INTERFOR

LETTER OF UNDERSTANDING

UNITED STEELWORKERS USW UNITY AND STRENGTH FOR WORKERS

BETWEEN: **INTERFOR CORPORATION - CASTLEGAR LUMBER DIVISION**

AND: **UNITED STEELWORKERS – LOCAL 1-405**

SUBJECT: **MAINTENANCE ALTERNATE SHIFT SCHEDULE**

This letter of understanding will govern the terms and conditions of work for the employees on the Interfor Castlegar Maintenance Crew and Spark Watch employees as below. This agreement is negotiated in accordance with the collective agreement in force between the USW Local 1-405 and Interfor Corporation – Castlegar Division Article VII – Hours of Work, Section 2: Alternate Shift Scheduling and Supplement No. 6 – Alternate Shift Scheduling. This agreement can be amended by mutual agreement between the Company and Union.

The Castlegar Division operation recognizes that alternate schedules will be required to maximize opportunities for productivity improvements, operational uptime, and maintenance.

1. Current Schedule

Friday	Saturday	Sunday	Monday
10	12	12	
	12	12	10

There will be a small number of employees that will remain on this schedule for the next few months and then move to the schedule below.

NEW SHIFT SCHEDULES:

Thurs	Friday	Saturday	Sunday	Monday	Tuesday
10	10	10	10		
		10	10	10	10
	10	10	10	10	

It is understood the maintenance employees who worked the previous schedule in 1.
Will now work one of the three schedules shifts in the new schedule with no rotation of the shifts.

The Spark Watch will work the Friday to Monday schedule, with additional employees working as spark watch Thursday to Sunday and Saturday to Tuesday for Spark Watch as per the above schedule, with no rotation of any of the shifts.

2. HOURS OF WORK:

a. The hours of work shall be:
   Monday to Sunday – 6:00am to 4:30pm
b. All hourly benefits (LTD, Pension, Education Fund, Safer), under the Collective Agreement will be administered on the basis of hours paid.

3. **REST PERIODS AND MEAL BREAKS:**
    a. Four ten (10) hour shifts, rest periods will be one (1) ten (10) minute break and one (1) fifteen (15) minute break plus a one-half (1/2) hour unpaid meal break.
    b. Breaks will normally be taken during the mid-hours of each half of the shift.
4. **OVERTIME:**
    a. Rate and one-half will be paid for the following:
        i. The first eleven (11) hours worked on an employee's scheduled rest day.
        ii. All hours worked on a statutory holiday.
        iii. All hours in excess of ten (10) hours worked on the Monday to Saturday shifts.
        iv. All hours worked on Sunday, unless otherwise agreed to by the parties, except those excluded in the casual section.
    b. Double straight-time rates shall be paid for the following:
        i. All hours worked in excess of eleven (11) hours in any day of the week except for twelve (12) hour shifts. For twelve (12) hour shifts, all hours in excess of the regular shift.
        ii. All hours worked on Sunday when Sunday is also an Employee's scheduled rest day, if the Employee has worked forty (40) straight time hours in the preceding six (6) days , unless a change in rest day has been agreed to between the Employee and the Company.
        iii. For those employees that work the alternate weekend shift, the second overtime shift worked in a given week outside the shift schedule will be paid at double-time for hours worked.

5. **SCHEDULING:**
    a. The schedules will be as above or as management and union may agree to another rotation.

6. **STATUTORY HOLIDAYS and FLOATING HOLIDAY:**
Statutory and Floating Holidays shall be scheduled and paid as per the Southern Interior Master Agreement ATRICLE XIII-STATUTORY HOLIDAYS AND FLOATING HOLIDAY with the following understanding:
    a. Statutory & Floating Holidays are paid as per the Employee's regular schedule if it falls on a regularly scheduled workday.
    b. If the holiday falls on a rest day, it will be paid at their regular scheduled hours at straight time pay, in addition to the employee's regular pay for the week.
    c. Remembrance Day, Christmas Day, Boxing Day, and New Year's Day are operational down days.

7. **BEREAVEMENT LEAVE and JURY DUTY:**
    a. Bereavement Leave shall be paid as per ARTICLE XI – LEAVE OF ABSENCE, Section 6: Bereavement Leave of the Collective Agreement in force between the USW Local 1-405 and Interfor Corporation – Castlegar Division at the Employee's regular hourly rate of pay for the Employee's regular work schedule for a maximum of three (3) shifts.

8. **VACATIONS:**
    a. The Alternate weekend schedule will constitute a week for vacation purposes.

9. **SOUTHERN INTERIOR HEALTH AND WELFARE PLAN and MEDICAL SERVICES PLAN:**
    a. Regular full-time employees are eligible for health and welfare plan benefits.

10. **IWA - FOREST INDUSTRY PENSION PLAN and LONG TERM DISABILITY PLAN:**
    a. The Company and employees will make the required contributions to the pension plan and long term disability plan.

11. **IWA FOREST INDUSTRY HEALTH AND SAFETY FUND and EDUCATION FUND:**
    a. The Company will make contributions to the health and safety fund and the education fund.
12. **TERMINATION:**

a. The Company will provide fourteen (30) days' notice to discontinue the alternate shift schedule, except in special circumstances.

The parties agree the Maintenance Crew covered under this agreement will revert to their previous schedule as outlined in Section 1, if cancelled as per Section 12 of this agreement unless mutually agreed otherwise.

Signed this __26____day of _____October _____2015.

SIGNED ON BEHALF OF:
USW
LOCAL 1-405

SIGNED ON BEHALF OF:
INTERFOR CORPORATION
CASTLEGAR LUMBER DIVISION