



January **, 2022

Claude Richard
Business Manager
I.B.E.W, Local 37
138 Neill St.
Fredericton, NB E3A 2Z6

Dear Claude:

Re: Letter of Intent – Total Health

The Union and the Employer agree that sick leave is a negotiated benefit that is meant as an insurance against financial hardship when the employee is unable to perform their duties due to illness or injury. The Employer has the right to expect regular attendance at work and to manage the use of sick leave.

The Union and the Employer also agree that sick leave must be used and managed carefully to ensure that the sick leave benefit is available, affordable, and sustainable in the long term. The Union agrees to support the Employer's efforts to reduce sick leave and improve attendance at work. Opportunities to engage with the member at an early stage in the process will be identified and the Union and the Employer will work together with the employee to better understand the situation and provide support to the employee on the resources available to them to resolve the concerns via a recovery plan.

The Union and the Employer acknowledge that a safe and health workplace is essential for the well-being of employees and attendance at work. The Union and the Employer further agree that high use of sick leave impacts employee morale, productivity, safety, the work environment and results in increased costs to the employer such as replacement and overtime.

The Union and the Employer hereby agree to work collaboratively to ensure that the sick leave benefit is available, affordable, and sustainable by continuing to work together on the PLNGS Total Health Advisory Committee which will be comprised of:

- ✓ Union (4)
- ✓ Management (4)

The primary objective of the Committee is to assist in the creation, promotion and communication of a strong, healthy and safe work culture by ensuring alignment with the Mission Navigating for Excellence, corporate SCORE framework and NB Power HR Strategy.

The PLNGS Total Health Advisory Committee takes inputs from the PLNGS Total Health Index, Corporate Total Health Committee meeting minutes, as well as insights from members on issues impacting total health of PLNGS. The Committee will provide recommendations to promote total health, development of strategies for total health, implementation of total health strategies within budget and resources, total health scorecard for PLNGS. On issues with policies or that require escalation, the PLNGS Total Health Advisory Committee will engage the Joint Benefits Advisory Committee and /or Corporate [Total Health](#) for support.

The Committee will be responsible to continue to promote strategies to sustain the reasonable use of sick leave benefits through the following:

- a) Review and report sick leave data for the bargaining unit, on a monthly basis.
- b) Identify and analyze trends/patterns of usage within the bargaining unit.

- c) Research and evaluate safe workplace practices aimed at reducing sick leave usage and injury-related absences.
- d) Recommend strategies for improvement of workplace practices and employee wellness.
- e) Collaborate to implement and evaluate approved strategies for improvement of workplace practices and employee wellness at Point Lepreau Nuclear.

The work of the committee will be evaluated by the Union and the Employer on an annual basis.

Please signify your agreement by signing as indicated below.

Yours truly,

Suzanne Desrosiers
Vice President of Human Resources

Claude Richard
I.B.E.W. Business Manager, Local 37

Date

Date

DRAFT