



Ad Hoc Labour Relations Committee Terms of Reference

A) PURPOSE

The purpose of the Labour Relations Committee (the “Committee”) is to provide oversight and guidance related to the relationships between the Corporation and its unions, collective agreement negotiations and related matters. The Committee will provide advice and guidance to Management on the development and implementation of strategies, initiatives and communications related to collective agreement negotiations and related labour relations matters. The Committee will seek information from Management and external advisors as required and report to the Board of Directors at each following meeting.

The Committee will be held on an ad hoc basis until it is dissolved by the Board of Directors. The continued need for the Committee will be assessed by the Board in 2021.

B) DUTIES AND RESPONSIBILITIES

Subject to the powers and duties of the Board, the Board assigns to the Committee the following duties and responsibilities to be performed by the Committee on behalf of the Board:

LABOUR RELATIONS

- 1) Review and advise on the governance structure for Management oversight and accountability;
- 2) Review the Corporation’s strategies with respect to Labour Relations issues and recommend to the Board negotiating mandates, including budgets, for collective agreements;
- 3) During collective bargaining periods, review and advise on relevant communication, stakeholder engagement, operational contingency, and implementation plans;
- 4) Request information, receive reports, and advise on matters concerning opportunities for collaboration, as well as any issues between Management and the unions;
- 5) Receive information and analysis from external advisors on relevant matters, as required;

GENERAL

- 6) Meetings of the Committee:
 - a) meet at such times as may be requested by the Chair of the Committee or the Chief People and Safety Officer, for as long as the Committee is deemed necessary;
 - b) the Chair of the Committee shall set the agenda in consultation with the Chief People and Safety Officer for as long as the Committee is required, which shall then be circulated among the Committee members;
 - c) the President and Chief Executive Officer and the Chief People and Safety Officer shall have direct access to the Committee and shall receive notice of and may attend all meetings of the Committee, except where the Committee meets in camera with members of Senior Management or only with members of the Committee;



- 7) Cause the Corporation to retain such persons or entities and enter into such agreements and arrangements as the Committee determines necessary to carry out its responsibilities under these terms of reference;
- 8) Review these terms of reference on an annual basis to ensure they continue to be appropriate and, as deemed necessary, make recommendations to the Board for improvement for as long as the Committee is required;
- 9) Perform such other functions as assigned by law, the Corporation's By-laws, or the Board.

Effective: 19 November 2020