

Continuous Shift (LOU # 11)

- XX.01 Finning recognizes the need to offer a wider variety of options for employees in order to retain employees and attract new talent to the organization. The company also recognizes that having the ability to offer a continuous shift within the branches/facilities will allow for greater flexibility with shifts and allow our employees the ability to have a shift that fits their needs. As Finning looks to grow the product support business we need to increase the utilization of our branches/facilities and in some cases run longer hours or around the clock.
- XX.02 The continuous shift will be implemented based on customer demand, workload and the need to increase utilization. It will be implemented by department or as a sub group within a department. The continuous shift option will be posted in accordance with article 14.07. A continuous shift will not impact seniority for layoff purposes.
- XX.03 Employees will be scheduled for 7 consecutive days worked followed by 7 consecutive days off.
- XX.04 Branches/Facilities following a 7 day on/7 day off continuous shift rotation will consist of eleven and a half (11.5) hours straight time and a half (0.5) hour at applicable overtime rates for each of the 7 days worked.
- XX.05 Continuous shifts will be filled on the basis of volunteers within the branch/facility. However, if there are insufficient volunteers, the Company will assign employees in the branch/facility to the new shift using reverse seniority – for the purpose of assigning employees the Company may only assign employees in the bottom 20% of the seniority list in that branch/facility. Employees assigned to the continuous shift will be provided no less than 7 days' notice of the schedule change.
- XX.07 A day shift shall be considered any shift commencing between the hours of 5:00 AM and 9:00 AM; an afternoon shift will be any shift commencing between the hours of 5:00 PM and 9:00 PM. The ratio of day shift versus afternoon shift worked shall be no less than 1 to 1, respectively.
- XX.08 The hours of work shall be consecutive with the exception of a fifteen (15) minute rest break during the first four (4) hours of the shift, a thirty (30) minute lunch, and a fifteen (15) minute rest break during the last four (4) hours of the shift. Lunch breaks are paid when on twelve (12) hour continuous shifts
- XX.09 No travel or housing allowance will be provided as the intent is to offer our current employees and future employees flexibility within a local area
- XX.10 All provisions of this Collective Agreement shall continue to apply to employees on a continuous shift, except Article 5 and 6.