

September 9, 2024

SENT VIA EMAIL

Ian Edwards
CEO, AtkinsRéalis
ianl.edwards@atkinsrealis.com

Dear Mr. Edwards,

Re: SPEA-Unifor Local 7474 and AtkinsRéalis

As you know, I am the National President of Unifor, which represents over 320,000 members working in all major sectors of the economy across Canada. In late 2023, the Society of Professional Engineers and Associates (“SPEA”) merged with Unifor.

Since we have been unable to speak directly, I am taking this opportunity to write to you to share my serious concerns regarding the state of the relationship between Candu/AtkinsRealis and SPEA-Unifor Local 7474 (“Union”). The Union represents approximately 1,340 members employed by AtkinsRealis, in four different bargaining units. Since 2021, relations between the Union and the employer have been particularly strained - many of the contentious labour relations issues formed under previous leadership at Candu, but have continued despite attempts to find a more harmonious path forward, including personally on my part. While there are many issues at play here, the firing of SPEA President Mark Chudak has been viewed by the union as an attack on the very union itself. I am sure you can understand why this would be the case. The new leadership at Candu should have provided the opportunity to reset this relationship starting with the reinstatement of Mark and a process to improve labour relations going forward.

Currently, there are numerous outstanding unfair labour practice complaints before the Canada Industrial Relations Board and dozens of outstanding grievances, some dating back years. Rather than focussing on conflict resolution and constructive problem-solving, the parties are engaged in constant litigation.

Without wading into the contested facts and allegations involved in the disputes between the parties, it is clear to me that there is a critical need to get the relationship back on track and to develop a positive, more forward-looking approach.

Unifor has a history of working productively with employers and governments to secure investments that benefit all parties, and in fact all Canadians. Without a path forward to

resolve these outstanding labour relations disputes, we have no choice but to continue this adversarial relationship. Our members, your employees, deserve better.

I highly recommend that we set a meeting to determine that path forward. Your refusal to meet simply feeds this unproductive rapport and ultimately will negatively affect our members and your organization.

I look forward to hearing from you.

Regards,

A handwritten signature in black ink, appearing to read "Lana Payne". The signature is fluid and cursive, with the first name "Lana" written in a larger, more prominent script than the last name "Payne".

Lana Payne
Unifor National President

LP/klcope343