LETTER OF UNDERSTANDING

BETWEEN:

UNITED STEELWORKERS LOCAL 1-405

AND:

INTERFOR – CASTLEGAR DIVISION

12 HOUR CONTINUOUS SHIFT SCHEDULE

This letter of understanding will govern the terms and conditions of work for the employees who are scheduled and/or work on the 12-hour continuous production and/or maintenance shift schedules. This includes First Aid Attendants, Fourth Class Engineers (Shift Engineers) and Planer mill Maintenance Technicians and may be expanded to other groups by conducting the votes outlined in the master agreement. This agreement is negotiated in accordance with the *Southern Interior Master Agreement (2003 – 2009) Article VII – Hours of Work, Section 2: Alternate Shift Scheduling and Supplement No. 8 – Alternate Shift Scheduling.*

HOURS OF WORK AND BREAKS

1. The normal hours of work will be:
   Day shift 7:00 am to 7:00 pm
   Afternoon shift 7:00 pm to 7:00 am
2. Shifts will be scheduled as Four On/Four Off. Employees on this schedule will alternate between the day and afternoon shift.
3. Employees on this schedule are required to make a "hot exchange" meaning they are to wait for their relief to start before they leave work.
4. A "rotation" is considered continuous 8 calendar days: 4-day continuous work cycle plus 4 continuous days off. The above shifts will be scheduled on an 8 week calendar cycle.
5. All hours worked on the Afternoon shift will be paid shift differential.
6. Employees will be entitled to one thirty (30) minute paid meal break and two (2) fifteen (15) minute paid rest periods.
7. For the purposes of calculating pay and overtime, the day on which the shift starts will be designated as the entire day for payroll purposes. For the shift the employee starts on at straight time rates, all the hours worked in the regular hours of that shift will be considered straight time.

OVERTIME

1. Overtime shall be paid as per the master agreement.
2. Overtime will be assigned per the overtime agreement
   Occasionally scheduled overtime: Overtime can be offered first to an employee on their day of rest under the section criteria as set out in the overtime agreement provided they have 12 hours rest between shifts.

STATUTORY HOLIDAYS, FLOATING HOLIDAYS, BEREAVEMENT LEAVE, JURY DUTY

1. Will be applied per the Southern Interior Master Agreement.
2. It is understood and agreed that *Supplement 8 – Alternate Shift Scheduling, F. Shift Principles, 2. Statutory and Floating Holidays (c)* does not apply to the Shift Engineers. Furthermore, if the company requires employees to work on the 12-hour schedule on these days, the work shall be assigned first to the employee whose regular or relief schedule falls on the statutory holiday.

SCHEDULING

1. It is agreed that the company may require employees to work the aforementioned schedules. If sufficient qualified personnel are not available the Company may post and, if no qualified employees bid on the job, then hire into the schedule.
2. Employees who work on this schedule are eligible for an unpaid "Murphy Day" for each consecutive 6-week cycle that they work in the schedule and where their total hours worked equals 288 or more. This day can only be taken in the following 6-week cycle following the employee earning the entitlement and on a day mutually agreed to between the employee and the Company. This 6-week cycle will be the averaging period as described in Appendix 1, Article VII Section 2(c)(ii) and eliminates the requirement for the company to pay overtime. For purposes of calculating entitlement for "Murphy Days", all paid time will be included.

VACATIONS

1. Entitlement and vacation time taken for employees on 12-hour shifts, spareboard employees who hold relief postings for 12-hour shifts will be calculated on an hour basis. They will be administered on a no gain/no loss principle as described in the master agreement.
2. Each fourth vacation shift taken will constitute one week for the purposes of vacation entitlement.

RELIEF EMPLOYEES

1. For the purposes of this letter of understanding, employees who do not hold a permanent posting (as outlined in Job Posting Supplement) on 12-hour shift schedules and work either a full rotation or part thereof on this schedule will be deemed to be a relief employee.
2. The shift the employee starts, on any schedule at straight time rates, all hours worked in the regular hours of that shift will be considered straight time.
3. Relief employees will be eligible to a call for work on this schedule provided their total straight time hours worked plus absent hours (not including layoff) for the calendar week is 36 or less and the employee has 12 hours off between when he last worked and the start time of the required shift.
4. When a Relief employee relieves for one or more rotations they will follow the schedule and corresponding pay rules that they are relieving on. They will go into and out of the schedule at straight time rates.

5. For employees who work on 12-hour shift schedules and relieve another position less than a full rotation on 12-hour shift schedules, preference for the relief work will be given to employees who work/rest on the same rotation. Should an employee come from a different rotation to relieve, they shall work 4-days and rest 4 days in the rotation. They will go into and out of the schedule at straight time rates.

HEALTH & WELFARE, MEDICAL PLAN, IWA FOREST INDUSTRY PENSION PLAN & LTD PLAN

1. The company and employees will make contributions to the pension plan and long term disability plan for employees working on the above schedule on the basis of forty (40) hour week.

FULL WORK WEEK

1. It is agreed that employees working on the above schedules will be deemed to have worked a full week.

CHANGES TO SCHEDULES

1. It is agreed that, depending upon requirements, the above schedules may be suspended and reinstated by the Company at various times for any or all the agreed positions.

EFFECTIVE DATE

1. This agreement becomes effective on ~~the~~ APRIL 4, 2011

TERMINATION

1. The company will provide fourteen (14) days notice to discontinue this alternate shift schedule, except in special circumstances. Employees will revert to the previous shift schedule unless otherwise mutually agreed.

Dated this 17TH day of APRIL, 2011

Signed on Behalf of USW Local 1-405

Signed on Behalf of INTERFOR