



UNIFOR - Local 76

Powell River

Tel: 604-483-4130
local76@unifor76.ca

5814 Ash Avenue
Powell River, B.C.
V8A 4R4

INFORMATION BULLETIN #2

SUBJECT: HOURS OF WORK

The purpose of this Bulletin is to clarify for the members of Unifor Local 76, your Union's interpretation of the Collective Agreement provisions which deal with the issues of **HOURS OF WORK** and **OVERTIME**.

Quoted below are two Collective Agreement Provisions that specifically pertain to the subject of **HOURS OF WORK** and **OVERTIME**.

"ARTICLE VI - HOURS OF WORK

Section 1: Basic Work Week

Both parties to this Agreement are committed to maintain the principle of a basic work week of forty (40) hours, but agree that additional time may be worked to permit operation or protection of the Mill when paid for as shown in Section 2 herein."

"STATEMENTS OF POLICY, MISCELLANEOUS

(c) Status of Employees Refusing to Work in Excess of 8 Hours Per Day or Scheduled Hours Per Week. (Page 91, 1949 Transcript)

If an employee is requested to work in excess of eight (8) hours in any one day or in excess of his scheduled work week hours in any one week, the employee has the right to come in or not to come in and no penalty can be imposed by the employer for the failure of the employee to come in. It is understood, however, that the Companies are entitled to look for reasonable co-operation from their employees."

The present agreement is clear, the Union has committed to maintain the principle of a basic forty (40) hour work week and we have agreed that overtime may be worked in order to:

"PERMIT OPERATION OF THE MILL"

or

"PROTECTION OF THE MILL"

Obviously it is in our best interest to keep the mill running, and some overtime may be necessary to accomplish this

BUT

WHERE OVERTIME IS WORKED WHEN EMPLOYEES, WHO CAN DO THE WORK OR CAN BE TRAINED TO DO THE WORK, ARE ON LAYOFF AND AVAILABLE, ANY OVERTIME WORKED IN THESE CIRCUMSTANCES IS CONTRARY TO THE COLLECTIVE AGREEMENT.

THEREFORE LOCAL 76 REQUIRES IT'S MEMBERS TO REFUSE OVERTIME IN ORDER TO MEET THEIR RESPONSIBILITIES AND COMMITMENTS UNDER THE COLLECTIVE AGREEMENT.

THE UNION REQUIRES THAT ALL OF THE MEMBERS OF UNIFOR LOCAL 76 COMPLY WITH THE COLLECTIVE AGREEMENT