



November 24, 2020

To: Andrew Percy, Chief Steward, Local 26
From: Jeff Conway, Director, Field and Network Services
Subject: Grievance Response 26-2020-3926 (group policy)

Dear Mr. Percy,

I reviewed the points raised at the Step II grievance meeting on November 24, 2020 over telephone conference.

It is the Company's view that there has been no breach, as the wage scheduling is defined in the Collective Agreement for new hires employed on or after December 1, 2012.

The Company also objects to the filing of this grievance on the basis of timelines. This grievance is 3 years past due the event in question.

Regards,

A handwritten signature in black ink, appearing to read "Jeff Conway", is written above a horizontal line.

Jeff Conway