

Proposed changes to vacation, sick leave and bereavement:

At the December Union meeting there will be a vote on the practice of how vacation, bereavement, and sick days are treated in regard to overtime and callouts. This will result in a more consistent and properly aligned practice with the collective agreement. There will be two votes; one for how vacation is done and one for sick leave and bereavement.

For vacation there are two options being proposed.

Option A) The main change here is that you are not considered to be on vacation until your first scheduled day off.

### Vacation: Production

OT/Callouts for W/Thu (3/4th):

Work OT as normal. As long as you do not incur sleeptime for Shift 2 on the 5th, unless you are last person called.

| S          | M        | T        | W        | T  | F          | S        |
|------------|----------|----------|----------|----|------------|----------|
| 31         | 1        | 2        | 3        | 4  | 5          | 6        |
| Work Nig   | Work Nig |          |          |    | Work Day   | Work Day |
|            |          |          |          |    | Booked off |          |
| 7          | 8        | 9        | 10       | 11 | 12         | 13       |
| Work Day   |          | Work Nig | Work Nig |    |            |          |
| Booked off |          |          |          |    |            |          |

Vacation is booked for F/Sat/Sun (5-7th). RTW Wed 10th (Tue 1800)

For these (5-7TH) 72 hrs you are the very last person to come in. Will be called before contractors/supervisors.

OT/Callouts for W/T (8/9):  
Regardless of position:

Last to be called or scheduled but will be asked before contractors or supervisors.

### Vacation: Day Shift

OT/Callouts for Sat/Sun (30/1st):

Work OT as normal up to 2300 Sunday.

Contractor coverage

Bottom of list for contractor coverage. (2-8th)

Vacation is booked for Mon-Fri (2-6th).  
RTW Mon 9th:

For these days (2-6th) you are the very last person to come in. Will be called before contractors/supervisors.

| S/ S  | M          | T | W | T | F | S/ S |
|-------|------------|---|---|---|---|------|
| 30/ 1 | 2          | 3 | 4 | 5 | 6 | 7/8  |
|       | Booked off |   |   |   |   |      |

OT/Callouts for Sat/Sun (7/8th):

Last to be called or scheduled. But will be called before contractors/supervisors.

Callouts/OT that will incur sleeptime:

You can work a callout/OT up to 2300 the day before your first booked day off.

If a job is going to go past 2300 and sleeptime is to be incurred, the supervisor needs to run the list and you will be at the bottom before contractors/supervisors.

Option B) Along with the change that you are not considered to be on vacation until your first scheduled day off, you also have the option to come in and fill your position before someone from outside of it can fill it. This provides more pronounced classification and ownership in one's position.

## Vacation: Production

OT/Callouts for W/Thu (3/4th):

Work OT as normal. As long as you do not incur sleeptime for Shift 2 on the 5th, unless you are last person called.

| S              | M             | T             | W              | T  | F             | S             |
|----------------|---------------|---------------|----------------|----|---------------|---------------|
| 31<br>Work Nig | 1<br>Work Nig | 2             | 3              | 4  | 5<br>Work Day | 6<br>Work Day |
| 7<br>Work Day  | 8             | 9<br>Work Nig | 10<br>Work Nig | 11 | 12            | 13            |

*Booked off* (written in red on days 5, 6, 7, 8, 12, 13)

Vacation is booked for F/Sat/Sun (5-7th).  
RTW Wed 10th (Tue 1800)

For these (5-7TH) 72 hrs you are the very last person to come in. Will be called before contractors/supervisors.

OT/Callouts for W/T (8/9):  
Vacancy within your position:

Last to be called or scheduled within that position. But will be called or scheduled before someone from outside that position is entertained.

OT/Callout outside of your position (8th/9th):

For callouts/scheduled OT outside of your position you will be last to be asked, but before contractors/supervisors.

Example:

Crusher Attendant will be offered coverage for 3B before someone outside of that position is offered. But would be last to be offered if it was for coverage outside of crusher.

## Vacation: Day Shift

OT/Callouts for Sat/Sun (30/1st):

Work OT as normal up to 2300 Sunday.

Contractor coverage LOU #10:

Bottom of list for contractor coverage. (2-8th)

Vacation is booked for Mon-Fri (2-6th).  
RTW Mon 9th:

For these days (2-6th) you are the very last person to come in. Will be called before contractors/supervisors.

| S/ S  | M | T | W | T | F | S/ S  |
|-------|---|---|---|---|---|-------|
| 30/ 1 | 2 | 3 | 4 | 5 | 6 | 7 / 8 |

*Booked off* (written in red with arrow from day 2 to 6)

OT/Callouts for Sat/Sun (7/8th):

Last to be called or scheduled within that position. But will be called or scheduled before someone from outside that position is entertained.

Callouts/OT that will incur sleeptime:

You can work a callout/OT up to 2300 the day before your first booked day off.

If a job is going to go past 2300 and sleeptime is to be incurred, the supervisor needs to run the list and you will be at the bottom before contractors/supervisors.

Sick Leave and Bereavement: For these two situations a 20hr rule is applied.

Bereavement/ Sick Days: Production

Shift:

| S                    | M                    | T             | W              | T  | F             | S             |
|----------------------|----------------------|---------------|----------------|----|---------------|---------------|
| 31<br>Work Nig       | 1<br>Work Nig        | 2             | 3              | 4  | 5<br>Work Day | 6<br>Work Day |
|                      | Sick/<br>Bereavement |               |                |    |               |               |
| 7<br>Work Day        | 8                    | 9<br>Work Nig | 10<br>Work Nig | 11 | 12            | 13            |
| Sick/<br>Bereavement |                      |               |                |    |               |               |

Ineligible for OT within the 20hr window from start of the last shift missed.

Can be scheduled to work OT after the 20hrs, while currently in the 20hr window.

After the 20 hr window return to OT equalization.

Night EX: Missed Tue 2nd shift 1 (1800-0600)

Ineligible to work scheduled OT or callouts for 20hrs from the start of missed shift Mon 1st (1800).

Can take callout or scheduled OT from 1400 Tue 2nd.

20hrs is used because:

- Allows company to have someone work a 16hr shift
- Allows people to come in early ie 5am instead of 7am.

Day EX: Missed Sun 7th shift 2 (0600-1800)

Ineligible to work scheduled OT or callouts for 20hrs from the start of missed shift Sun 7th (0600).

Can take callout or scheduled OT from 0200 Mon 8th.

- Allows people to accept a callout

- Acts as if the person was present for their regular shift. ie. No one who is rightfully entitled to OT is undercut by someone who missed their shift.

Bereavement/ Sick Days: Day Shift

Day Shift:

| S | M | T | W | T | F                         | S |
|---|---|---|---|---|---------------------------|---|
| 1 | 2 | 3 | 4 | 5 | 6<br>Sick/<br>Bereavement | 7 |

Ineligible for OT within the 20hr window from start of the last shift missed.

Can be scheduled to work OT after the 20hrs, while currently in the 20hr window.

After the 20 hr window return to OT equalization.

EX: Missed Fri 6th shift (0700-1500)

Ineligible to work scheduled OT or callouts for 20hrs from the start of missed shift Fri 6th (0700).

Can take callout or scheduled OT from 0300 Sat 7th.

EX: Bereavement bookends a weekend

The 20hr rule applies to the fri shift and the individual cannot work past 2300 on sun.

20hrs is used because:

- Allows company to have someone work a 16hr shift
- Allows people to come in early ie 5am instead of 7am.
- Allows people to accept a callout
- Acts as if the person was present for their regular shift. ie. No one who is rightfully entitled to OT is undercut by someone who missed their shift.