



Meal Provisions

Jacobs will make every effort available to ensure employees will receive a meal when working past a ten (10) hour work day on unscheduled overtime (emergent work, for example) and scheduled overtime (turnarounds) for both the Refinery and the LNG sites.

Section 13.501 of the GPA states:

When an employee is requested to work overtime and the employee works more than ten (10) hours, the Company agrees to provide a meal for his second meal break. Subsequent meals will also be provided by the Company as near regular four (4) hour intervals as possible.

Under these circumstances, Jacobs will provide a list of pre-selected restaurant menus wherein trades-people can choose their meals.

Meal orders will be taken by the Team Lead responsible for the work being executed. Employees will be expected to continue with their work until such time that the meals arrive at the site. Employees will then be allotted one half hour to consume their meal.

In rare situations where Jacobs is unable to provide a meal, (due to time constraints, for example) employees will be compensated in the following manner.

1. Jacobs will add \$20 to the employees following payroll deposit for the missed meal.



General Presidents' Maintenance Committee for Canada
LEADERS IN UNIONIZED MAINTENANCE



By E-mail

March 5, 2012

Mr. James Fougere
Labour Relations Manager
Jacobs Industrial Services Ltd.
Irving Oil Refining Project
Saint John NB

Dear James:

You will recall that during the Irving site GPMA 2009 renewal discussions, the company put forward a proposal to include into the collective agreement wording which would cover situations when overtime actual meals were not provided pursuant to Article 13.501. The Committee declined to consider such language in the collective agreement and instead directed the company to develop a written policy, to be reviewed by the Committee for reasonableness under the circumstances. This commitment is outlined in item 2 under the heading **Other Items and Understanding** on page 39 of the agreement.

Jacobs provided this written policy to the GPMC administration office on June 30, 2009. It was determined to be reasonable if an actual meal was not provided, placed on file here for future reference and implemented by the company.

It is also understood that if the employee was not provided an overtime meal break pursuant to Article 13.504, a separate payment of ½ hour at straight time will be paid.

Yours truly,

A handwritten signature in black ink, appearing to read 'S. M. Smillie', written in a cursive style.

S. M. Smillie
Executive Director

cc Brett McKenzie, GPMC
Budrow Tozer, UA International Rep, Chairman