



National Maintenance Council for Canada  
LEADERS IN UNIONIZED MAINTENANCE

# LETTER OF UNDERSTANDING

---

## RE: ALTERED BREAK CONDITIONS LETTER OF UNDERSTANDING

Dear Participants:

Please be advised that the members of the National Maintenance Council for Canada have agreed to the following changes to the Alberta NMA effective from January 1, 2021 to December 31, 2021.

---

### ARTICLE 16.000 WORK HOURS PER DAY, OVERTIME AND OVERTIME MEAL BREAKS

---

#### Existing Language

16.100(i) When ten (10) hour shifts are worked, in lieu of the work breaks and lunch breaks provided herein, the Employer shall have the option of scheduling two breaks of one half (½) hour each, paid at the applicable rate, approximately equally spaced in the ten (10) hour shift.

#### Amended Language

16.100(i) When ten (10) hour shifts are worked, in lieu of the work breaks and lunch breaks provided herein, the Employer shall have the option of scheduling two breaks of one half (½) hour each, approximately equally spaced in the ten (10) hour shift. One half hour (½) break will be paid at the appropriate rate and the second one half hour (½) break will be unpaid.

---

### APPENDIX K 12 HOUR SHIFT ALTERATION

---

#### Existing Language

Upon written notification to the affected Local Unions and the National Maintenance Council for Canada, Employers may implement a twelve (12) hour shift with three (3) half hour paid breaks for turnaround activities within the province of Alberta.

1. The shift will be based on the 4 x 10 schedule (Monday to Thursday or Tuesday to Friday) for both day shift and night shift.
2. There are to be three (3) half hour paid breaks.
3. Employees will be on site a total of twelve (12) hours and paid for twelve (12) hours for all work days including overtime days.
4. The shift schedule will be paid as follows: Monday to Thursday or Tuesday to Friday: 10 hours @ straight time, 2 hours @ time and one-half (1.5x).
5. Any hours worked on Saturday, Sunday or Holidays will be paid at the applicable overtime rates, as per the National Maintenance Agreement (NMA).



National Maintenance Council for Canada  
LEADERS IN UNIONIZED MAINTENANCE

# LETTER OF UNDERSTANDING

---

6. Employees will receive an overtime meal or provided compensation in lieu at the amount of twenty-five dollars (\$25.00). (Where camp is provided, employees will not receive the twenty-five dollars (\$25.00) meal allowance where they are able to receive a camp meal at the end of their shift). This is not payable for those receiving subsistence.
7. All employees on this shift must observe three (3) half hour breaks.

## Amended Language

Upon written notification to the affected Local Unions and the National Maintenance Council for Canada, Employers may implement a twelve (12) hour shift with three (3) half hour breaks for turnaround activities within the province of Alberta.

1. The shift will be based on the 4 x 10 schedule (Monday to Thursday or Tuesday to Friday) for both day shift and night shift.
2. There are to be three (3) half hour breaks. The first ½ hour break and the third ½ hour break will be paid breaks and the second ½ hour break will be an unpaid break.
3. Employees will be on site a total of twelve and one half (12.5) hours and paid for twelve (12) hours for all work days including overtime days.
4. The shift schedule will be paid as follows: Monday to Thursday or Tuesday to Friday: 10 hours @ straight time, 2 hours @ time and one-half (1.5x).
5. Any hours worked on Saturday, Sunday or Holidays will be paid at the applicable overtime rates, as per the National Maintenance Agreement (NMA).
6. Employees will receive an overtime meal or provided compensation in lieu at the amount of twenty-five dollars (\$25.00). (Where camp is provided, employees will not receive the twenty-five dollars (\$25.00) meal allowance where they are able to receive a camp meal at the end of their shift). This is not payable for those receiving subsistence.
7. All employees on this shift must observe three (3) half hour breaks.

---

## START TIMES

---

The GPMC & NMC Committee Members agree to allow for staggered start times and stop times which may fall outside of the current collective agreement provisions should the employer need to adjust these parameters in order to allow for the appropriate access and egress of workers on site. The employer will notify the Committee at least seven (7) days in advance of any required adjustment.

Regards,

Brett McKenzie  
Executive Director