



Netmizaaggamig Nishnaabeg

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UPDATE ON RETURN TO WORK FOR BARRICK CONTRACT EMPLOYEES ON MONDAY, MAY 11, 2020

All Barrick employees on the Pic Moberg labour contract will return to work on Monday, May 11, 2020.

You will be contacted by your supervisor to confirm your shift.

All employees must attend a mandatory meeting on Monday, May 11 commencing at 8 a.m. – you should arrive on site by 7:30 a.m. as you will be subject to screening procedures before entering the site. The meeting will be held on the 2nd floor meeting room. The meeting will take about an hour.

If you are not scheduled to work on Monday, you will be permitted to leave after the meeting and will be paid for 4 hours.

If you feel that is unsafe for you to return, you have the following options:

- i. Take any paid leave that you have available (e.g. vacation); or
- ii. Take a layoff.

After May 11, 2020, employees who do not report to their scheduled shift will no longer be paid as we have over the past several weeks.

All employees are required to follow all Barrick health and safety procedures while on site. **Residents of Moberg are reminded that the community is still operating with strict access controls and as such will need to follow the following procedures:**

Procedures for Managed Return to Work Program for Moberg Residents Working at Barrick

The following procedures will apply:

1. Barrick will provide the scheduled shifts for each employee in advance. This will be distributed to:
 - a. The pandemic coordinator – Shawn Desmoulin – 807-228-2899 housingmanager@picmoberg.ca
 - b. The traffic coordinator (to be determined), who will in turn provide the information to Norpro at the security gate
2. Only persons who are on the schedule as approved by Barrick will be allowed to leave under this program and only within their permitted time slot for departure and return.
3. Employees will be allowed to leave Moberg no earlier than [60 minutes] prior to their shift.
4. Employees must return to Moberg within [45] minutes] following the end of their shift.
5. Employees must travel directly to the Hemlo site and then back to Moberg. No stops are permitted (e.g. side shopping trip to Marathon).
6. The following procedure will apply if the employee works overtime or leaves early:
 - i. The control room operator will call/text the pandemic coordinator and/or the traffic coordinator to advise them of the revised scheduled completion time for the shift, and any subsequent changes to this time

- ii. The control room operator will call/text the pandemic coordinator and/or the traffic coordinator to advise them when the employee has left the property
 - iii. The security gate will immediately be notified so that they can modify their records and prepare for the arrival of the employee
7. The following procedures will apply to transportation of employees to/from Mobert:
 - i. Only 1 person per seating row in the vehicle.
 - ii. The driver and passengers must use masks while in the vehicle.
 8. Employees who do not follow these rules will be subject to the following disciplinary procedures:
 - a. Their work privileges will be revoked and they will be laid off for the duration of the lock-down; and
 - b. They will be required to commence a mandatory 14 day self-quarantine period, along with all persons who share their place of residence.
 9. Employees must follow all health and safety procedures while on the Barrick Hemlo site, including, but not limited to:
 - a. Social distancing;
 - b. Hand washing/sanitizing;
 - c. The use of masks at all times while in transit to/from work, while entering and leaving the mine site, and whenever social distancing is not possible and/or when there is a potential for personal contact with any other employee.
 - d. A failure to follow these procedures will result in the application of disciplinary measures as set out in item 8 above.

Employees should refer to the Barrick employee reference booklet (attached) for further information on what to expect when you return to work.

The Council, management and the pandemic team have made all reasonable measures to keep the community safe through these challenging pandemic conditions, **but we need our employees and all of our resident members to do their part by respecting the rules of this program and continuing to do social distancing, hand washing and wear your masks!**

If you have any questions or concerns, please email ceo@whitelakelp.ca

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