

Memorandum of Understanding for the  
Flexible Work Week at Imperial Oil Strathcona (Edmonton)

Between  
The Quality Control Council of Canada

And  
The NDT Management Association

As per Article 7.02 "Prairie Region" of the Quality Control Agreement 2018-2021 (Flexible Work Week), when a flexible work week has been agreed upon between a signatory employer and the Union's Area Representative, the parties agree to the following terms and conditions:

The following conditions will apply:

- The employer will provide a list, of all employees affected, to the QCCC local office.
- Personnel must complete at least 1 full EDO rotation to qualify under this arrangement.
- Pay will be back adjusted to the "book rates" if the EDO cycles are not completed.
- All hours worked beyond of the designated shift will be paid at overtime up to 10 hours, double time there after. If working on the EDO day overtime will be paid for the first 8 hours, double time there after. Holidays, Saturdays, and Sundays will be at double time rates.
- Overtime meals will be paid when working past 10 hours.
- In cases of absences on a scheduled working day, the employer will not require the employee to make up any time at straight time pay to complete the assigned weekly schedule.
- The following are the agreed to shifts.
  - Five x 8.6 hours ST days for the 36 x 5 day work weeks
  - Four x 8.6 hours ST days for the 16 x 4 day EDO work weeks

Scope of work:


- This agreement applies to Long Term Maintenance work on permanent positions and does not apply to new construction, callout, shutdowns, turnaround, maintenance outages, new project work within a defined scope or any variation there of not mutually agreed to by the NDTMA and the QCCC in advance in writing.

Break Schedules:

- The standard day onsite will be 9hrs, paid 8.6hrs, breaks in accordance with the terms of the Quality Control Agreement 2018-2021 or at mutually agreed upon times.

In the event of any conditions not included in this agreement, the conditions in the Quality Control agreement will prevail.

This agreement shall remain in effect until Dec 31, 2020.

  
For the QCCC

Date

23 June 2020

  
For the NDTMA

For the NDTMA