CONSUMERS' CO-OPERATIVE REFINERIES LIMITED
Regina, Saskatchewan

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LETTER OF UNDERSTANDING

DECOKER PROGRESSION

Decoker I	(Top of Progression)
Decoker II	(24 Months' Experience)
Decoker III	(12 Months' Experience)
Decoker IV	(2nd 6 Months' Experience)
	(1st 6 Months' Experience)

Progression for Decoking Department:

Decoker I	The Decoker I is to be responsible for the Decoking Function. He/she must be completely knowledgeable of all aspects of the operation and capable of performing all forms of running maintenance on the equipment as required.
Decoker II	After 24 months' experience as a Decoker II and a satisfactory rating, eligible to move to Decoker I.
Decoker III	After 12 months' experience as a Decoker III and a satisfactory rating, eligible to move to Decoker II.
Decoker IV	After a total of 12 months' experience as a Decoker IV and a satisfactory rating - 6 months at each level, eligible to move to Decoker III.
Relief Decoker	a) The incumbent will work the Decoker schedule through a combination of Decoker, Trades (i.e., Equipment Mechanics and Mechanics), and Yard assignments as established by the Maintenance Supervisor.
	b) This will be a posted position, but will not build any seniority in the Decoking Section.

c) The rate while working in the Decoking Section will be the Decoker IV rate (1st six months). The top rate which can be achieved while working in the Decoking Section is the Decoker I, through an accumulation of actual Decoker time, experience, and satisfactory rating. This is provided in recognition of the Decoker work schedule and the work involved.

d) Work in the Yard or Trades assignments will be paid at the Yard rate for which he has qualified. Relief time in the Decoker will apply towards advancement in the Laborer Progression.

Consumers' Co-operative Refineries Limited	Communications, Energy & Paperworkers Union of Canada, Local 594

Date