

International Brotherhood of Electrical Workers

Local 993 – AFL – CIO, CLC



Proudly Serving Its' Members Since November 1, 1947

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August 10, 2017

F & M Installations

Attention: Mike/Frank Crucil

Re: Site "C" Enabling Package *Substation*

Hi Mike/Frank

Here is the proposed package. Note when enabled these will be the maximums, no individual may be paid above these rates unless all are.

Overtime Rates:

All overtime worked within the scheduled shifts cycles shall be paid at one and a half times (1.5X) the employees basic hourly rate. Any work performed beyond ten (10) scheduled hours and up to twelve (12) hours worked in a day shall be paid at one and three quarters (1.75X) times the employee's basic hourly rate. Any work performed beyond twelve (12) hours in a day shall be paid at double the employee's basic hourly rate. Any work performed on Statutory Holidays shall be paid at one and three quarters times (1.75X) the employees basic hourly rate.

If used, Blended shift cycles shall be:

10/4 All days worked shall be paid at 6 hours straight time and 4 hours at one and one half times the employee's basic hourly rate (1.5X). = 120%

21/7 All days worked shall be paid at 6 hours straight time and 4 hours at one and one half times the employee's basic hourly rate (1.5X). = 120%

20/8 All days worked shall be paid at 6 hours straight time and 4 hours at one and one half times the employee's basic hourly rate (1.5X). = 120%

Any and all shift schedules will be considered on their own merits.

A \$3.00 per hour worked premium will be paid for second or third shift paid based on hours worked.

Payment of benefits shall be paid on the basis of hours worked. Pension and Registered Retirement Savings Plans (RRSP) contributions will be paid at one and one fifth (1.2X) times the standard provincial agreement rate for all hours worked including all overtime hours.

Wage enabling at \$2.00 off base Journeyman Wage and \$2.00 off RRSP

Glen Hilton
Business Manager/Financial Secretary
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