



National Maintenance Council for Canada
LEADERS IN UNIONIZED MAINTENANCE

LETTER OF UNDERSTANDING

Re: **SUBSISTENCE AT THE HUSKY LLOYDMINSTER UPGRADER LETTER OF UNDERSTANDING**

Dear Participants:

Please be advised that the subsistence allowance payable at the Husky Lloydminster Upgrader (HLU) payable as of February 9, 2020 will be as follows:

SUBSISTENCE ALLOWANCE

- A) The following shall apply to all additional employees who are employed for ninety (90) calendar days or less and for all additional employees hired for shutdown/turnaround.
- B)
 - i) An allowance equal to one hundred and sixty dollars (\$160.00) for days worked or reported for.
 - ii) When an employee is working the four (4) day compressed work week he shall be entitled to five (5) days subsistence providing the employee has worked the four (4) days of that work week. If the four (4) day work week is shortened to three (3) days as a result of a Statutory Holiday the employee shall be entitled to four (4) days subsistence providing he/she has worked the three (3) days of that work week.
 - iii) The employer retains the option of providing regular employees suitable commercial accommodation at a hotel or motel plus meals at no cost to the employee. Should there be an issue as to the suitability of the accommodations the parties shall meet to resolve the issue.
- C) If an employee is absent on a working day or leaves the job before the end of the regular scheduled shift, he shall forfeit subsistence allowance for that day.

An employee shall receive subsistence allowance for bad weather days that fall on a workday if he reports for work or is advised by the Employer not to report for work because of forecast bad weather.

An employee shall receive subsistence allowance for recognized holidays which fall on a workday.



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When an employee is absent on the working day immediately preceding or following such bad weather days or recognized holidays, he shall forfeit subsistence allowance for such absenteeism and for such bad weather days or holidays.

- D) The above forfeiture of subsistence allowance shall be waived when the employee's absenteeism on any working day is due to a bona fide illness or absence due to compassionate grounds satisfactory to the Employer and the Union.

Forfeiture of subsistence allowance may also be waived in other cases if the reason for absenteeism is acceptable to the Employer.

- E) Employees whose permanent residences are less than eighty (80) radius kilometers from the plant are not eligible for subsistence.
- F) New Hires (non-local residents) shall be paid subsistence allowance for the day previous to the employee's first day of work providing the employee reports for work on his first (1st) day of work at the commencement of his shift.

Please advise if you have any questions.

Regards,

Brett McKenzie
Executive Director