

Letter of Intent

February 1, 2009

Mr. Richard Chaumont
National Representative
CEP

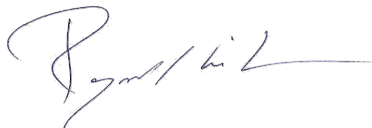
Subject: **Job Posting Procedure**

Dear Mr. Chaumont:

This is to confirm the following:

1. With regard to subsection 24.02 (c) paragraph (i), "meets job requirements" shall mean that the employee is meeting the basic requirements of his job, is not subject to a performance improvement plan and is, in his general performance, satisfactory. For example, an employee will not be disqualified for reasons of one or two absences, one or two lates or one or two minor quality defects.
2. With regard to subsection 24.02 (c) paragraph (ii) and section 24.03, it is understood that job qualifications will bear a reasonable relationship to the requirements of the job opening and it is further understood that qualifications for jobs of the same type will not be dissimilar.

Yours truly,



Raynald Wilson
Director – Industrial Relations