

Dear New Candu Employee,

Congratulations on your employment at Candu Energy Inc.! The Executive of the Society of Professional Engineers and Associates (SPEA) welcomes you on behalf of all SPEA members. SPEA is a union that represents professional employees (including engineers, scientists and other professions) and trades, technicians, and technologists employed by the Candu Energy Inc. The position you have been hired into is represented by SPEA and is part of the SPEA bargaining unit.

As a member of the SPEA bargaining unit, the terms and conditions of your employment at Candu are governed by the Collective Agreements (CA). SPEA has two CA's, one for scientist and engineers, professional staff (SEs) and a separate agreement for the technologists, technicians and trades(TTs) The current CAs are available on Nucleus.

The CA sets out salaries, vacations, hours of work, and other entitlements and processes you need to be aware of while employed at Candu. It also includes provisions and terms for processes we hope you never need, like the filing of grievances and layoffs. In short, the CA is your guide to what you *are* and what you *are not* entitled to while employed at Candu.

As a member of SPEA's bargaining unit, union dues are automatically deducted from your pay. You will enjoy the full benefits of SPEA membership including the right to vote on issues related to your union, be included in email communications, have invitations to SPEA-sponsored events, and receive strike pay in the event of a labour dispute

Dues are paid to cover the operating costs of running the union, expenses incurred through our various meetings with the employer, and other efforts. SPEA maintains a union office right at Sheridan Park. Dues are \$42 per pay. Almost half of the amount is put into a reserve fund.

We employ two Labour Relations Staff Representatives who are available to assist you. SPEA representatives are available to answer any and all questions you may have about the Collective Agreement or your employment in general. We are here to act as your advocate should any problems or concerns arise in relation to your employment.

SPEA members elect an Executive Committee who are also fulltime Candu employees, engineers and techs just like you. The Executive board meets regularly to oversee the running of the union. We have listed their names and titles below.

SPEA's office is located at the Sheridan Park Conference Center Unit 2, southeast of building SP2 (Candu HR Location). As you walk from SP2 to SP1, the SPEA office is found at the right of the Kid's Zone playground, just around the corner.

Please feel free to contact one of the representatives listed below with any questions, or simply to introduce yourself. SPEA is here for you!

In Solidarity,

Mark Chudak  
Society of Professional Engineers and Associates

**Your SPEA Executive members are:**

Mark Chudak - Retube Optical Systems -SPEA President

Peter White- Senior Safety Specialist- SPEA Vice President

Mark Jamieson - Senior I&C System Design Engineer- Member at Large and Pension Plan Trustee

Corey Witkowski-Electrical Technologist, Inspection, Instrumentation- SPEA TT Vice President

Reza Zaiei- Senior Fuel Chanel Design Engineer- Member at Large and Pension Plan Trustee

Vincent Tume- Real-Time Software Development Professional/Distributed Control & Display systems engineer- Site Vice President for the SEs

Chris Jacobs-Series Lead Tooling and Services- Treasurer

Reena Goyal- Specialist Piping & Feeder Engineer- Secretary

Diane Damario- Senior Engineer – Mechanical, Fuel Handling- Member at Large

Akashdeep Gill- Fuel Designer- Member at Large

Corey Martin- Senior Civil Design Technologist- VP of the PDs

Peter Visser- I&C Lead, Steam Generator Projects- Member at Large

Jasjit Rehsia- Senior Piping Engineer - Membership Chair

Michelle Duncan- SPEA Staff Representative

Denise Coombs- SPEA Staff Representative