

International Brotherhood of

BOILERMAKERS • IRON SHIP BUILDERS

5510 - 268TH STREET
LANGLEY, B.C. V4W 3X4

MARTIN D. NICHOLSON
BUSINESS MANAGER
SECRETARY TREASURER



BLACKSMITHS • FORGERS & HELPERS

GEN. OFFICE: 778-369-3590
DISPATCH: 778-369-3594
EMAIL: memberservices@boilermakers359.org

GENERAL FAX:
778-369-3595



December 14, 2016

Via email attachment (pwidmeyer@skkpulp.com)

Mr. Patrick Widmeyer
Shutdown Coordinator
Paper Excellence, Skookumchuck Pulp Inc.

Dear Sir,

Re: April/May 2017 Paper Excellence Outage

In order to meet your requirements to condense the 2017 outage and in the spirit of mutual cooperation, Boilermakers Lodge 359 proposes the following offer to enable the standard CLR and BCA Collective Agreements (the "Collective Agreements") for this particular project only.

- Two shifts, a dayshift and nightshift, on site for 10.5 hours each.
- Two paid one half hour breaks during each shift.
- All unscheduled overtime will be worked and paid in accordance with the respective Collective Agreement(s).
- Hours worked on Saturdays, Sundays and Statutory Holidays will follow the same schedule as below and will be paid in accordance with the respective Collective Agreement(s).

The shift example and breakdown of paid hours are proposed as follows:

Day Shift - (1st Shift)

Assume commence at 8:00 a.m. (Shift start times may be varied by one hour in either direction without penalty or premium)

8:00 a.m. – 11:30 a.m. (3.5 Hours @ 1X)

11:30 a.m. – 12:00 p.m. (0.5 Hours @ 1X) (0.5 Hours @ 2X on Overtime Days)

12:00 p.m. – 3:00 p.m. (3 Hours @ 1X)

3:00 p.m. – 3:30 p.m. (0.5 Hours @ 1X) (0.5 Hours @ 2X on Overtime Days)

3:30 p.m. – 6:30 p.m. (1 Hour @ 1X, 2 Hours @ 1.5X)

Total Paid: 8.5 Hours @ 1X
2 Hours @ 1.5X

Night Shift - (2nd Shift)

6:30 p.m. – 10:00 p.m. (3.5 Hours @ 1X)

10:00 p.m. – 10:30 p.m. (0.5 Hours @ 1X) (0.5 Hours @ 2X on Overtime Days)

10:30 p.m. – 1:30 a.m. (3 Hours @ 1X)

1:30 a.m. – 2:00 a.m. (0.5 Hours @ 1X) (0.5 Hours @ 2X on Overtime Days)

2:00 a.m. – 5:00 a.m. (1 Hour @1X, 2 Hours @ 1.5X)

Total Paid: 8.5 Hours @ 1X

2 Hours @ 1.5X

Plus 10 Hours of 2nd Shift Premium (\$6.00 per hour)

If you have any concerns or would like to discuss or clarify this letter further, please feel free to give me a call at your convenience, Office 778.369.3590 or Cell 778.873.5397

Best regards,



FOR

Martin D. Nicholson
Business Manager/Secretary Treasurer
Boilermakers Lodge 359

cc Mr. Clyde Scollan, CLR (via email)
Ms. Sara Scott, BCA (via email)



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