

April 21, 2011

Mr. Gary Ritchie, President
NB Building and Construction Trades Council
P.O. Box 910, Station A
Fredericton, NB E3B 5B4

Dear Gary:

The National Maintenance Council has had some further discussion with representatives of NB Power regarding the operation of 4 x 10 work week under the NB Power NMA. This follows our letter of April 23, 2008 and outlines the operation of a 4 x 10 work week under the NB Power NMA on a go forward basis from this date.

NB Power advised as follows:

1. Most applications of the 4 x 10 work week have been at the request of the employees. Often this would start with the first trade on site for a specific piece of work. As other trades arrive for their work they have followed on the 4 x 10 established schedule.
2. The 4 x10 schedule will be worked under the terms of the existing agreement.
3. Overtime will be time and one half for the first 2 hours worked before or after the regular 10 hour work day Monday to Thursday. Time and one half will be paid for the first 12 hours worked on Friday, equaling the 20 hours of time and one half paid in a 5 x 8 work week. Double time will be paid for all other overtime.
4. If a statutory holiday falls on the Friday, Saturday or Sunday it will be moved into the work week for recognition. If a statutory holiday falls within the work week it will be celebrated on the day it falls. This will provide for a maximum of 30 hours at straight time in any week that a statutory holiday is celebrated.
5. Subsistence will continue to be paid as per Appendix C of the agreement.
6. Employees who work more than 10 hours will be entitled to an overtime meal and break pursuant to Article 16.700 or appropriate pay in lieu. When foremen are required to start up to one hour earlier or finish up to one hour later, or start up to ½ hour earlier and finish up to ½ hour later than their crew, for purposes of organizing work, hand off etc, the foreman shall not be entitled to an overtime meal and break unless those provisions are applicable to the rest of the crew
7. The above rules will apply to any establishment of a 4 x 10 work week.
8. Employees requesting the establishment of 4 a x 10 work week should be aware of the application of the agreement in this regard.



Please advise your affiliates, NB Power will advise affected employers as appropriate.

Yours truly,

S. M. Smillie
Executive Director

cc Members of the National Maintenance Council for Canada
Brett McKenzie, GPMC
Charlie Ryan, NB Power
Steve Perry, NB Power
Bill Moulard, NB Power

