

LETTER OF UNDERSTANDING
SELF-IDENTIFICATION/VOLUNTARY DEPARTURE

At any time during the life of the Collective Agreement, an employee may apply for an incentive under the **Voluntary Retirement Termination Incentive Program (VRTIP)** or for a voluntary severance payout pursuant to the amounts prescribed in **Article 27** of the Collective Agreement.

The Union acknowledges that the approval of such applications rests solely with the Company.