



## APPENDIX FOR PRODUCTION ASSISTANCE OPERATIONS

### National Maintenance Agreement

#### Stelco Sites (Hilton Works & Lake Erie Steel)

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#### **Purpose:**

The purpose of this appendix is to provide required separate and distinct working conditions as listed below for those Employers and Employees engaged in production assistance, such as ladle and trough clean out, at Stelco steel plant locations.

All other provisions of the site National Maintenance Agreement will apply.

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#### **Hours of Work:**

It is recognized that the production assistance operations is a 24 hour per day, 7 day per week operation requiring flexible working arrangements. It is further recognized that existing and approved arrangements with respect to starting times, hours of work and shift arrangements are to be respected for the duration for this agreement.

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#### **Current Arrangements:**

##### Hours of Work and Shifts

- 1.) 3 - 8 hour shifts at straight time operating on a 2-week schedule as currently established.

Shift premium of \$0.25 per hour payable on afternoon shift.

Shift premium of \$0.50 per hour payable on midnight shift.

Paid mid-shift break of ½ hour.



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2.) 2 - 8 hour shifts at straight time, day and midnight, operating on 5 days on 2 days off, 5 days on 3 days off schedule, on a 14-week rotation as approved.

2 – 8 hour shifts at straight time, day and midnight, on a 3-week rotation as approved.

Shifts run 9:00 AM – 5:00 PM, 9:00 PM – 5:00 AM.

Shift premium – midnights, \$0.50 per hour.

Paid mid-shift break of ½ hour.

3.) 2 – 12 hour shifts at straight time, operating on an 8-week schedule as currently established.

Paid mid-shift break of ½ hour.

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### **Overtime Payments:**

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All hours worked on Saturdays will be paid at time and one half (1 ½).

All hours worked on Sundays and Statutory Holidays will be at double-time (2).

All hours worked after eight (8) or twelve (12) hours in any one shift will be paid at time and one-half (1 ½).

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### **Base Rates of Pay:**

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Production Assistance Operators will be paid as per the established rate formula in the National Maintenance Agreement.

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### **Changes:**

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Changes to the hours of work and shift arrangements as currently established and approved will not be made without the input and concurrence of the Union during the lifetime of this agreement.