

Letter of Understanding for 4 X 4 Averaging Used in the Energy System

Between

West Fraser Mills Ltd., Chasm Division

And

United Steelworkers Local 1-417

Preamble

This letter of understanding is applicable to the Union members required to work 4 X 4 shifting at the Energy System at the Chasm Operation.

1. Hours of Work
 - a. Employees working under this shifting will work 4 – 12 hour shifts starting at either 7:00 am to 7:00 pm or 7:00 pm to 7:00 am.
 - b. Employees will receive 4 consecutive days of rest after completion of each 4 day rotation.
2. Rate of Pay and Overtime
 - a. Employees working 4 X 4 shifting shall have their hours calculated over an 8 week averaging period.
 - b. All hours over 40 hours/week averaged over the 8 week period will be paid at time and one half.
 - c. Any employee who works on their 4 day rest period will be paid:
 - i. Time and one half for the first shift worked during their rest days.
 - ii. Double time for the second, third or fourth shift worked during their rest days.
 - iii. Rest days may be moved without overtime premium if mutually agreed between the company and the affected employee.
3. Pay and Averaging
 - a. Employees working on 4 X 4 averaging will receive 80 hours regular rate and 4 hour time and one half on each pay period.
 - b. Employees who work additional shifts shall have the additional hours worked at the applicable rate placed on the pay period it was worked.

- c. If an employee is absent and does not work the required 4 shifts, they will be deducted the hours missed on the affected pay period.
 - d. At the end of the 8 week averaging period each employee will have their hours calculated and if any additional overtime is owed, it is to be paid to the employee on the following pay period.
 - i. 8 week x 40 hours = 320 hours
 - ii. All hours worked over 320 hours in the 8 week averaging period will be paid at time and one half.
 - iii. Hours worked will be based on hours worked, not hours paid.
 - e. Employees will be provided a breakdown for each 8 week averaging period.
4. Statutory Holidays
- a. A Statutory Holiday is considered a day worked. This will bump one of the employees' regular scheduled shifts in that rotation to time and one half.
 - b. The employee will also receive 12 hours straight time in addition to his regular work schedule. These hours will not be included in the calculation for the 8 week averaging period.
5. Rest Periods
- a. Employees working under 4 X 4 shifting are entitled to 3 – 10 minute coffee breaks and a 30 minute paid lunch.
 - b. Powerhouse employees are expected to be on call on all rest periods.
6. Bereavement Leave
- a. Bereavement Leave shall be paid as per ARTICLE XI – LEAVE OF ABSENCE, Section 6: Bereavement Leave of the Southern Interior Master Agreement at the employee's regular straight time hourly rate of pay for the employee's regular work schedule for a maximum of three (3) shifts.
7. Jury or Witness Duty
- a. Jury or Witness Duty compensation shall be as per the Southern Interior Master Agreement ARTICLE XI – LEAVE OF ABSENCE, Section 7: Jury or Witness Duty for income lost from the regularly scheduled hours of work in the alternate shift schedule.
8. Shift Differential
- a. Shift Differential, as per ARTICLE V – WAGES, Section 7: Shift Differential, shall be paid only for those hours worked outside the recognized dayshift for those employees working the alternate schedule in effect for that crew working in that part of the operation.

9. Probationary Period

- a. For those employees working an alternate shift schedule with shifts over eight (8) hours, the thirty (30) working days referenced in ARTICLE X – SENIORITY, Section 3: Probationary Period will be changed to two hundred and forty (240) working hours.

10. Job Postings

- a. Postings for job vacancies will be as per the local Job Posting Supplement.

11. General

- a. For compressed shifts or shifts averaging thirty-two (32) or more hours pay per week, Pension Plan, LTD contributions, Health Safety Fund and the Education Fund contributions will be made based on a minimum of forty (40) hours per week.