc	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6049637	Leduc	Jonathan	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6049639	Dubois	Thimoté	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6049640	Bellemare	Patrick	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6049643	Ouellette	Mathieu	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6050323	Jubinville	Maxime	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6050324	Djeuga	Éric Gilbert	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6050325	Gordon	Jonathan	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6050326	Rose	Sébastien	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6050327	Dionne Legault	Mathieu	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6050328	Vachon	Francois	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6050329	Coté	Jonathan	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6050330	Hudon	Marc-André	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6051492	Doucet	Kevin	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6051495	Leduc	David	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6051496	Bouchard	Michael	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6051497	Parre	Adam	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6051498	Rivest	Mathieu	Quebec	Regular Term	Jean-Philippe Gélinas	Jacques Geoffroy
6051499	Bouchard	Gabriel	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6051500	Gilbert	Steven	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6052634	Labrosse	Sylvain	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6052646	Leduc-Vallières	Guillaume	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6052660	Laganière	Martin	Quebec	Regular Term	Robertino Cosentini	Alain Nicole
6052756	Mathieu	Gabriel	Quebec	Regular Term	Pierre Tessier	Martin Labonte
6052786	Gadan	Even	Quebec	Regular Term	Pierre Tessier	Martin Labonte
6053271	Vachey	Steven	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6053272	Larocque	Francis	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6053276	Camiré Daoust	Félix-Antoine	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6060723	Lazam	Amar	Quebec	Regular Term	Pierre Tessier	Martin Labonte
6060724	Budileanu	Iulian	Quebec	Regular Term	Pierre Tessier	Martin Labonte
6060762	Lamonde	Jérôme	Quebec	Regular Term	Pierre Beaudoin	Matthias Labbee
6061085	Morin	Vincent	Quebec	Regular Term	Michel Laroche	Matthias Labbee
6061162	Couturier Babin	Yan	Quebec	Regular Term	Michel Laroche	Matthias Labbee
6061166	Boucher	Paul	Quebec	Regular Term	Jean-Francois Mathieu	Matthias Labbee
6061762	Herve	David	Quebec	Regular Term	Michel Laroche	Matthias Labbee
6061763	Turgeon	Kevin	Quebec	Regular Term	Michel Laroche	Matthias Labbee
6061777	Boivin-Lemieux	Raphaël	Quebec	Regular Term	Jean-Lou Tremblay	Alain Marceau
6061783	Lamarre-Tousignant	Benjamin	Quebec	Regular Term	Jean-Lou Tremblay	Alain Marceau
6061784	Deguire	Patrice	Quebec	Regular Term	Pierre Tessier	Martin Labonte
6062468	Morneau	Christian	Quebec	Regular Term	Michel Laroche	Matthias Labbee

In accordance with the provisions of Paragraph 8 of the aforementioned Memorandum of Agreement, the following Regular Term employees shall be – as soon as possible following the signature of the Collective Agreement – reclassified to a Regular Part-Time status, paid according to the provisions of Attachment C and progress to the same top Class 1 rate as current Class 1 employees provided that they are qualified to perform the required work within such period of time as may be reasonably required:

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6048763	Reynolds	Corey	Ontario	Regular Term	Michael Fugaccia	Garry S Daniels
6048773	Virgin	Michael	Ontario	Regular Term	John Serio	Garry S Daniels
6050307	Quattropani	Robert	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6050312	Gorenc	Peter	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6050314	Hayden	Errol	Ontario	Regular Term	David Smith	Rejean Vaillancourt
6050316	Biondic	Ivan	Ontario	Regular Term	Douglas G Humes	Garry S Daniels
6050317	Pascoe	Brad	Ontario	Regular Term	Armando Lodolini	Garry S Daniels
6050318	Wysocki	Alex	Ontario	Regular Term	Douglas G Humes	Garry S Daniels
6050662	Gage	Ryan	Ontario	Regular Term	Armando Lodolini	Garry S Daniels
6050674	Crawford	David	Ontario	Regular Term	Leon Mendoza	Rejean Vaillancourt
6050681	Macapagal	Jerome	Ontario	Regular Term	David Smith	Rejean Vaillancourt
6050684	Pariag	Mark	Ontario	Regular Term	Brian McGroarty	Rejean Vaillancourt
6050685	Hrycyk	Michal	Ontario	Regular Term	Armando Lodolini	Garry S Daniels
6050686	Brown	Reece	Ontario	Regular Term	Brian McGroarty	Rejean Vaillancourt
6056277	Skerkowski	Roger	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6060686	Mask	Glen	Ontario	Regular Term	Gary Brady	Rejean Vaillancourt
<i>And one (1) of the following four (4) employees selected using a method involving chance</i>						
6051115	Evans	Mark	Ontario	Regular Term	Leon Mendoza	Rejean Vaillancourt
6051138	Bauza	Edgar	Ontario	Regular Term	Mauro Battista	Garry S Daniels
6051219	Afonso	Rafael	Ontario	Regular Term	Brian McGroarty	Rejean Vaillancourt
6051222	Titcombe	Ryan	Ontario	Regular Term	John Serio	Garry S Daniels

In accordance with the provisions of Paragraph 4 of the aforementioned Memorandum of Agreement, the following Regular Term employees shall remain paid in accordance with the terms and conditions of their employment contract. Those employees could see their contract extended for up to 12 months and, if reclassified, would not be penalized from an hourly rate perspective:

PEIN	Name	First Name	Province	Group	Tier D	Tier C
124524	Carriera	Carmelo	Ontario	Regular Term	David J. Powell	Garry S Daniels
6002576	Marghella	Dino	Ontario	Regular Term	Douglas G Humes	Garry S Daniels
6015503	Kelso	Tyler	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6052513	Giuliani	Lui	Ontario	Regular Term	Florival Demenezes	Garry S Daniels
6052516	Jaikaran	Jailall	Ontario	Regular Term	David Smith	Rejean Vaillancourt
6052518	Montano	Andrew	Ontario	Regular Term	Leon Mendoza	Rejean Vaillancourt
6052519	Ortner	Adam	Ontario	Regular Term	Florival Demenezes	Garry S Daniels
6052523	Pocock	Michael	Ontario	Regular Term	David Smith	Rejean Vaillancourt
6052524	Vuocolo	Tony	Ontario	Regular Term	Florival Demenezes	Garry S Daniels
6052532	Moores	Michael	Ontario	Regular Term	Florival Demenezes	Garry S Daniels
6052768	Waszynski	Corey	Ontario	Regular Term	David Smith	Rejean Vaillancourt
6053066	Poutsoungas	Chris	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6053067	Furlano	Domenic	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6053074	Munro	Anthony	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6053075	Rutledge	Darren	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6053447	Norman	Jesse	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6053450	Gray	Nicholas	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6053452	Ahuja	Simon	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6053454	MacLellan	Jason	Ontario	Regular Term	Florival Demenezes	Garry S Daniels
6053852	Gifford	Michael	Ontario	Regular Term	Leon Mendoza	Rejean Vaillancourt
6054457	D'Alelio	Sam	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6054458	Urquhart	Joe	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6054459	Bloxam	Stephen	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6054462	Lee	Robert	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6054463	Heaphy	Ben	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6054465	Mellanson	Jermaine	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6054800	Hillier	Wyatt	Ontario	Regular Term	David Smith	Rejean Vaillancourt
6054803	Giglio	Salvatore	Ontario	Regular Term	Edward J Stojanowski	Garry S Daniels
6054805	Biasiotto	Michael	Ontario	Regular Term	Brian McGroarty	Rejean Vaillancourt
6055098	Duhamel	James	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6055101	Persaud	Deoraj	Ontario	Regular Term	Florival Demenezes	Garry S Daniels

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6055102	Brandes	Ben	Ontario	Regular Term	Douglas G Humes	Garry S Daniels
6055103	Susnik	Peter	Ontario	Regular Term	Kevin Browne	Garry S Daniels
6055341	Silvestri	Livio	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6055342	Sbrocchi	Francesco	Ontario	Regular Term	Frank G Santonato	Garry S Daniels
6055343	Cortese	Paolo	Ontario	Regular Term	Mauro Battista	Garry S Daniels
6055344	D'Alonzo	Andrew	Ontario	Regular Term	Mauro Battista	Garry S Daniels
6055345	Farhadi	Paiman	Ontario	Regular Term	Brian McGroarty	Rejean Vaillancourt
6055346	Poteas	Demetrios	Ontario	Regular Term	John Serio	Garry S Daniels
6055347	Ardern	Matthew	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6055489	Nash	Chris	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6055490	Peluso	Luigi	Ontario	Regular Term	Douglas G Humes	Garry S Daniels
6055492	Vretos	Angelo	Ontario	Regular Term	Mauro Battista	Garry S Daniels
6055493	Medeiros	Antoney	Ontario	Regular Term	Armando Lodolini	Garry S Daniels
6055495	De Vera	Wendell	Ontario	Regular Term	Armando Lodolini	Garry S Daniels
6056249	Stojanowski	Matthew	Ontario	Regular Term	Armando Lodolini	Garry S Daniels
6056265	Chappell	Steven	Ontario	Regular Term	Christopher Comfort	Garry S Daniels
6056267	Rivero	Ruben	Ontario	Regular Term	Christopher Comfort	Garry S Daniels
6056268	Murphy	Kevin	Ontario	Regular Term	Christopher Comfort	Garry S Daniels
6056270	Kraynick	Jordan	Ontario	Regular Term	Christopher Comfort	Garry S Daniels
6056271	Capasso	Antonio	Ontario	Regular Term	Christopher Comfort	Garry S Daniels
6056272	Stout	Dael	Ontario	Regular Term	Christopher Comfort	Garry S Daniels
6056273	Kraynick	Shaun	Ontario	Regular Term	Christopher Comfort	Garry S Daniels
6056278	Royo	David	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6056279	Bower	Daniel	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6056282	Bracken	Ryan	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6056283	Plouffe	Marc-Alexandre	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6056285	Bradley	Tyler	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6056286	Stewart	Ryan	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6056288	Lentini	Joseph	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6056364	Morris	Brandon	Ontario	Regular Term	Christopher Comfort	Garry S Daniels
6060332	Anderson	Greg	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6060333	Brazeau	Matthew	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6060335	Chisholm	Ryan	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6060337	Ewen	Jason	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6060338	Furtado	Abel	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6060340	Morgan	Cory	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6060341	Killeen	Dwane	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6060342	Lopes	Steven	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6060343	MacLachlan	Andrew	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
6060370	Mazzei	Lino	Ontario	Regular Term	David J. Powell	Garry S Daniels
6060371	Cortese	Marco	Ontario	Regular Term	John Serio	Garry S Daniels
6060372	Hercules	Adam	Ontario	Regular Term	John Serio	Garry S Daniels
6060373	Leszkowiat	Christopher	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6060374	Pietrangelo	Michael	Ontario	Regular Term	Christopher Comfort	Garry S Daniels
6060375	Chaney	Justin	Ontario	Regular Term	Dustin Riley	Rejean Vaillancourt
6060376	Sciulli	Greg	Ontario	Regular Term	Douglas G Humes	Garry S Daniels
6060680	Burton	Adam	Ontario	Regular Term	Gary Brady	Rejean Vaillancourt
6060681	Crinkley	Ian	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6060683	Elder	Brad	Ontario	Regular Term	Gary Brady	Rejean Vaillancourt
6060685	Hynes	Kyle	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6060688	Nicholson	Brent	Ontario	Regular Term	Gary Brady	Rejean Vaillancourt
6060690	Rosebrook	Michael	Ontario	Regular Term	Gary Brady	Rejean Vaillancourt
6060691	Webber	Brad	Ontario	Regular Term	Gary Brady	Rejean Vaillancourt
6061003	Lawr	Keith	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6061005	McInnes	Kelly	Ontario	Regular Term	Alain Carufel	Rejean Vaillancourt
6061006	Racey	Peter	Ontario	Regular Term	Gaétan Imbeault	Rejean Vaillancourt
122377	Charron	Marc	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6015819	Germain	Dave	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6015929	Lombardi	Nicolas	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6015956	Riendeau Héroux	Jonathan	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6020301	Tourangeau	Patrick	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6048164	Corbin	David	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6048809	Hliouti	Samir	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6048813	Leduc	Jonathan	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6048824	Jutras	Réjean	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6050320	Girardin	Pascal	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6050322	Gauthier	Cédric	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6051487	Sweeney	Shawn	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6051493	Ouellet	Jean-Philippe	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6052629	Moreau	David	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6052631	Dorion	Patrick	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6052635	Potvin	Daniel	Quebec	Regular Term	Jean-Philippe Gélinas	Jacques Geoffroy

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6052636	Vaillant	Mathieu	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6052639	Racine-Plouffe	Mathieu	Quebec	Regular Term	Jean-Philippe Gélinas	Jacques Geoffroy
6052640	Langlais	Alexandre	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6052641	Lafrance	Frédéric	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6052643	Vaillancourt	Julien	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6052644	Denis	Jonathan	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6053273	Bonhomme	Francois	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6053274	Normandin	Pascal	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6053277	Taillon	Claude	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6053278	Tardif	Jean-Francois	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6053279	Laverriere	Nicolas	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6053280	Shink	Daniel	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6053281	Roy	Richard	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6054336	Tennier	Éric	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6054337	Joly	David	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6054338	Fontaine	Daniel	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6054339	Chamberland	Jean-Luc	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6054340	Demers	Alexandre	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6054341	Renaud	Samuel	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6054343	Benoit	Marc-Patrick	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6054344	Cappadocia	Éric	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6054345	Bourgogne	Danick	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6054346	Farmer	Danik	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6055470	Fournaris	Mathieu	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6055474	Reeves	Jean-Sébastien	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6055475	Charron	Philippe	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6055476	Marsan	Dominic	Quebec	Regular Term	Stéphane Desnoyers	Jacques Geoffroy
6056303	Brière	Éric	Quebec	Regular Term	Pierre Boudreau	Jacques Geoffroy
6056309	Brunette	Jean-Pierre	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6056311	Leclerc	Rémy	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6056318	Lebrasseur	Alex	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6056321	Comeau	Jean-Sébastien	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6056323	Gauthier-Vallières	Philippe	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6056324	Jean-ouellette	Nicola	Quebec	Regular Term	Yves Lanctot	Jacques Geoffroy
6056326	Dubé	Martin	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6056327	Godcharles	William	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6056328	Bessette	Louis-Philippe	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6056329	Provost	Patrick	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6056330	Germain	François	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6059850	Brisson	Julien	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6059851	Thiffault	Keven	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6059852	Payeur	Mathieu	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6059854	Choinière	Micheal-Jay	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6059856	Choinière	Delan-Lee	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6059858	Racicot	Anthony	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6059859	Fiset	Frédéric	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6059860	Dumoulin	Jean-François	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6059861	Fortier	Mathieu	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6059862	Audet	Jeremy	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6059864	Coté	Jean	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6060469	Breton	Xavier	Quebec	Regular Term	Benoît Adam	Jacques Geoffroy
6060471	McSween	Pier-Luc	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6060473	Cyr	Jonathan	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6060475	Mendey	Louis	Quebec	Regular Term	Henri Courchesne	Jacques Geoffroy
6060476	Serpa Carvajalino	Pablo Alberto	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6060477	Gravel	Steve	Quebec	Regular Term	Michel Hallee	Jacques Geoffroy
6060478	Chatillon	Normand	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6060479	Girard Boulé	Yan	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy
6060480	Goyer	Kévin	Quebec	Regular Term	Claude Pronovost	Jacques Geoffroy

In accordance with the provisions of Paragraph 1 of the aforementioned Memorandum of Agreement, the following Temporary employees shall remain paid in accordance with the provisions of Attachment C of the Collective Agreement until terminated or when the employee resigns. If reclassified, those employees would not be penalized from an hourly rate perspective:

PEIN	Name	First Name	Province	Group	Tier D	Tier C
3019485	Connolly	Justin	Ontario	Temporary	Nora Chobanian	Kosmas Petrou
6052571	Choudhary	Parth	Ontario	Temporary	Nora Chobanian	Kosmas Petrou
6052574	Choufani	Adel	Ontario	Temporary	Nora Chobanian	Kosmas Petrou
6052580	McNeil	Kyle	Ontario	Temporary	Nora Chobanian	Kosmas Petrou
6052581	Chandel	Mohit	Ontario	Temporary	Nora Chobanian	Kosmas Petrou
6053019	Festa	Patrick	Ontario	Temporary	Nora Chobanian	Kosmas Petrou
6053105	Kapadia	Prashant	Ontario	Temporary	Steve Marchysen	Abbas Kermali
6060285	Craig	Timothy	Ontario	Temporary	Douglas W Hamilton	Douglas Green
6060395	McDonald	Bryan	Ontario	Temporary	Rene Christiansen	Abbas Kermali
6060405	Li	Jishi	Ontario	Temporary	Steve Marchysen	Abbas Kermali
6060468	Milivojevich	Daniel	Ontario	Temporary	Robb Monks	Abbas Kermali
6060501	Gulamali	Asifali	Ontario	Temporary	Ian Noblett	Abbas Kermali
6061219	Polini	Natalino	Ontario	Temporary	P Yves Gauthier	Michael Trimm
6011915	Leiva	Gonzalo	Quebec	Temporary	Bruno Hallee	Marc Bergeron
6020373	Hallée	Francis D	Quebec	Temporary	Venel Joseph	Catherine Leclair
6043668	Zhou	Shaobin	Quebec	Temporary	Bruno Hallee	Marc Bergeron
6043669	Brière	Christian	Quebec	Temporary	Nadine Campeau	Catherine Leclair
6044476	Deland-Sigouin	Olivier	Quebec	Temporary	Venel Joseph	Catherine Leclair
6044757	Agbewole	Kodjo	Quebec	Temporary	Ghita Benyahia	Carl Rossini
6048948	Décarie	Joseph	Quebec	Temporary	Ghita Benyahia	Carl Rossini
6048953	Frigon	Valérie	Quebec	Temporary	Nadine Campeau	Catherine Leclair
6052562	Brunelle	Simon	Quebec	Temporary	Bruno Hallee	Marc Bergeron
6052604	Suon	Samedi	Quebec	Temporary	Dominic Poulin	Alain Nicole
6052661	Ghazal	Rachid	Quebec	Temporary	Evelyne Filion	Hakim Ounis
6052698	Rizzu	Eduardo	Quebec	Temporary	Jansky Napoleon	Pierre Bergeron
6053189	Dupré	Daniel-Lewis	Quebec	Temporary	Jansky Napoleon	Pierre Bergeron
6053722	Vamvakas	Angelo	Quebec	Temporary	Evelyne Filion	Hakim Ounis
6054017	Therrien	Danik	Quebec	Temporary	Jacques JR Renaud	Ahmad Bayram
6054686	Stoina	Paul	Quebec	Temporary	Jansky Napoleon	Pierre Bergeron
6054752	Raymond	David	Quebec	Temporary	Yves Tremblay	Martin Labonte
6054940	Mantha-Leduc	Jonathan	Quebec	Temporary	François Lauzon	Matthias Labbee

PEIN	Name	First Name	Province	Group	Tier D	Tier C
6055225	De Carufel	Francis	Quebec	Temporary	Pierre Beaudoin	Matthias Labbee
6057752	Lapierre	Marc-André	Quebec	Temporary	Yves Tremblay	Martin Labonte
6059994	Bourdages Beaupré	Olivier	Quebec	Temporary	France Hebert	France Hebert
6060679	Jacob	David	Quebec	Temporary	Pierre Beaudoin	Matthias Labbee
6060758	Blais	Sylvain	Quebec	Temporary	Francois Legault	Lucie Chartre
6060930	Dorais Pinard	Martin	Quebec	Temporary	Real Cote	Lucie Chartre
6061063	Le Couffe-Wiggins	Yannick	Quebec	Temporary	Jean-Francois Mathieu	Matthias Labbee
6061066	Pepin	Marc André	Quebec	Temporary	Jean-Francois Mathieu	Matthias Labbee
6061072	Archambault	Sébastien	Quebec	Temporary	Michel Martin	Lucie Chartre
6061073	Simard	Pierre-Luc	Quebec	Temporary	Martin Lapointe	Matthias Labbee
6061076	Fontaine	Christian	Quebec	Temporary	Real Cote	Lucie Chartre
6061080	Gagné	Sébastien	Quebec	Temporary	Michel Laroche	Matthias Labbee
6061082	Prévost	Pierre	Quebec	Temporary	Michel Laroche	Matthias Labbee
6061086	Côté	Nathael	Quebec	Temporary	Martin Lapointe	Matthias Labbee
6061087	Cerantola	Gino	Quebec	Temporary	Martin Lapointe	Matthias Labbee
6061088	Boisvert	David	Quebec	Temporary	Andre Grenier	Lucie Chartre
6062412	Gonçalves	José	Quebec	Temporary	Evelyne Fillion	Hakim Ounis
6063028	Hamon Gonzalez	Aura	Quebec	Temporary	Evelyne Fillion	Hakim Ounis
6063029	Cummings-Hautcoeur	Michael	Quebec	Temporary	Evelyne Fillion	Hakim Ounis
6063046	Khadra	Ali	Quebec	Temporary	Evelyne Fillion	Hakim Ounis
6064172	Andrade	Shawn	Quebec	Temporary	Evelyne Fillion	Hakim Ounis
6064175	Ledoux	Jean-Claude	Quebec	Temporary	Evelyne Fillion	Hakim Ounis
6062402	Champagne	Pierre-Alexandre	Quebec	Temporary	Patrick Absi	Carmine D'Alessio

Please note that this letter only provides a summary of the provisions of the aforementioned Memorandum of Agreement. Employees should refer to the *Memorandum of Agreement – Temporary and Regular Term employees who were on the payroll of the Company as of December 1, 2012* for the complete terms and conditions applicable to the herein.

Sincerely,

Steve Desgagné
Chief Negotiator