



Human Resources

Box 8100
Montreal, Quebec, Canada
H3C 3N4

Human Resources

C.P. 8100
Montréal (Québec) Canada
H3C 3N4

February 23, 2015

Barry Kennedy
President, Unifor Council 4000
14923 107 Avenue
Edmonton, Alberta
T5P 0X8

Dear Mr. Kennedy:

RE: SAR - Away from Home Terminal

This is with regard to our discussions during national bargaining concerning operating practices on the SAR territory.

This will confirm the parties' understanding that Grande Prairie Crews operating past Winniandy to/from Grey, MP 72 on the Grande Cache Sub will not be eligible for overtime payments until they have accrued 40 hours in the pay week.

Yours truly,

A handwritten signature in black ink, appearing to read 'D.S. Fisher', written in a cursive style.

D.S. Fisher
Senior Director, Labour Relations and Strategy



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Barry Kennedy
President, Unifor Council 4000
14923 107 Avenue
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Dear Mr. Kennedy:

RE: SAR - Away from Home Terminal

Notwithstanding the language in the collective agreement, SAR will continue its practice until March 31, 2019, regarding the payment of overtime when calling employees from the Grande Prairie spare board to fill a vacancy in Grande Cache and vice versa.

Yours truly,

A handwritten signature in black ink, appearing to read 'D.S. Fisher', written in a cursive style.

D.S. Fisher
Senior Director, Labour Relations and Strategy



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Ressources humaines

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February 23, 2015

Barry Kennedy
President
Unifor National Council 4000
14923 – 107 Avenue
Edmonton, AB T5P 0X8

Mr. Kennedy,

During this round of bargaining, discussions were held concerning the obligation of spare board employees to remain available to protect work during their work week after accumulating 40 hours. The discussions centered around the fact that some spare board employees are making themselves unavailable after accumulating 40 hours during their work week.

As you are aware, spare board employees are assigned two consecutive days off and are not entitled to overtime until after accumulating 40 hours of work during their work week. Upon accumulating 40 hours during their work week, such employees are still required to remain available to protect work, albeit at overtime rates of pay, until the commencement of their assigned rest days.

It is understood that the overtime provisions of the collective agreement apply and spare board employees who have accumulated 40 hours during their work week will only be called within their turn from the overtime list. If a spare board employee(s) has not marked up for overtime, such employee(s) will only be called after employees requesting overtime have been exhausted.

It would be appreciated if the union would advise their members of the above noted requirement and the Company will also issue a notice so as to avoid any confusion or possible corrective action in the future.

Yours truly,

D.S. Fisher
Senior Director, Labour Relations and Strategy