

CONSUMERS' CO-OPERATIVE REFINERIES LIMITED
Regina, Saskatchewan

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Replaces	Feb. 1, 1996

LETTER OF UNDERSTANDING

**PERMANENT PART-TIME, PART-TIME,
TEMPORARY, AND CASUAL POSITIONS**

This is to confirm the interpretation of the terms "Permanent Part-time" position, "Part-time" position, "Temporary" position, and "Casual" position as follows:

Permanent Part-time:

Employed in such a position on a part-time basis, as required, which may involve less than a standard work week, and for an indefinite period of time. Employees in these positions hired after February 1, 1996, do not acquire seniority for the purpose of bidding on full-time positions, lay-offs or recall. These employees will be considered should they wish to acquire full-time employment.

The incumbents in the positions will receive employee benefits as described in the applicable Letter of Understanding dealing with Fringe Benefits for Permanent Part-time Staff.

Part-Time Position:

Employed in such a position for intermittent periods, as required, during a day, week, month, or year.

Temporary Position:

Employed continuously as an employee in such a position for a specified continuous period for a year or less, which may involve summer help, temporary relief, or other temporary assignments involving permanent staff or temporarily employed personnel.

Casual Position:

Employed for a period of less than a month.

Consumers' Co-operative Refineries Limited

Communications, Energy & Paperworkers
Union of Canada, Local 594

Date

