

CONSUMERS' CO-OPERATIVE REFINERIES LIMITED
Regina, Saskatchewan

Letter No.	63
Issued	Feb. 1, 1988
Revised	Feb. 1, 1996
Replaces	63

LETTER OF UNDERSTANDING

SAFETY, HEALTH AND INDUSTRIAL RELATIONS TRAINING

The Company agrees to remit three cents (3¢) per hour for each full-time permanently classified employee's regular hours of work to a Safety, Health and Industrial Relations Training Fund of the CEPU on a quarterly basis.

The Union agrees that:

1. The sole purpose of the fund will be to provide training to its members, primarily those from CCRL, in areas of Safety, Health and Industrial Relations training.
2. The content of the Safety and Health training programs will be consistent with, directed toward, and supportive of the Safety and Health programs endorsed by the Company and that out-of-scope personnel may also attend these courses.
3. A listing of all courses to be presented will be provided on an annual basis.
4. A fund audit will be provided to the Company as requested. Further details in regard to the audit or administration of the fund and its application may be requested by the Company.
5. Leave of Absence requests for members to attend courses paid for by the fund will include the course name and course outline being presented and will be considered under normal Leave of Absence provision of the Agreement.

Either party may cancel this Letter within 30 days prior to January 31, 1998, otherwise all terms and conditions will continue to apply.

Consumers' Co-operative Refineries Limited

Communications, Energy & Paperworkers
Union of Canada, Local 594

Date