

COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: June 24, 2016

SUN #: 16-003

Re: Article 7 - HOURS OF WORK



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Issue: 7.21 Option I – Twelve (12) Hour Shift Schedule

Regular hours of work for Employees shall be eleven point seven eight (11.78) (referred to as twelve (12) hours hereafter) consecutive hours per day. Full-time Employees shall be scheduled for twelve (12), twelve (12) hour shifts and one (1) eight (8) hour shift in a twenty-eight (28) day period. It is agreed that eleven point seven eight (11.78) hours is equivalent to eleven hours (11) and forty-seven (47) minutes. Option I shall include:

(a) At least two (2) consecutive days off;

(b) Every second weekend off, or by mutual agreement between the Employer and the Employee, two (2) weekends off in four (4) and in any case, not more than three (3) consecutive weekends worked in a row. A weekend shall be defined as the consecutive hours between 0001 hours Saturday and 0700 hours Monday unless indicated by the Local that they prefer the alternate weekend which shall be 0800 hours Saturday to 1900 hours Monday;

(c) Not more than four (4) consecutive scheduled days of work; whenever possible Employees' preference to work a maximum of three (3) shifts in a row shall be accommodated on the shift schedule;

(d) Two (2) rest periods and one (1) meal break totaling no less than sixty (60) minutes shall be scheduled, inclusive of the twelve (12) hour scheduled shift;

(e) One (1) additional meal break of one half (1/2) hour shall be scheduled, exclusive of the twelve (12) hour scheduled shift;

(f) Overtime shall be paid for all time worked in excess of eleven point seven eight (11.78) hours or eight (8) hours respectively as per Article 8.02 and/or for all hours worked in excess of one hundred and forty-nine point thirty-six (149.36) in an identified twenty-eight (28) day period.

Interpretation Guidelines:

Article 7.21 (b)

This language is applicable when the master schedule is being developed.