

September 9, 2025

To: Members of the Knappett Projects Employees' Association
From: KPEA Board
Subject: Update on Premiums in the Collective Agreement

Dear Knappett Projects Employees' Association Members,

As many of you have noted, there has been a delay in applying the premiums added to the collective agreement in August. Since the agreement's ratification, there has been some disagreement between the Association and management regarding the interpretation of some provisions. This type of clarification process following a new agreement is normal and expected, and we are committed to ensuring that what was bargained and approved by members is upheld. Discussions are ongoing, and we expect most outstanding issues to be resolved very soon.

A detailed bulletin will be issued once the parameters of premium application are finalized. We appreciate your patience and understanding as we work to ensure clarity, fairness, and consistency in the application of premiums.

Sincerely,

- The KPEA Board