

July 22, 2009

Without Prejudice

Ms. Jolene Horejda
Manager, Labour Relations
Human Resources
Viterra Inc.
2625 Victoria Avenue
Regina, SK
S4T 7T9

Ms. Horejda,

Re: Viterra IT Outsourcing

This is to follow up on my letter in response to yours of this date and to provide copies to Mr. Chomyn and Ms. Nordal.

Let me begin by correcting an error in my letter. Specifically, in the fourth paragraph of my letter I refer to the last paragraph of yours when I was, in fact, speaking to the next to last paragraph of your letter of July 22.

Since writing my letter of July 22 a number of additional questions have been raised with GSU by affected employees and I thought it would be helpful to list the questions we raised with you and Mr. Chomyn on July 15 as well as the questions that have arisen since.

1. Does Viterra agree with GSU that employees in receipt of notice of job elimination pursuant to Article 24 of the collective agreement who elect to defer receipt of severance pay and to take a layoff of up to six months will qualify for the early retirement bridge benefit under the terms of the Viterra Defined Benefit Pension Plan for GSU members provided they attain the age of 50 before receiving the severance allowance provided under Article 24?
2. Does Viterra agree with GSU that employees in receipt of a notice of job elimination pursuant to Article 24 of the collective agreement who are employed on or after October 31, 2009 will have their rates of pay adjusted effective November 1, 2009 pursuant to the terms of the collective agreement and the compensation plan and will have their severance pay calculated on their adjusted rate of pay?

3. Does Viterra agree with GSU that employees in receipt of a notice of job elimination pursuant to Article 24 of the collective agreement who are employed on or after October 31, 2009 will receive bonus payments under the company's STIP?
4. Will claims under the benefits plans be honoured and accepted within the thirty days of affected employees' (as described above) last day of work or within thirty days of their last day of layoff?
5. Will affected employees be eligible to convert their group insurance coverage to individual coverage, at the group rates, upon the effective date of job elimination or on cessation of the employment relationship?

I am sure there will be more questions arising out of the company's announcement and I will endeavour to communicate them to you in advance of the meetings on August 5 and 6. Communication of your answers to the above questions in advance of August 5 will be appreciated.

Sincerely,

Hugh Wagner
General Secretary
Grain Services Union (ILWU • Canada)