

LETTER OF UNDERSTANDING

Between

CUPE Local 8

And

Alberta Precision Laboratories

RE: MODIFIED WORK DAY OVERNIGHT FLEX ROUTES

Pursuant to Article 16.04 the Parties agree to create a Modified Work Agreement for Drivers working Overnight flex shifts. The Employer and the Union acknowledge and confirm that, with the exception of those amendments hereinafter specifically detailed, when a modified work day is implemented, all other Articles of this Collective Agreement shall remain in full force and effect as agreed to between the Parties.

A. Scope

This Letter of Understanding will apply to all part-time positions within the scope of the bargaining unit working the modified work day Overnight Flex route shifts as identified in Appendix A.

B. Duration

This Letter of Understanding may be terminated by either Party to this Collective Agreement providing to the other Party eight (8) weeks' notice in writing of such intent.

C. Definitions

Amend article 2.01(a)(ii) to read:

“Part-time Employee” is one who is regularly scheduled to work less than seventy-seven point five (77.5) bi-weekly hours exclusive of meal periods.

D. Hours of Work

1. Amend Article 16.01 (b) to read:

“Regular hours of work for Part-time employees, exclusive of meal periods, shall be up to nine point nine six (9.96) hours in any day and less than seventy-seven point (77.5) hours biweekly.”

2. Amend Article 16.03 (d) to read:

“Where a Part-time Employee works additional shifts, they shall be paid their Basic Rate of Pay for such hours provided the do not result in the employee working in excess of seventy seven point five (77.5) hours bi-weekly.”

E. Overtime

Amend article 17.01 to read:

“Overtime is all time authorized by the Employer and worked by an Employee in excess of the normal extended work day of nine point nine six (9.96) hours per day, or in excess of seventy-seven point five (77.5) hours bi-weekly Any unapproved overtime worked shall not be paid.”

Signed at Edmonton, Alberta, this 31 day of May, 2022.

Signed on behalf of Canadian Union
of Public Employees Local 8



Signed on behalf of Alberta Precision
Laboratories



Appendix A:

Employees working shifts in the following modified workday positions for the Overnight Flex Routes fall within the scope of this Letter of Understanding.

Position # 00141913

Position # 00141877

Position # 00141878

Position # 00141898