

CONSUMERS' CO-OPERATIVE REFINERIES LIMITED
Regina, Saskatchewan

Letter No.	56
Issued	<u>July 16, 1971</u>
Revised	<u>Feb. 1, 1996</u>
Replaces	<u>Feb. 1, 1993</u>

LETTER OF UNDERSTANDING

JOB SECURITY

1. In the event the Co-operative plans technological change or changes or reorganization resulting from technological change impacting a significant number of employees, the Co-operative shall give the Union a minimum of 90 days' written notice of such technological change.
2. Where the Union has received notice pursuant to Section 1 above, the Union may, within 30 days from the date on which the Union received the notice, serve notice on the Co-operative in writing to commence collective bargaining for the purpose of developing a workplace adjustment plan, notwithstanding that a collective agreement has been entered into for a given term.
3. The notice referred to in Section 1 above shall be in writing and shall state:
 - a) The nature of the technological change or reorganization.
 - b) The date on which the Co-operative proposes to effect the technological change or reorganization.
 - c) The approximate number and classifications of employees likely to be affected by the technological change or reorganization.
 - d) The effect that the technological change or reorganization is likely to have on the terms and conditions and security of employment of the employees affected.
 - e) The number of jobs and job classifications to be abolished and the number of new jobs and job classifications to be created by the proposed technological change or reorganization to the maximum extent that such information is available.
4. Any employee, who is permanently laid off from the Co-operative because of technological change or reorganization, plant closure or partial plant closure, or change of methods or facilities, shall be entitled to severance pay equivalent to two weeks' pay for each year of service in the employ of the Co-operative, plus an additional two weeks' pay.

5. In this Letter, “technological change” means:

- a) The introduction by an employer into the employer’s work, undertaking or business of equipment or material of a different nature or kind than was previously utilized by the employer in the operation of the work, undertaking or business;
- b) A change in the manner in which the employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material; or
- c) The removal or relocation outside of the appropriate unit by an employer of any part of the employer’s work, undertaking or business.

Consumers’ Co-operative Refineries Limited

Communications, Energy & Paperworkers
Union of Canada, Local 594

Date