



Michelin North America (Canada) Inc.
Inter-office Memo
Michelin D3

TO: All Nova Scotia Employees
FROM: Anne Marie Colbert Director of Personnel, Canada
CC: Ralph Beaveridge FPM/Laval
DATE: August 31, 2022
SUBJECT: **COVID-19 Isolation and COVID-85 Pay Changes**

As you know, on July 6 the Nova Scotia government lifted all COVID-19 restrictions in the province. To align with the provincial direction, we will continue to ease the restrictions within our plants. Our plan is to lift the remaining restrictions, using the following timeline:

STEP 1: Effective Tuesday, September 6

Employees with Symptoms

Symptomatic employees who test negative on their first rapid test, but feel well, can come to work. Employees will no longer be required to isolate between their first and second tests, however a second rapid test will be required 48 hours after the first test. Employees with symptoms who have not yet had two negative rapid tests must maintain six feet of distance from other employees wherever possible, or wear a properly fitting, Michelin-supplied mask when physical distancing can't be maintained.

Symptomatic employees who test negative, but who feel too unwell to come to work, will fall under the normal STD program.

Employees Who Test Positive

Employees who test positive will be required to isolate for five days from the date they started developing symptoms, or from the date they test positive if they don't have symptoms.

COVID-85 pay for confirmed positive cases will be paid for the five days of required isolation. Employees can return to work on the sixth day if well enough to do so, but will be required to maintain a six-foot distance from other employees whenever possible on days six and seven, or wear a properly fitting, Michelin-supplied mask when physical distancing can't be maintained.

For employees too unwell to return to work as of day six, STD benefit entitlement (subject to medical documentation supporting continued disability) will commence following the normal two-day waiting period.

STEP 2: Effective October 3

Employees with Symptoms

Symptomatic employees who feel well enough can continue to come to work after one negative rapid test, as outlined in the "Employees with Symptoms" section under Step 1.

Employees Who Test Positive

Employees who test positive will be no longer required to isolate and can come to work if they feel well enough. However, when on-site during the subsequent seven-day period, employees will be required to maintain a six-foot distance from other employees whenever possible, or wear a properly fitting, Michelin-supplied mask when physical distancing can't be maintained.

COVID-85 Pay

COVID-85 pay will end as of October 3. After this time, employees who test positive for COVID-19 and are too unwell to work, STD benefit entitlement will commence following the normal two-day waiting period.

IMPORTANT: Until further notice, employees will still be required to continue reporting positive tests using the current phone-in procedure. Qualifying for COVID-85 pay (under step 1) or STD benefits (under step 2) will still require a photograph of a positive rapid test and a Michelin ID, or formal confirmation of positive PCR tests be sent to OHS. Medical documentation (APS) supporting continuing disability will also still be required for work absences beyond five days in both steps 1 and 2.

STEP 3: Effective date to be determined

All remaining protocols (e.g., masking, physical distancing, etc.) will end. COVID-19 will be managed under Michelin's current STD program as for any other similar illness (e.g., cold, flu, sinusitis, etc.).

We know that it has been a long two years and we thank you for your continued commitment to the safety protocols. You have helped to keep our plants, our families, and our communities safer. We strongly encourage you to continue to protect yourselves and your families through good personal hygiene, monitoring yourself for symptoms, and wearing a mask when in crowded, indoor spaces.