

Letter Of Agreement

Article 18.1 Vacation Scheduling For Maintenance Employees

Where employees are required to change their shift schedule to provide coverage for vacation periods apart from the scheduled shutdown;

- 1) Article 18 requires Vacation requests to be filed by April 30. Where employees book full weeks of vacation, vacation schedules arising out of these requests are to be posted in each scheduling area by May 31.
- 2) Notice of shift schedule change is to be in accordance with article 16.6 if required.
- 3) Vacation scheduling may be performed by the employer using volunteers within each scheduling area.
- 4) In the event that there are insufficient volunteers the qualified junior employees from the scheduling area will be scheduled to work.

In addition the parties agree this constitutes a full and final settlement of grievance EH-2012-09-27-B Brian Wilson.

For the Company:

For the Union:

Signature:

*A. Kempach*

Signature:

*Lucas P. Baker*

Date:

*June 21 2013*

Date:

*June 21 2013*