

SCHEDULE 1:

Seventeen of Nineteen, Nine Off, for Workers Who Will Not Have Access To Or Opt Not To Use Air Transportation

1. A work cycle will consist of
 - Week 1: Six ten hour days, one off
 - Week 2: Six ten hour days, one off
 - Week 3: Five ten hour days
 - Followed by: Nine days off.

Each will have a one-half hour unpaid lunch break occurring at approximately mid shift and two fifteen minute paid work breaks, one occurring at approximately the middle of the first half of the shift and the other at approximately half way through the second half of the shift.

2. In each Monday through Friday shift the first scheduled hour of work and the last scheduled hour of work will be paid at time-and-one-half in accordance with the overtime provisions of the Provincial Collective Agreement. The eight regularly scheduled hours of work in between the first scheduled hour of work and the last scheduled hour of work will be paid at straight time rates in accordance with the respective Provincial Agreement. Any work beyond ten hours in a day will be paid at double time.
3. In each Saturday shift, all hours will be paid at double time in accordance with the respective Provincial Collective Agreement.
4. Work performed on a Sunday or on a Saturday following a five day work week will be paid at double time.
5. The Sunday of a work week of six consecutive work days shall be a "Designated Day Off".
6. The nine days off shall be considered a "furlough".
7. This work cycle will be applicable to a worker whose residence is in Canada.

SCHEDULE 2:

Ten On/Four Off Work Cycles for Fly-in Fly-out Residents of Alberta, Saskatchewan, British Columbia and Manitoba (Collectively referred to as Western Canada herein)

Residents of Western Canada who will be provided with flights to and from the Project at the beginning and end of each work cycle, will be subject to the following schedule;

1. Work cycles may commence on a Monday, Tuesday, or Wednesday of any week.
2. A work cycle will consist of ten consecutive work days, each of which will consist of a shift of ten regularly scheduled hours of work with a one-half hour unpaid lunch break occurring at approximately mid shift and two fifteen minute paid work breaks, one occurring at approximately the middle of the first half of the shift and the other at approximately half way through the second half of the shift.
3. In each shift the first hour of work and the ninth and tenth scheduled hours of work will be paid at time-and-one-half in accordance with the overtime provisions of the appropriate Provincial Collective Agreement. The seven regularly scheduled hours of work in between the first scheduled hour of work and the ninth scheduled hours of work will be paid at straight time rates in accordance with the applicable Provincial Collective Agreement.
4. Each work cycle will be followed by four scheduled days of rest. The combination of the ten scheduled work days followed by the four scheduled days of rest will be referred to as a “ten and four cycle”.
5. Work performed outside of the ten scheduled hours of work in a day or on a scheduled day of rest will be paid at double time in accordance with the overtime provisions of the appropriate Provincial Collective Agreement.
6. A worker who is transferred to a work cycle with a different start day must be provided with a minimum of two scheduled work day’s notice. If the worker has requested the transfer, then overtime rates will not apply for days worked in the scheduled four days of rest. If the transfer is not as a result of a worker request, overtime provisions will apply for days worked, as a result of such transfer, during the scheduled days of rest the worker would have been entitled to under their previous schedule.
7. Overtime meals will be as per the provisions of the applicable Provincial Collective Agreement.
8. Temporary Foreign Workers from the United States who reside within 1500 Kilometers of the project may, at the discretion of the Joint Venture, have the Western Canadian work schedule applied to them.

SCHEDULE 3:

Fly-in Fly-out Work Cycles for Canadian East of the Manitoba Ontario Border (Collectively referred to as Eastern Canadians)

1. Work cycles may commence on any day of the week.
2. A work cycle will consist of five consecutive work weeks, each of which will consist of six regularly scheduled days of work followed by one regularly scheduled day of rest. Each work day within a work week will consist of ten regularly scheduled hours of work with a one-half hour unpaid lunch break occurring at approximately mid shift and two paid fifteen minute paid work breaks, one occurring at approximately the middle of the first half of the shift and the other at approximately half way through the second half of the shift.
3. In each shift the first one and one-half scheduled hours of work and the ninth and tenth scheduled hours of work will be paid at time-and-one-half in accordance with the overtime provisions of the appropriate Provincial Collective Agreement. The six and one-half regularly scheduled hours of work in between the first one and one-half scheduled hours of work and the ninth scheduled hours of work will be paid at straight time rates in accordance with the applicable Provincial Collective Agreement.
4. Each work cycle will be followed by seven consecutive scheduled days of rest. The combination of the five scheduled work weeks followed by the seven scheduled days of rest will be referred to as a “six and one cycle”.
5. Work performed outside of the ten scheduled hours of work in a day or on a scheduled day of rest will be paid at double time in accordance with the overtime provisions of the appropriate Provincial Collective Agreement.
6. A worker who is transferred to a work cycle with a different start day must be provided with a minimum of two scheduled work day’s notice. If the worker has requested the transfer then overtime rates will not apply for days worked in the scheduled days of rest under their previous schedule. If the transfer is not as a result of a worker request, overtime provisions will apply for days worked as a result of such transfer during the scheduled days of rest applicable to the work cycle from which the worker was transferred.
7. Overtime meals will be as per the provisions of the applicable Provincial Collective Agreement.
8. Temporary Foreign Workers (TFW) from outside of Canada will work on the same schedule and be paid on the same basis as out of Province workers however they will work 24 weeks in followed by their choice of two or four weeks out. This will be referred to as a “TFW Cycle”. Travel arrangements for TFWs will be worked out with the workers involved as part of the agreement between the workers and their employers. The Joint Venture will provide flights to a Canadian International Hub airport such as Toronto or Vancouver. Flight arrangements beyond that will be subject to any agreement between the Joint Venture, the contractor and the workers and will be beyond the scope of this Agreement.
9. Temporary Foreign Workers (TFW) from the United States who are not eligible to work under the Western Canadian Schedule may, at the discretion of the Joint Venture, have the Eastern Canadian Work Schedule applied to them.

SCHEDULE 4:

Modified Twenty and Eight (19 of 20 worked, 8 off), For Applicability To Any Canadian Resident, on Fly-in Fly-out

1. A work cycle will consist of nineteen ten hour days, worked within a twenty day period, followed by eight days off.
2. In each shift the first one and one-half scheduled hours of work and the ninth and tenth scheduled hours of work will be paid at time-and-one-half in accordance with the overtime provisions of the appropriate Provincial Collective Agreement. The six and one-half regularly scheduled hours of work between the first one and one-half scheduled hours of work and the ninth scheduled hours of work will be paid at straight time rates in accordance with the applicable Provincial Collective Agreement.
3. Each work day will have a one-half hour unpaid lunch break occurring at approximately mid shift and two fifteen minute paid work breaks, one occurring at approximately the middle of the first half of the shift and the other at approximately half way through the second half of the shift.
4. A day of rest will be scheduled by the Employer on the second Sunday within the cycle, and shall be a "Designated Day Off".
5. Work performed outside of the ten scheduled hours of work in a day or on a scheduled day of rest will be paid at double time in accordance with the overtime provisions of the appropriate Provincial Collective Agreement.
6. The eight days off shall be considered a "furlough".
7. This work cycle will be applicable to a worker whose residence is in Canada.

SCHEDULE 5:

Fourteen On / & 7 Off, For Applicability To Any Canadian Resident, On Fly In—Fly Out

1. A work cycle will consist of 21 consecutive days, each of which will consist of fourteen regularly scheduled days of work followed by seven regularly scheduled days of rest. Each work day within a work week will consist of ten regularly scheduled hours of work with a one-half hour unpaid lunch break occurring at approximately mid shift and two paid fifteen minute paid work breaks, one occurring at approximately the middle of the first half of the shift and the other at approximately half way through the second half of the shift.
2. In each shift the first one and one-half scheduled hours of work and the ninth and tenth scheduled hours of work will be paid at time-and-one-half in accordance with the overtime provisions of the appropriate Provincial Collective Agreement. The six and one-half regularly scheduled hours of work in between the first one and one-half scheduled hours of work and the ninth scheduled hours of work will be paid at straight time rates in accordance with the applicable Provincial Collective Agreement.
3. Each work cycle will be followed by seven consecutive scheduled days of rest. The combination of the fourteen scheduled days of work followed by the seven scheduled days of rest will be referred to as a “fourteen and seven cycle”.
4. Work performed outside of the ten scheduled hours of work in a day or on a scheduled day or fest will be paid at double time in accordance with the overtime provisions of the appropriate Provincial Collective Agreement.
5. A worker who is transferred to a work cycle with a different start day must be provided with a minimum of two scheduled work day’s notice. If the worker has requested the transfer, then overtime rates will not apply for days worked in the scheduled four days of rest. If the transfer is not as a result of a worker request, overtime provisions will apply for days worked, as a result of such transfer, during the scheduled days of rest the worker would have been entitled to under their previous schedule.
6. Overtime meals will be as per the provisions of the applicable Provincial Collective Agreement.