

CONSUMERS' CO-OPERATIVE REFINERIES LIMITED

Regina, Saskatchewan

Letter No.	61
Issued	Feb. 1, 1988
Revised	Feb. 1, 1993
Replaces	-

LETTER OF UNDERSTANDING

**RE: UTILIZATION OF TEMPORARY EMPLOYEES, CONSTRUCTION SECTION
EMPLOYEES AND CONTRACTORS - MAINTENANCE DEPARTMENT**

It is agreed that in high work load periods that the above categories of employees and contractors may be used on all classes of building and Refinery/Upgrader construction work and maintenance work. It is understood that such right will not be used to displace any permanent employees currently employed in classifications covered by this Agreement.

In the performance of Refinery maintenance activities the normal order of priority of work assignments will be; a) Permanent Staff, b) Temporary employees and/or Construction Section, and c) Contractors to the extent possible and practical as determined by the Company.

For further clarification of the above and as an integral part of this letter, the following is also agreed to:

1. Maintenance activities that may be performed by Contractors will be by unionized contractors to the extent practical and possible (ie. assuming unionized contractors are available). Exceptions may include catalyst contractors and others such as equipment suppliers personnel or speciality maintenance personnel (e.g., compressor or gas engine maintenance).
2. The term of this letter shall be for the duration of the Agreement.

Consumers' Co-operative Refineries Limited

Communications, Energy & Paperworkers
Union of Canada, Local 594

Date