

CONSUMERS' CO-OPERATIVE REFINERIES LIMITED
Regina, Saskatchewan

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LETTER OF UNDERSTANDING

SICK LEAVE

Effective February 1, 1981, all employees in permanent classifications will go on the following schedule of sick leave benefits. Benefits are payable from and including the first day of disability arising from sickness or injuries not connected with the employee's occupation.

Schedule of Benefits

<u>Service</u>	<u>Full Pay</u>	<u>67% Pay</u>
6 months	1 week	14 weeks
1 year	2 weeks	13 weeks
2 years	3 weeks	12 weeks
3 years	4 weeks	11 weeks
4 years	5 weeks	10 weeks
5 years	6 weeks	12 weeks
6 years	7 weeks	15 weeks
7 years	8 weeks	18 weeks
8 years	9 weeks	21 weeks
9 years	10 weeks	24 weeks
10 years	11 weeks	29 weeks
11 years	12 weeks	34 weeks
12 years	13 weeks	39 weeks
13 years	14 weeks	38 weeks
14 years	15 weeks	37 weeks
15 years	16 weeks	36 weeks
16 years	17 weeks	35 weeks
17 years	18 weeks	34 weeks
18 years	19 weeks	33 weeks
19 years	20 weeks	32 weeks
20 years	21 weeks	31 weeks
21 years	22 weeks	30 weeks
22 years	23 weeks	29 weeks
23 years	24 weeks	28 weeks
24 years	25 weeks	27 weeks
25 years	26 weeks	26 weeks

One week is calculated as 37½ hours

The above schedule will apply according to each employee=s years of service and new credits will be calculated on each employee's anniversary date; and is renewable provided the employee is actively at work over his or her anniversary date, otherwise on his or her return to active work. Actively at work means performing all the duties of the employee=s permanent position on a full-time basis. Unused portions of any particular year cannot be carried over into the next year.

It is recognized that an employee who may not be able to establish new annual credits by being actively back to work, may on the same continuing illness, use previously established credits from one anniversary year into the next.

A permanently classified employee becomes eligible for sick leave benefits according to the above schedule on the day following the completion of 6 months service.

Consumers' Co-operative Refineries Limited

Communications, Energy & Paperworkers
Union of Canada, Local 594

Date