

May 11, 2022

Dear client,

We write to alert you of a rapidly approaching strike/lockout deadline for workers at Candu Energy.

Candu Energy workers, represented by the Society of Professional Engineers and Associates (SPEA), are stewards of CANDU technology and are instrumental in the design, engineering, servicing, refurbishment and maintenance and decommissioning of the CANDU Fleet in Ontario and around the world. Domestically, our work underpins a supply chain involving hundreds of companies employing an estimated 15,000 workers.

As you know, it is an incredibly important moment for our collective work to ensure a clean, reliable and affordable supply of energy for the Province's businesses and residents. We know CANDU technology – supplemented by emerging nuclear technologies – will be central to meeting the twin challenges of electrifying and decarbonizing our economy. Only yesterday, the *Windsor Star* [reported](#) the region may miss out on a prospective \$5 billion LG Energy Solutions/Stellantis battery facility due to uncertainty around the availability of energy supply in 2024.

SPEA members, along with the rest of our supply chain, want to focus on this critical work, and to make sure we have the talent we need to deliver for our clients. Unfortunately, SNC-Lavalin has not brought the same urgency and focus to the bargaining table. SPEA members have been working under an expired contract since January and have been in government-mediated conciliation since February 28, 2022. **The parties will be in a strike/lockout position as of midnight on May 29, 2022.**

Workers covered by the *Canada Labour Code* have the right to refuse requests to perform struck work, regardless of their own union status or their employer. SPEA has begun notifying impacted groups of workers of the potential of a labour dispute.

SPEA continues to seek competitive contracts that would help attract and retain the best and brightest to support the CANDU fleet, and to ensure skilled and experienced workers can continue to be covered by the rights and protections of union members.

The “race for talent” is vigorous throughout engineering and applied sciences; more so in the highly specialized fields required to design, maintain and refurbish CANDU reactors. To deliver on contractual commitments to clients, it is essential that Candu Energy and its parent, SNC-Lavalin are able to retain its current corps of experienced, specialized staff and successfully recruit and train the next generation of talent. Unfortunately, the employer's approach to bargaining shows no evidence of the necessary commitment towards its skilled workforce nor, by extension, the clients they serve.

Work on major component refurbishment continues at three Ontario reactors – an unprecedented volume of life-extension work – as well as critical servicing and maintenance work at reactors around the world. A single day's delay in restarting a refurbished reactor could cost clients and stakeholders

over a \$1 million per day. SPEA members take our responsibilities to clients and ratepayers extremely seriously and are prepared to do whatever it takes to reach a fair agreement without a labour dispute.

**Clients can help by urging Candu Energy/SNC-Lavalin to create the conditions allowing SPEA members to focus on maintaining and growing our Province's critical energy infrastructure: to take their responsibilities at the bargaining table seriously, to work swiftly towards achieving fair contracts that can attract and retain top talent to serve the CANDU fleet, and to resist a return to the divisive, anti-worker tactics that led to a protracted labour dispute in 2012.**

As always, please do not hesitate to contact us with any questions or concerns.

Sincerely,

Michelle Duncan



**Michelle Duncan** | Staff Representative

Society of Professional Engineers and Associates

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