

**Memorandum of Understanding for an Alternate
Work Week at JD Irving Ltd sites in New Brunswick**

Between

**The Quality Control Council of Canada
(Union)**

And

**NDT Management Association
(EMPLOYER)**

The parties agree to the following:

Geographic Scope

The geographic scope of this agreement shall be restricted to JD Irving Ltd sites in NB.

Scope of Work.

Thermography Infra-red imaging (temperature monitoring) of employees for workplace admission.

Modified Work Week

The Modified work week must adhere to the following rules:

- Shall be 4 consecutive days on /4 consecutive days off, of twelve (12) hour shifts, two shifts per day.
- All hours Monday through Sunday are at the regular rate of pay. Rate of pay for the member will be as per Article X of the Atlantic appendix and the members classification.
- The shifts are scheduled as follows:
 - Day Shift - 7:00 to 19:00
 - Night Shift - 19:00 to 7:00
- A Shift premium of \$1.00 per hour will be added to the employee's wages for all hours worked on Night Shift.
- Any work that is to be performed on the Scope of the QCA requires the approval of the employer.
- In the event an employee works on any work as described in the scope in the QCA, all terms and conditions of the QCA come into force for those hours worked.

- All work under this MOU is voluntary and the employer will not discriminate against a member if the member chooses to exercise their right to not work under this agreement.

Recognized Holidays.

All hours working on recognized holidays will be paid at straight time.

Breaks Schedules

- The members will be entitled to 2 thirty (30) minute paid breaks that are to be divided equally, 1 in the first half of the shift and 1 in the second half of the shift.

All other terms and conditions of the QCA remain in effect other than the changes noted above.

Should the Quality Control Agreement or any other agreement that impacts this agreement change, this agreement must be reviewed and modified where necessary.

In the event of a disagreement between this agreement and the Quality Control Agreement, the Quality Control Agreement will prevail.

This agreement shall remain in effect until June 30th, 2020

Dated 13 day of April, 2020.



(EMPLOYER)



(Union)