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Text:

SUPPLEMENT NO. 8

ALTERNATE SHIFT SCHEDULING

A. FLEXIBILITY OF HOURS OF WORK

The Parties recognize the need for flexibility of hours other than those outlined in Article VII - Hours of Work, Sections 1 and 2, for the express purpose of better utilization of manpower and capital such as:

Balancing of production
Maintenance
Market requirements
Even flow production
Emergency or unexpected harvesting programs
Continuous scheduling (e.g., Logging, Engineers, Firemen, Maintenance, Watchmen).

B. SHIFT SCHEDULING

The parties agree that the following shift schedules are examples of the type which will provide the flexibility required to meet the needs expressed above provided the provisions of Article VII Section 4 (b) (i) and (ii) have been met.

1. Logging

- (a) compressed schedules consisting of 10 hours per day, 4 days per week
- (b) non-continuous schedules such as 10 days on 4 days off

2. Manufacturing

- (a) 2 crews working 4 days, 10 hours per shift;
- (b) up to 3 crews working Monday to Saturday, 10 hours a shift not to exceed 40 hours per week;
- (c) employees working in continuous operations may be scheduled to work shifts other than (a) or (b) above.

3. Maintenance

- (a) shifts of up to 10 hours per day, 40 hours per week, Monday to Sunday inclusive;
- (b) three shifts per week, not exceeding 12 hours per day.

4. Other Shifts

It is understood the parties can establish other shifts by mutual consent to meet local conditions.



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C. IMPLEMENTATION

Any variation(s) to Article VII - Hours of Work, shall be implemented only upon completion of the following steps:

1. The Company and the Local Union will meet to discuss proposed shift schedules within the terms of Article VII. It is anticipated that Local Unions will make sincere attempts to assist the companies wishing to introduce alternate shift schedules. The Parties must mutually agree on the resolution of issues such as:
 - (a) Details of shift.
 - (b) Details of Statutory Holidays, Floating Holiday, Bereavement Leave and Jury Duty.
 - (c) Maximum lengths of shifts for physically demanding work. Accident prevention is a factor to be taken into account in determining shift lengths.
 - (d) The loss of hours/employment as a direct result of the implementation of alternate shift schedules.
 - (e) The use of employees for supplementary production work.
2. The Camp or Plant Committee and the crew will be actively consulted by the parties during this process.

D. GENERAL PRINCIPLES

When an alternate shift schedule is in effect other provisions of the Collective Agreement will be administered on the principle that an employee will not lose or gain any benefits over his normal five-day schedule.

1. The Company agrees that alternate shift schedules will not be introduced where the intention is to increase the use of casual employees in place of regular employees.
2. Different parts of an operation may be scheduled on different shifts.
3. The principle of the forty (40) hour week is to be maintained over an averaging period.
4. This Article shall not change existing alternate shift agreements, unless agreed to by both parties.
5. Earned vacations will be scheduled on the same basis as days and hours worked under the alternate shift schedule.
6. Other Articles of the Collective Agreement, which provide benefits after eight (8) hours, are extended by the amount the regular hours of work have been increased beyond the eight (8) hours per day.
7. An employee's rest days may vary from week to week under an alternate shift schedule. Employees shall not be paid premium pay for changes in their rest days in these circumstances.
8. An employee who rest days are changed by the Company under an established alternate shift schedule, shall receive rate and one-half for work performed on his



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- rest days unless a change in rest day results from the application of seniority or has been agreed to between the employee and the Company.
9. There shall be no premium paid to any employee whose rest days are changed because of the implementation or discontinuance of an alternate shift schedule.

Guidelines:

It must be accentuated here that this supplement ONLY applies to the negotiation of Alternate Shift Schedule agreements as **contemplated by Article VII, section 4, b specifically**. This Supplement does NOT apply to shifts listed and available to the Company under Article VII, section 4, a. All the collective agreement content applicable to shifts listed under Article VII, section 4, a is contained under Article VII section 4, a.

Supplement No. 8 serves to establish the framework within which Alternate Shift Schedules are designed. (other than those listed under Article VII, section 4, a.)

Close attention should be paid to Supplement 8, Section C, as this Section spells out the distinctive steps and issues to consider and resolve.

For assistance in this process regarding the negotiation of Alternate Shift Schedules, contact the staff at CONIFER.

In addition, CONIFER maintains examples of Alternate Shift Schedule agreements in operation.

For additional reference material refer to Guidelines under Article VII, Section 4.