

**LETTER OF UNDERSTANDING  
BETWEEN  
UNITED STEELWORKERS, LOCAL 1-417  
AND  
CANADIAN FOREST PRODUCTS LTD  
VAVENBY DIVISION**

**Procedure for Adding and Deleting a Shift**


**I. Temporary Shift**

**A. Adding the Shift**

- 1) All postings connected directly with the extra shift and those resulting from employees moving onto the extra shift will be considered temporary.
- 2) Those filling these temporary jobs will remain an incumbent of their previous permanent position.
- 3) A temporary shift will be deemed permanent if it operates for more than twelve (12) months.
  - (a) At that time all "temporary" job holders will be given the option to return to their incumbent position.
  - (b) All the postings in 1) above will be deemed "permanent" and employees will no longer have incumbency rights to the job they held prior to the postings.
- 4) If the temporary shift operates for a period of less than one (1) year the following shall apply:
  - (a) If the "temporary" shift is off for more than 28 calendar days all jobs must be reposted if a "temporary" shift is again required.
  - (b) If the "temporary" shift is off for less than 28 calendar days, reposting of the jobs will not be required.
- 5) If a person holding a temporary posting is awarded a different permanent posting, they lose the incumbency rights they had from their previous permanent posting prior to the temporary posting.

**B. Reducing the Shift**

- 1) If the shift is "temporary" at the time it is reduced, all employees will return to their permanent position they occupied prior to accepting temporary postings.
- 2) If the shift to be reduced has become a "permanent shift", employees displaced from the shift will be in motion and can bump in accordance with the Collective Agreement and Job Posting Supplement.

  
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## Procedure for Adding and Deleting a Shift (cont'd)

- 3) An employee displaced from their job as a result of bumping, will have incumbency rights to their job for up to twelve (12) months, providing:
  - a. They do not accept another permanent job posting
  - b. They fill temporary vacancies in the position as provided below.
- 4) Displaced employees will be required to fill temporary vacancies as follows:
  - a. If the vacancy occurs during the work week on the same shift as the displaced employee, he will fill it. If it occurs on another shift, the senior qualified employee on the shift will fill it.
  - b. If a vacancy filled by a senior qualified employee continues into the following weeks, the displaced employee must be scheduled to fill the position
- 5) If a displaced employee accepts another permanent posting or refuses to fill a temporary vacancy, he will lose incumbency right. Where the displaced employee refuses to fill a temporary vacancy, he will be removed from his current position and be given a base rate position.

## **II. Permanent Shift**

### A Adding the Shift

- 1) Where the extra shift is expected to last for more than twelve (12) months, vacancies shall be posted as permanent.
- 2) Successful candidates for the extra shift and those who fill vacancies created by those going to the extra shift will be considered as permanent postings.

### B. Reducing the Shift

- 1) Should the shift be eliminated at anytime, the employees will be in motion and can bump in accordance with the Collective Agreement and Supplement #9.
- 2) The employee displaced from the extra shift will have incumbency rights to their extra shift position for up to twelve (12) months subject to I. B. 4) & 5) above.
- 3) Employees displaced by employees in motion will have incumbency rights to their old position for twelve (12) months subject to I. B. 4) & 5) above.

## **III. Termination**

This agreement shall form part of the collective agreement between the parties and may be re-opened for amendments or termination by either party upon 30 days written notice to the other.



Procedure for Adding and Deleting a Shift (cont'd)

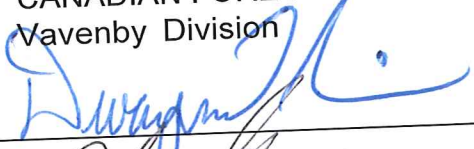
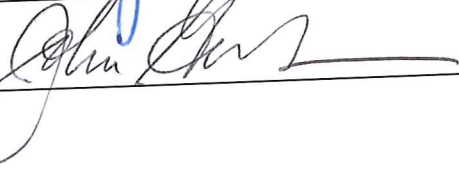
Signed this 4 day of July, 2013.

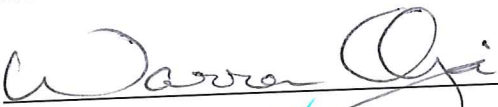

FOR:

FOR:

CANADIAN FOREST PRODUCTS LTD.  
Wavenby Division

UNITED STEELWORKERS  
Local 1-417

  
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