

DELIVERED BY COURIER
And Email

Date 29th December 2021

Jason Kurz / [REDACTED]
Work Control Team Leader

This letter is to inform you that your employment with Ontario Power Generation is terminated for cause, or, in the alternative, frustration, effective today.

You have failed to comply with OPG's COVID-19 Response Instruction (OPG-INS-08115-0001) and participate in OPG's COVID-19 Testing Program, rendering yourself unfit and/or unable to attend the workplace and perform the duties and responsibilities of your position. OPG expects its employees to be vaccinated, but it is not a condition of employment at this time. For those who are unvaccinated or are unwilling to disclose their vaccination status participation in the COVID-19 Testing Program is mandatory. As outlined below, you have been provided reasonable notice and several opportunities to participate in the Testing Program.

On September 2, 2021 Ken Hartwick, President & CEO announced in an all employee communication, OPG's notice of intent to develop a vaccination standard. On September 9, 2021 via a Crisis Management and Communication Centre (CMCC) message to all employees, OPG's Vaccination Standard details were outlined with implementation planned for mid-October. The communication confirmed disclosure of vaccination status would be voluntary and unvaccinated employees or those who wished not to disclose their vaccination status would be required to adhere to additional safety precautions, including continued screening and regular COVID-19 testing requirements.

On September 17, 2021 in a CMCC communication to all employees, a Vaccination Standard update was provided, advising of OPG's process for collecting the vaccination status of employees. Beginning Monday September 20, all employees were required to enter into Employee Self-Serve (ESS), by October 1, whether or not they were vaccinated or unwilling to disclose. On September 27, 2021 a reminder was sent via CMCC to all employees to enter their vaccination status into ESS.

On October 1, 2021, in an all employee communication from CMCC, employees were notified of the Testing Program starting October 18, 2021. The Testing Program was for unvaccinated employees or those who chose not to disclose their status in ESS. Additionally on October 15, 2021, CMCC released the Antigen Testing Program to all employees stipulating unvaccinated

employees including those that have chosen not to disclose their vaccination status are required to participate in the Testing Program as outlined in OPG's COVID Response (OPG-INS-08115-0001), Appendix H. On October 17, 2021, you were provided a direct email advising that you were identified as being enrolled in OPG's COVID-19 Testing Program, which provided you with the program details and instructions on how to book your tests.

On November 9th you were issued a letter of expectation for refusing to participate in the regular and ongoing COVID-19 testing requirements of OPG's COVID-19 Testing Program. Further, on November 17th, 2021 you were placed on a six week unpaid leave of absence and a disciplinary interview was conducted with you on December 6th, 2021

On December 22nd, 2021, you were issued a final warning as a result of your repeated and continued refusal to participate in OPG's COVID-19 Testing Program. You were notified you would remain on the unpaid leave of absence if you chose to continue to refuse participation in the Testing Program and that your employment would be terminated if you did not change your behaviour along with the possibility of a site ban being issued. On December 22nd, 2021, a second disciplinary interview was conducted.

Despite our best efforts to provide education and resources about the safety and efficacy of the vaccines approved by Health Canada, including through OPG's COVID-19 webpage and Employee Town Halls you have chosen not to become vaccinated. And despite providing you with alternate safety protocols to follow to allow you to remain working on site you have repeatedly chosen to refuse to adhere to OPG's COVID-19 Response Instruction and COVID-19 testing requirements. You were provided with no less than four opportunities to reconsider your decision to comply with OPG's COVID-19 Testing Program.

You are hereby terminated for your continued non-compliance with OPG's safety protocols put in place to protect workers against the transmission of COVID-19 in the workplace. Given the serious nature of your misconduct, you are ineligible for rehire with OPG and are ineligible to perform work either directly with OPG or indirectly through any contractor that carries out work for OPG. In addition, you are hereby advised that you will not be permitted to enter OPG property or attend on any OPG site. In the event you do enter OPG property or attend any OPG sites, you will be charged with trespassing under the provisions of the Trespass to Property Act, R.S.O. 1990, c. T.21 and will be dealt with according to the law.

Please contact your Union Representative to make arrangements to retrieve your personal property.

Your record of employment will be filed electronically.

Yours truly,



Pieter den Decker
Senior Manager, Projects
Contract Management Office (CMO) / Nuclear Projects

Cc: Jenn Kekki HRBP
Tony Globocki Union Rep
HRSC, for processing and 901 File