



**General Presidents' Maintenance Committee For Canada
Project Agreement For Maintenance By Contract
In Canada**

For

**Irving Oil Limited - Refining Division
Saint John, New Brunswick**

Jacobs Industrial Services Ltd. (Jacobs) has been directed by Irving Oil Limited (Irving) to initiate a 4 - 10's workweek (i.e. four (4) days per week, ten (10) hours per day) effective 8 September 2009. The workweek will commence on Monday and end on Thursday in accordance with Article 13.100.

It is, agreed by Jacobs and the General Presidents' Committee (GPC) to utilize the following language to deal with Statutory Holiday observance under the 4 x 10 system at Irving:

Statutory Holiday Observance Clarification:

- When working the four (4) x ten (10) hour work week and the recognized holiday falls in the work week it will be observed on the day it falls.
- When working the four (4) x ten (10) hour work week Monday to Thursday and the recognized holiday falls on the Friday it will be moved to the preceding Thursday. Thursday is the double time day and Friday is the time and one-half day. If the holiday falls on Saturday or Sunday, it is moved to the following Monday.
- Good Friday will be observed on the first Monday of June (known as "Refinery Day" and is a Designated Day Off).
- Employers will post the date to be observed no later than seven (7) days prior to the holiday.

When working the five (5) x eight (8) hour work week and the recognized holiday falls in the work week the holiday is observed on the day it falls. If the holiday falls on Saturday or Sunday, it is moved to the preceding Friday or the following Monday.

Irving has directed Jacobs to have a small competent team of Performance-Centered Maintenance Group (PCMG) employees to work on certain recognized Statutory Holidays, to further plant-reliability during periods in which the majority of maintenance workers will not be scheduled over the four-day holiday weekend.

Statutory Holiday Coverage by PCMG Members:

- For Good Friday, Victoria Day, Canada Day, New Brunswick Day, Thanksgiving Day, Remembrance Day, and Boxing Day, crews each of approximately 20 – 24 maintenance workers selected from the PCMG will be required to work on the day observed as the Statutory Holiday on one (1) or at most two (2) of these Statutory Holidays, per year, at straight time pay.
- PCMG members who work a Statutory Holiday will receive a scheduled day off without pay in lieu of the holiday, thereby giving them an extended (4-day) weekend.
- A schedule showing the pre-determined lieu days for the year will be distributed to all employees.
- If a PCMG Member works on a recognized holiday and is subsequently no longer employed by the Owner when he or she should have their alternative day off, then he/she will be compensated at the appropriate overtime rate (for the holiday work).

Brett Horan
Jacobs Industrial Services Ltd.

Steve Smillie
General Presidents' Maintenance
Committee for Canada

Signed on the _____ day of _____ 2009.