

## LETTER OF UNDERSTANDING

### #2

BETWEEN: FEDERATED CO-OPERATIVES LIMITED  
FOREST PRODUCTS DIVISION, CANOE  
SAWMILL DIVISION

AND: IWA CANADA - LOCAL 1-417

The above parties hereby agree on the following additions and/or alterations to the B.C. Southern Interior Master Agreement.

#### 1. ARTICLE VII - HOURS OF WORK

The following clauses shall supersede the Master Agreement.

- a) Subject to Clauses (b) and (c) of this Article, all work performed on Saturday shall be paid at rate and one-half and Sunday or Statutory Holidays shall be paid at double rate of pay regardless of the number of hours worked during the week. This must be covered by written order of management; however, if an employee requests a temporary change to work Sunday in place of Saturday, he will be paid at time and one-half for work performed on Sunday. It is agreed that any such change must be by mutual consent between the Union and the Co-operative.
- b) It is agreed that boat operators' hours of work shall be computed as straight time and time off allowed if wanted over and above a forty (40) hour week. The boat operators may bank any overtime to a maximum accumulation of forty (40) hours. The banked time shall be requested in writing two weeks prior to the time off, subject to operational requirements.
- c) Watchmen who of necessity regularly work on Saturday and Sunday shall take two (2) other days of the week off by mutual agreement between the Employee and the Co-operative. In such event, Saturday and Sunday shall be considered working days and overtime rates shall not apply on Saturday and rate and one-half on Sunday. It is agreed that overtime rates shall apply when the regular daily or weekly work limit has been exceeded. Where a watchman works on a statutory holiday, another day shall be taken as the holiday.

d) The Employer shall have the right to operate his plant or any part thereof on a three shift basis, provided that the three shifts are continued in any twenty-four (24) hour period. There shall be no overlapping of shifts from production employees. All employees working under this arrangement shall receive eight (8) hours pay upon completion of the full hours established as their regular shift.

**2. ARTICLE X - SENIORITY**

Section 1: (a) Add the following:

In the matter of promotion within the operation, the Co-operative will consult with the Union Committee at all times.

**3. ARTICLE XI - LEAVE OF ABSENCE**

Delete Section 3 (c).

**4. ARTICLE XIII- STATUTORY HOLIDAYS**

The Southern Interior Master Agreement applies except for the exclusions noted in Point #1 of this Letter of Understanding.

**5. TOWBOAT MEAL ALLOWANCE**

Effective Monday following ratification the per diem rate for towboat operator meal allowance will be 75% of hourly base rate of pay.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2003.

On behalf of:

FEDERATED CO-OPERATIVES LIMITED      IWA - LOCAL 1-417

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