

To all Kinetic Employees' Association Members:

If you're receiving this notice, then you're a bargaining unit member with the Kinetic Employees' Association (KEA) working for Kinetic Construction or Kinetic Environmental. In the upcoming weeks, the KEA will be hosting a Triennial General Meeting (TGM) for the membership.

The purpose of the TGM is to vote in your board officers for the KEA. The four positions on the board are as follows:

- a. President
- b. Vice-President
- c. Secretary
- d. Treasurer

The Process

Due to the limitations of the membership to meet in person to vote, the following approach and timeline for nominations and voting will be implemented:

1. Nominations must be submitted to Angela via email (angela@workstrategies.ca) by May 7, 2025.
2. Once the nominations are reviewed and approved by the board, a list of candidates, along with an introduction of each, will be posted on the website.
3. Angela will conduct the vote in-person at as many sites as possible in the weeks preceding the TGM. For all members not on those sites, votes may be taken by proxy.
4. Votes will be counted and elected board members will be announced at the online TGM scheduled for June 5, 2025.

For a nomination to be accepted, all of the following criteria must be met:

- Be a member in good standing with the Association as per the Constitution.
- Have worked for Kinetic for a minimum of two years.
- Be nominated by a fellow member in good standing.
- Nominations must be in writing and signed by at least 10 members in support of the nomination.
- A scan or picture of the written nomination is acceptable and can be emailed to Angela by May 7, 2025.

Please note that current board members will be automatically re-elected if no other nominees are brought forth for their position.

Thank you for your participation in this important process.

If you have any questions regarding the information in this email, please email the labour relations representative for the KEA, Angela Langelaar, at angela@workstrategies.ca.