

National Maintenance Council for Canada

New Brunswick National Maintenance

Intermittent Agreement

## MEMORANDUM OF UNDERSTANDING

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Following discussions with affected signatory employers, the Parties hereto have approved the following Memorandum of Understanding which applies to the NB Intermittent National Maintenance Agreement. The conditions outlined below will expire with the expiration of the collective agreement on June 30, 2019 and may be re-added through the normal bargaining process

### **1. TEN HOUR WORK DAY WITH TWO HALF HOUR PAID BREAKS**

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When ten (10) hour shifts are worked, in lieu of the work breaks and lunch breaks provided herein, the Employer shall have the option of scheduling two breaks of one half ( $\frac{1}{2}$ ) hour each, paid at the applicable rate, approximately equally spaced in the ten (10) hour shift. In the event an employee is not able to take a break, the employee shall be paid at applicable overtime rates for the missed break. When the hour before and the hour following the missed break are at straight time, time and one half ( $1\frac{1}{2}x$ ) shall be paid for the missed break. This option shall not be applicable to compressed work weeks for which work days are regularly scheduled in excess of ten (10) hours. A change in the scheduling of breaks will normally be communicated to the affected employees prior to the end of the work cycle before the change.

**FOR AND ON BEHALF OF THE UNIONS:**

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***Vice President***

International Association of Heat  
& Frost Insulators & Allied  
Workers

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***General President***

Labourers International Union  
of North America

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***International Vice President***

International Brotherhood of  
Boilermakers, Iron Ship  
Builders, Blacksmiths, Forgers  
& Helpers

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***General President***

International Union of  
Operating Engineers

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***Director of Canadian Affairs***

International Union of Bricklayers  
& Allied Craft Workers

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***General President***

International Union of Painters  
and Allied Trades

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***General President***

United Brotherhood of Carpenters  
& Joiners of America

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***Director of Canadian Affairs***

United Association of Journeymen  
& Apprentices of the Plumbing &  
Pipefitting Industry of the United  
States and Canada

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***Vice President***

Operative Plasterers & Cement  
Masons International Association

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***General President***

International Brotherhood of  
Teamsters

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***International President***

International Brotherhood of  
Electrical Workers

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***General Vice President***

International Association of  
Bridge, Structural, Ornamental &  
Reinforcing Iron Workers

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***Director of Canadian Affairs***

International Association of  
Sheet Metal, Air, Rail and Transportation  
Workers