

October 11, 2011

### Shift Relief Bulletin

This letter is to inform the general membership of PPWC Local 9 how the current maintenance shift relief policy dated March 2011 is affecting our members.

- A shift relief worker can and has been forced to work 8 twelve-hour shifts in a row with no overtime pay.
- The term shift relief worker is not covered in the contract under a Day worker or a Tour worker. It is a made up term that disadvantages our membership.
- There is no set schedule for a shift relief worker.
- The policy of averaging a shift relief worker's hours over 6 weeks is below the Labor Standards Act for averaging agreements. The Act (located under section 37 in the Employment Standards Act) is to cover full time tour workers only and must specify a work schedule for each day covered by the agreement. A shift relief worker is currently required to work as a day worker and random twelve-hour tours depending on which shifts they are required to cover. This leads to a disruptive schedule and lifestyle with no compensation from the company for doing so..
- Labor Standards states that an employee must get paid overtime after a regular day or after 40 hours per week if not part of an averaging agreement (section 35 in the Labor Standards Act).

We would like to see the company change their policy to something that is fair to employees who work these unpredictable schedules and to a level that is at least equal to the Labor Standards of British Columbia.

If you have any questions feel free to contact your executive or shift relief solutions committee.

Sincerely,

PPWC Local 9

Grant Dowswell   Joe Garon   Tony Moe   Brett Ter Smitte   Scott Wisikin