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ARTICLE 1 - PREAMBLE

The purpose of this agreement is to establish and maintain safe and efficient platform operations and mutually satisfactory relations between the employers and their employees; to process complaints/grievances promptly and equitably; to outline terms and conditions of employment for all employees, who are subject to the provisions of this agreement; and to create a workplace culture which adheres to the principles of dignity and respect.

ARTICLE 2 - PARTIES

The parties to this agreement shall be as follows:

HIBERNIA PLATFORM EMPLOYERS' ORGANIZATION, (hereinafter referred to as "HPEO"), an organization of employers subject to the Order of Certification of the Labour Relations Board of Newfoundland and Labrador dated October 11, 2001 and formed pursuant to Section 56.1 of the *Labour Relations Act* with full authority to negotiate, enter into and administer a collective agreement.

And

COMMUNICATIONS, ENERGY AND PAPERWORKERS' UNION OF CANADA LOCAL 2121, (hereinafter referred to as the "Union"), a trade union within the meaning of the Labour Relations Act and the certified bargaining agent of the bargaining unit employees employed on the Hibernia Offshore Petroleum Platform.

ARTICLE 3 - DEFINITIONS

In this agreement, the following words and phrases have the respective meanings given below:

Agreement means the written collective agreement between the HPEO and the Union entered into pursuant to the *Labour Relations Act*.

Bargaining unit means the employees employed on the platform declared by the Labour Relations Board to be appropriate under the *Labour Relations Act*, except as specifically modified by this collective agreement.

Employee(s) means person(s) within the bargaining unit employed by one of the HPEO employers on the platform.

Employer(s) means a person, corporation, partnership, firm, joint venture or other entity that employs one or more bargaining unit employees.

Grievance means a difference arising out of the interpretation, application, administration or alleged violation of this agreement, including any question as to whether a matter is arbitrable.

HPEO means the Hibernia Platform Employers' Organization.

Platform means the Hibernia Oil Production Platform situated at the Hibernia Oilfield offshore Newfoundland.

Regular rotation means a designation to describe a schedule for bargaining unit employees employed full-time with any of the employers on the platform.

Temporary means a designation to describe a schedule for a bargaining unit employee employed by an employer on the platform for:

- (i) a fixed duration to replace a regular rotation employee;
- (ii) execution of a defined scope of work; or
- (iii) meeting increased workloads.

Union means Communications, Energy and Paperworkers' Union of Canada, Local 2121.

ARTICLE 4 - RECOGNITION

4.1 The employers recognize the Union as the exclusive bargaining agent for all employees as the exclusive bargaining agent for all employees employed on the platform, save and except those excluded under a certification order, or as specifically modified by this agreement.

4.2 New Positions

When a new position is created on the platform, the Union shall be advised whether the HPEO considers the position to be included or excluded from the bargaining unit. The Union shall respond within fourteen (14) calendar days. Should the parties be unable to agree, the matter shall be referred to the Labour Relations Board.

If the new position is included in the bargaining unit, the employer shall establish the classification and wage rate of the new position and the Union shall be notified in writing within fourteen (14) calendar days. The classification and wage rate shall be subject to negotiation with the Union.

If no agreement is reached within sixty (60) calendar days, the matter may be submitted to arbitration.

4.3 Bargaining Unit Work

Platform personnel in positions excluded under Article 4.1 shall be permitted to perform bargaining unit work provided that the work is for the purpose of dealing with emergencies; employee instruction and/or training; or providing relief during rest and meal breaks in situations where there is no bargaining unit member available with the skills and qualifications to perform the work.

ARTICLE 5 - MANAGEMENT RIGHTS

Subject to the terms and conditions of the agreement, the employers maintain the exclusive rights to manage and direct all aspects of the platform's operation and the work force.

These rights include:

- (a) manage operations in a safe, efficient and profitable manner to maintain Hibernia's competitive capability;
- (b) hire, lay-off, recall, transfer on the platform, promote, evaluate, classify or demote employees;
- (c) discipline, suspend or terminate the employment of any employee for just cause;
- (d) make, enforce and alter, from time to time, rules and regulations to be observed by the employees, provided the rules and regulations do not conflict with the terms of this agreement and the Union is given notice;
- (e) plan, organize and direct the operation;
- (f) determine methods and techniques of work, requirements and qualifications for positions;
- (g) determine the number of employees to be employed, and the expansion, limitation or cessation of operations on the platform or any part of it;
- (h) utilize other expertise within their organizations to perform specialized and critical work;
- (i) engage the services of any specialty vendors or other specialists at the sole discretion of the employer; and
- (j) select, assign and determine employee participation in Emergency Response duties and drills.

All management rights, whether enumerated or otherwise, shall be reserved unto the employers, except as specifically abridged by this agreement.

ARTICLE 6 - UNION RIGHTS

6.1 Union Security

All employees shall be given the option to become and remain a member in good standing of the Union once they have successfully completed the probationary period established under this agreement.

6.2 Union Dues

The employer shall make an automatic deduction of an amount equivalent to the regular monthly membership dues and/or initiation fees from the wages/salaries of all employees in the bargaining unit. The Union shall advise the HPEO in writing of the amount to be deducted. Any changes will require thirty (30) days notification from the Union.

Deductions for union dues from each employee shall be forwarded to the Treasurer of the National Union within thirty (30) days after the end of the month in which the dues were deducted accompanied by a list of the names, addresses and classifications of employees.

The employer will indicate on each employee's T4 slip the amount of dues deducted for the year.

The employee's obligation to pay union dues will commence on date of hire.

ARTICLE 7 - NO STRIKES AND NO LOCKOUTS

It is agreed that all disputes shall be settled in accordance with the procedure set forth in the complaint/grievance article. There shall be no lockout by the employers and there shall be no strike on the part of the Union or any employee during the life of this agreement.

ARTICLE 8 - UNION-MANAGEMENT COMMITTEE

8.1 The HPEO and the Union shall establish a Union-Management Committee, which will meet bimonthly (six times a year) or as required by mutual consent, to discuss matters of joint interest pertaining to this agreement.

8.2 The Committee shall consist of three (3) representatives of the HPEO and three (3) representatives of the Union.

- 8.3 Requests for a meeting shall be made to the Offshore Installation Manager or the Bargaining Unit Vice President as appropriate.
- 8.4 Each party will provide its agenda items to the other party at least one week prior to any meeting. The one week notice period may be waived by mutual consent. Meetings will be conducted via videoconference between the platform and onshore as required.
- 8.5 The Committee may, by mutual consent, utilize additional personnel or create subcommittees as deemed necessary. The Committee shall establish the terms of reference and time frame for any subcommittee and each party shall appoint its own members to the subcommittee.

ARTICLE 9 - BARGAINING COMMITTEE

- 9.1 The HPEO agrees to recognize a Union Bargaining Committee to a maximum of four (4) employees, plus the CEP Union National Representative. The Union is to notify the HPEO, in writing, of the names of the employees on the Union Bargaining Committee.
- 9.2 The HPEO agrees to provide up to five (5) days leave for the Union Bargaining Committee's preparation. Leave for collective bargaining or to prepare for negotiations will be approved, subject to the same conditions/limitations stated in Article 10.6.1.
- 9.3 The employer shall continue to pay employees while involved in negotiations or preparation for negotiations. The actual wage/salary paid to the employee plus 20% for benefits and burdens shall be invoiced to and paid by the Union within thirty (30) days of receipt of invoice.
- 9.4 All meetings between HPEO and the Union will be held at an onshore location to be agreed between the parties. The Union will pay for its caucus room and the HPEO will pay for its caucus room, which will serve as the meeting room for negotiations.

ARTICLE 10 - UNION BUSINESS

10.1 Union Representation

The HPEO agrees to recognize and the Union agrees to notify the HPEO in writing, with the names of its duly elected officers and Union-Management Committee members. The Union shall notify the HPEO of any changes in its officers or Union-Management Committee members.

The National Union Representative assigned to the platform may attend all joint onshore meetings. The Representative may visit the platform for an orientation session, subject to operational requirements and all medical and regulatory certification for offshore travel.

10.2 Union Orientation

The employers agree to provide an opportunity for a union officer or shop steward to conduct a union orientation with new bargaining unit employees. The union orientation shall take place during the platform orientation for new employees and shall not exceed thirty (30) minutes.

- 10.3 It is understood that the Bargaining Unit Vice President and/or Local Union President may, from time to time, require time away from regular duties to attend to union business on the platform. The Bargaining Unit Vice President and/or Local Union President, with permission from the supervisor, may leave regular duties for an agreed length of time. Permission from the supervisor will not be unreasonably withheld and shall be subject to the operational needs of the platform. The employee shall notify the supervisor upon returning to regular duties.

The Bargaining Unit Vice President, when absent from the platform, may designate another Executive Member to attend to union business on the platform. The designate shall be subject to the same conditions as the Bargaining Unit Vice President. The Bargaining Unit Vice President shall inform the Offshore Installation Manager when another Executive Member is designated.

- 10.4 For attendance at Union-Management Committee or Union-Management sub-committee meetings, committee members, with permission from their supervisors, may leave their regular duties for an agreed length of time. Permission from the supervisor will not be unreasonably withheld and shall be subject to the operational needs of the platform. Each employee shall notify the supervisor upon returning to regular duties.

- 10.5 Time off from work will be provided without loss of pay or benefits for the Bargaining Unit Vice President and/or Local Union President or designate under Article 10.3; for bargaining unit employees attending Union-Management Committee or Union-Management sub-committee meetings under Article 8; and shop stewards under Article 13.

- 10.6.1 It is understood that Union Executive Members and Union members may, from time to time, require time away from work to attend Executive meetings, workshops/labour schools or National Union meetings onshore. Leave to attend meetings will be approved subject to the following conditions/limitations:

- (i) A written request is made to the HPEO at least fourteen (14) days in advance;
- (ii) Employer's ability to furnish a suitably skilled replacement;
- (iii) Availability of transportation to/from the platform; and

- (iv) Shall not be granted during a shutdown or the Christmas/New Year period (December 23 – January 5).

10.6.2 Subject to 10.6.1, leaves for union business shall be granted subject to the following conditions/limitations:

- i) No more than four (4) employees at any one time; and
- ii) Shall not exceed a cumulative total of ninety (90) calendar days per calendar year.

Additional leave for union business may be granted by mutual agreement between the parties.

In the case of all approved leave to attend to union business, the employer shall continue to pay the employee. The actual wage/salary paid to the employee plus 20% for benefits and burden shall be invoiced to and paid by the Union within thirty (30) days of receipt of invoice. In the event the employee is held onshore due to helicopter delays or operational reasons, the HPEO will reduce the invoice to the union by 50% for those additional days held onshore.

10.7 Subject to approval by the employer, a bargaining unit employee may be provided leave of absence without pay for an assignment with the Local Union or National Union. The duration of the leave shall not exceed twelve (12) months. Such duration may be extended up to a maximum of 24 months by mutual agreement between the parties. The employee shall not lose seniority or service credits and shall maintain their current position.

10.8 Bulletin Boards

The employers will provide five (5) bulletin boards, glass enclosed and lockable, for exclusive Union use for the posting of union information and notices which have been stamped and signed by a union official prior to posting. These bulletin boards will be in the following locations – M45 Area, M53 Corridor outside Dining Hall, M54 Games Room (2 boards) and M57 Corridor.

10.9 Ballot Box

The Union will be permitted to place a ballot box in a location determined by the Offshore Installation Manager for the purpose of electing union officers, shop stewards and Union-Management Committee and sub-committee members. It is understood that votes will not be cast, nor electioneering take place, during an employee's working hours. The ballot box shall be removed after the vote is completed.

10.10 The HPEO will provide a secure filing cabinet on the platform to be used by the Union for union business. Upon request, the Offshore Installation Manager will make a room available for a Union representative to meet privately with an employee.

ARTICLE 11 - DISCIPLINE

11.1 Any discipline action, up to and including discharge, shall be given in writing to the employee within five (5) working days after the employer determines discipline is warranted. The working days shall be those of the employee. The reasons for the discipline action shall be outlined in the written document and a copy shall also be provided to a Union representative.

The employer will record all discipline actions, including a verbal warning, in the employee's personnel file.

11.2 In the event of any discipline meeting, the employer will advise the employee of the right to have a Union representative present. A Union representative shall accompany the employee to the discipline meeting, unless the employee declines in writing.

11.3 Discipline records will remain in the employee's personnel file as follows:

- (i) verbal warning 6 months
- (ii) written reprimand 12 months
- (iii) disciplinary suspension 24 months.

Where an employee works the total consecutive months following the discipline action and provided no other discipline action has occurred within that period, all discipline actions shall be removed from the employee's personnel file.

11.4 Employees, on request, will be permitted to review their personnel file. Any review will occur at the employer's onshore offices with a designated employer representative. Copies of relevant material will be provided upon request.

ARTICLE 12 - DISCRIMINATION AND HARASSMENT

12.1 There will be no discrimination, intimidation, interference, restraint or coercion by or on behalf of an employer or the Union, because of an employee's membership, non-membership or activity in the union or any discrimination in employment prohibited by the Newfoundland and Labrador Human Rights Code. The employers and the Union are committed to a work place environment that is free of harassment.

- 12.2 For the purpose of this agreement, sexual harassment means any unwelcome behaviour of a sexual nature that causes offence or humiliation to any employee or that might be perceived by that employee as placing a condition of a sexual nature on any employment relationship.
- 12.3 For the purpose of this agreement, workplace harassment means any unwelcome behaviour that creates an intimidating, threatening or hostile work environment or denies the employee's dignity or respect.

ARTICLE 13 - SHOP STEWARDS

- 13.1 There shall be a total of twelve (12) shop stewards, one of whom shall be the chief shop steward. In addition, there shall be eight (8) alternate shop stewards to act as a replacement in the event a designated shop steward is unavailable.
- 13.2 For the purpose of the election of shop stewards and alternate shop stewards:
- (i) Six (6) shop stewards and four (4) alternates shall be elected from the Drilling/Well Services work area.
 - (ii) Six (6) shop stewards and four (4) alternates shall be elected from the Platform Services/Production/Modifications work area.
- 13.3 The Union will notify the HPEO, in writing, of the names of the shop stewards and alternate shop stewards and which work area each represents. The Union will notify the HPEO prior to making any change. Notification to the HPEO is required before a shop steward will be recognized.
- 13.4 Shop stewards may assist any employee whom they represent with regard to the determination, preparation and presentation of a complaint or grievance in accordance with the complaint/grievance procedure.
- 13.5 Shop stewards, with permission from their supervisor, may leave their regular duties for up to one (1) hour to assist in settling any complaint or grievance. Permission will not be unreasonably withheld and shall be subject to the operational needs of the platform. Shop stewards shall notify their supervisor upon returning to regular duties.
- 13.6 The Union may substitute a shop steward or alternate shop steward from the other work area when no designated steward from the work area is available. The substitute steward's leave from regular duties will be subject to the Offshore Installation Manager's approval, which will not be unreasonably withheld. The substitute steward must also obtain the required permission under Article 13.5.

ARTICLE 14 - COMPLAINT/GRIEVANCE PROCEDURE

14.1 It is the mutual desire of the parties to this agreement that employee complaints be resolved as quickly as possible. It is generally understood that an employee does not have a grievance until the immediate supervisor has been given an opportunity to resolve the complaint. For the purpose of this Article 14, working days shall mean those of the employee with the complaint or grievance.

14.2 Complaint Stage

Any employee, assisted by the shop steward if desired, may present a complaint in writing to the immediate supervisor within seven (7) working days after the circumstances giving rise to the complaint have occurred or within seven (7) working days of the employee becoming aware of the circumstances.

Once the complaint is filed, the employee, the shop steward, the employee's immediate supervisor and the designated Onshore Employer Representative shall meet to attempt to resolve the matter. The meeting shall be held within seven (7) working days of the complaint being filed, at a time to be agreed between the parties.

The immediate supervisor and/or the Onshore Employer Representative shall reply in writing to the employee and the union within seven (7) working days from the conclusion of this meeting.

14.3 Grievance Stage

Failing settlement being reached in the Complaint Stage, the Union may, within seven (7) working days of the receipt of the complaint decision, submit the matter in the form of a grievance to the HPEO.

The employee, the shop steward, the employee's immediate supervisor, the Onshore Employer's Representative, the Offshore Installation Manager, the Chief Shop Steward, the Union Executive Representative, and the HPEO Representative shall meet in an attempt to resolve the matter. The meeting shall be held, within fourteen (14) working days of the grievance being filed, at a time and location to be agreed between the parties. By mutual agreement between the parties, the HPEO and/or Union may have more or less people attend this meeting.

The HPEO Representative shall render a decision in writing to the Union within twenty (20) calendar days from the conclusion of this meeting.

Failing settlement being reached, either party may refer the grievance to arbitration within forty-five (45) calendar days of the HPEO Representative's decision.

- 14.4 All complaints/grievances must be submitted in writing, stating the specific nature of the matter in dispute, the article(s) of this agreement claimed to have been violated and the remedy sought.
- 14.5 The time limits fixed in the complaint/grievance procedure may be extended, in writing, by mutual agreement between the parties.
- 14.6 In the event that the immediate supervisor and/or Onshore Employer Representative, or the HPEO Representative does not respond to a complaint/grievance within the specified time limits, it may be advanced to the next stage.
- 14.7 In the event that a complaint/grievance is not submitted or advanced within the time limits specified or as extended by written agreement, the complaint/grievance shall be deemed abandoned.
- 14.8 Any grievance not referred to arbitration in accordance with 14.3 shall be deemed abandoned.
- 14.9 All correspondence between the parties with respect to complaints/grievances and arbitration shall be by personal delivery of original documents, by facsimile or by electronic mail.
- 14.10 An employee, considered by the Union to be unjustly suspended or terminated, shall be entitled to file a grievance, within seven (7) calendar days of the suspension or termination.
- 14.11 Either the HPEO or the Union may file a policy grievance on a matter arising directly between the HPEO and the Union.
- 14.12 Employees may file a group complaint on a matter arising between an employer and a group of employees; in this circumstance one complaint/grievance form shall be submitted.

ARTICLE 15 - ARBITRATION

- 15.1 When either party requests a grievance be submitted to arbitration, the request shall be made by facsimile addressed to the other party of the agreement.
- 15.2 A discharge grievance proceeding to arbitration will be settled by a three-person Arbitration Board, unless the parties mutually agree to a single Arbitrator. For all other grievances proceeding to arbitration, the parties agree a single Arbitrator shall be appointed.

- 15.3 The Arbitrator shall determine the procedure, but shall give full opportunity to all parties to present evidence and make representations. The arbitrator shall hear and determine the difference or allegation and render a decision within sixty (60) calendar days from the arbitration hearing.
- 15.4 The decision of the Arbitrator shall be final and binding on all parties. The Arbitrator shall not have the power to change this agreement or to alter, modify, or amend any of its provisions.
- 15.5 Should the parties disagree as to the meaning of the Arbitrator`s decision, either party may apply to the Arbitrator to reconvene to clarify the decision, which application shall be submitted within fourteen (14) calendar days of the date of the Arbitrator`s decision.
- 15.6 The fees and expenses of the Arbitrator shall be shared equally between the parties. If the parties use an Arbitration Board, each party is also responsible for the fees and expenses of its nominee.
- The expenses and compensation for the grievor and any witness called by the Union shall be borne by the Union.
- 15.7 Arbitration hearings requiring the attendance of an employee will, to the extent possible, be scheduled during the employee`s time off from the platform.
- 15.8 Leave for an employee to attend an arbitration hearing shall be approved subject to the following conditions/limitations:
- (i) A written request is made to the HPEO at least fourteen (14) days in advance;
 - (ii) Employer`s ability to furnish a suitably skilled replacement; and
 - (iii) Availability of transportation to/from the platform.
- 15.9 The Arbitrator or Arbitration Board has the power to substitute for the discipline or discharge of an employee any other penalty that the Arbitrator or Arbitration Board deems to be just and reasonable.
- 15.10 Upon being referred to arbitration, the parties shall within thirty (30) days agree on the single Arbitrator (or chairperson of an Arbitration Board). If the parties are unable to agree within thirty (30) days, the single Arbitrator (or chairperson of an Arbitration board) shall be next in rotation from the list of arbitrators listed below which may be amended by letter of understanding during the term of the Collective Agreement.

The parties may only extend the thirty (30) day time limit by mutual agreement made in writing.

For the purpose of this Article, until amended, the agreed list of arbitrators is:

1. John Clarke
2. Chris Peddigrew
3. Sheilagh Murphy
4. Bill Kaplan
5. Paula Knopf
6. Ken Swan

ARTICLE 16 - ROTATION AND WORKWEEK

- 16.1 Regular rotation employees covered by this agreement shall work a rotation of three (3) consecutive weeks followed by three (3) consecutive weeks off. The normal hours of work shall consist of eighty-four (84) paid hours each workweek divided into seven (7) consecutive twelve (12) hour workdays. The average workweek is forty-two (42) hours per week over a six (6) week cycle.
- 16.2 For platform shutdown activities in accordance with past practices, an employee may be required to work up to four (4) consecutive weeks and in such case, shall have at least seven (7) consecutive days of rest before working on the platform.

ARTICLE 17 - HOURS OF WORK

- 17.1 An employee's shift schedule consists of twelve and one-half (12 1/2) hours per day, except on days of mobilization and demobilization. The twelve and one-half (12 1/2) hours per day includes the time for hand overs, rest breaks and meal break.
- 17.2 On the day of demobilization, subject to confirmation of flight departure from the heliport, those employees on shift shall work until ninety (90) minutes before departure from the platform.
- 17.3 On the day of mobilization, employees shall be available, if required by their supervisor, to commence work within one (1) hour after arrival on the platform.
- 17.4 Employees, who work in a position, which requires a hand over, shall not leave their work place until relieved by a replacement designated by their supervisor.

- 17.5 Employees are entitled to two (2) twenty (20) minute paid rest breaks during the workday. Normally, this includes the time required to leave and return to their place of work.
- 17.6 Employees are entitled to a one (1) hour meal break (1/2 hour paid, 1/2 hour unpaid) during the work day. This includes the time required to go to and from the place of work. Meal breaks will normally be at the middle of the shift but may be staggered within a two (2) hour period.
- 17.7 The employers require employees to be readily available for work during rest and meal breaks. If employees are required to return to work during their rest or meal break, they shall be given a full rest or meal break later in the shift.

ARTICLE 18 - ROTATION CHANGE

- 18.1 When the employer changes a regular rotation employee's rotation, the employer will provide as much notice as possible. The employee will be paid at the double time rate of pay for all hours worked or paid double the offshore day rate, as applicable, on the first shift of the new rotation, except;
- (i) when the employee is promoted;
 - (ii) when the employee returns to the regular schedule after having been on temporary assignment;
 - (iii) when the change is at the employee's request; or
 - (iv) when the change is made as the result of demotion.
- 18.2 During any rotation change, the employee may or may not work equal time on equal time off. If the rotation change causes the employee to work more days than an equal time on/off rotation, the employee will be paid at the double time rate of pay for all hours worked or paid double the offshore day rate, as applicable. If the rotation change causes the employee to work less days than the regular schedule, the employee will not suffer any loss in base pay.

ARTICLE 19 - UNSCHEDULED CHANGE OF SHIFT

- 19.1 When the employer changes a regular rotation employee's shift schedule, the employee will be paid at the double time rate of pay for all hours worked or paid double the offshore day rate, as applicable, on the first shift of the new schedule, except:
- (i) when the employee is promoted;

- (ii) when the employee returns to the regular schedule after having been on temporary assignment;
- (iii) when the change is at the employee's request;
- (iv) when the change is made as the result of demotion; or
- (v) when the employee's regular schedule includes dayshift and nightshift assignments and the employee has been notified of a change in schedule at least seventy-two (72) hours prior to scheduled helicopter departure time.

19.2 When the employer changes a temporary employee’s shift schedule once the employee has commenced working on the platform, the employee will be paid at the double day rate or paid at double the offshore day rate as applicable on the first shift of the new schedule, except:

- (i) when the employee returns to their original recalled position after having been on temporary assignment within the original recall period;
- (ii) when the change is at the employee's request.

ARTICLE 20 -SHIFT DIFFERENTIAL

The shift differential for regular rotation hourly employees will be as follows:

July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
\$1.59	\$1.63	\$1.68	\$1.74

Shift differential shall not be paid during overtime hours.

ARTICLE 21 - VACATION PAY

21.1 For purposes of the calculation of the pay model in the Appendix, regular rotation employees, except as outlined in Article 21.2, shall earn vacation and shall be entitled to the following vacation pay at the straight time rate:

After 1 year of continuous service	126 hours
After 10 years of continuous service	168 hours
After 18 years of continuous service	210 hours
After 25 years of continuous service	252 hours

In the first year of employment, ten and one half (10.5) hours of vacation pay for each

calendar month worked shall be paid to the employee.

Service, for the purpose of vacation pay, shall mean the greater of the service credited by the employer or the time during which the employee has been employed by the employer on the platform less any period of absence of more than forty-five (45) calendar days unless it is due to sickness or accident.

- 21.2 The vacation entitlements for regular rotation employees of FI Oilfield Services Canada ULC, Schlumberger Canada Ltd, Schlumberger Canada Ltd (Legacy M-I), Schlumberger Canada Ltd (Legacy Cameron), Excellence Logging Canada, LTD (Exlog) and Scientific Drilling International (Canada) Inc. shall remain as per the current practice.
- 21.3 An employee, who voluntarily quits or is discharged for just cause, shall receive pay out of vacation pay earned up to the date of termination.
- 21.4 Vacation pay for temporary employees is included in the day rate outlined in their employer's Schedule A to the Appendix.

ARTICLE 22 - OVERTIME AND CALLOUT

Employees shall work overtime and callout when requested. When overtime or callout is required, the workday shall be no more than sixteen (16) hours, except in the case of an emergency that constitutes an imminent hazard to life or the platform. Employers will make every effort to keep overtime and callout to a minimum and to distribute equitably, whenever possible.

ARTICLE 23 - RECOGNIZED HOLIDAYS

- 23.1 For the purposes of this agreement, the following holidays shall be recognized and observed on their actual dates:

New Year's Day	First Monday in August
Good Friday	Labour Day
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day
Discovery Day	Christmas Day
Canada Day	Boxing Day

- 23.2 Pay for Recognized Holidays and for working on Recognized Holidays is included in the pay model for regular rotation hourly employees outlined in the employer's Appendix.
- 23.3 All regular rotation salaried employees are paid for the Recognized Holidays outlined in Article 23.1 in their monthly salary. If a Recognized Holiday falls on a day a salaried

employee is scheduled to work, the employee shall work the shift that day and receive twice the employee's offshore day rate.

- 23.4 Pay for Recognized Holidays and for working on Recognized Holidays is included in the day rate for temporary employees outlined in their employer's Schedule A to the Appendix.
- 23.5 No time off in lieu of payment will be provided for employees who work on a Recognized Holiday.

ARTICLE 24 - ATLANTIC ACCORD REQUIREMENTS

- 24.1 The employers agree that, as required by the Federal and Provincial Atlantic Accord legislation, full and fair opportunity in employment shall be provided to qualified Canadians and consistent with the Charter of Rights and Freedoms, qualified Newfoundland and Labrador residents shall be given first consideration.
- 24.2 For the purpose of this Article, a Newfoundland and Labrador resident is a Canadian or landed immigrant, who has been a resident of Newfoundland and Labrador for a period of six (6) months prior to commencement of employment on the platform.

ARTICLE 25 - PROMOTIONS AND PROGRESSIONS

- 25.1 For promotions, the employer shall consider skills, ability and qualifications. If these factors are relatively equal, the most senior employee shall be promoted. If the most senior employee is not promoted, the employee and the Union shall be informed in writing of the reasons for the decision.
- 25.2 Employees promoted to a position shall be subject to a trial period of fifty (50) working days. Failure to successfully complete the trial period shall result in demotion of the employee to the former position. During this trial period, the employee shall have the right to return to the former position. Any employees, affected by the return to the former position, will be returned to their former position.
- 25.3 If an employee refuses a promotion, when offered, it will not affect future opportunities.
- 25.4 Employees shall progress within their position, as applicable, consistent with the criteria established by their employer. Employees shall be informed of the progression criteria for their position.
- 25.5 For positions without promotion criteria, employees are required to notify their employer when they have obtained additional qualifications.

- 25.6 When the employer determines that a position cannot be filled by progression or promotion of an employee within the bargaining unit, the employer may transfer another individual from within its organization to the platform. Should another individual not be available for transfer, the position shall be advertised. A copy of the advertisement shall be provided to the Union for the purpose of posting on the bulletin board for the information of bargaining unit employees.
- 25.7 If a bargaining unit employee is the successful applicant for the position, then the employee must resign from the present employer before assuming the responsibilities of the position.

ARTICLE 26 - TEMPORARY ASSIGNMENT

Employees, who are temporarily assigned to another bargaining unit position, shall be paid either the entry level rate of pay for that position or their regular rate of pay, whichever is greater.

ARTICLE 27 - SENIORITY

- 27.1 Each employer shall have its own regular rotation employee seniority list and temporary employee seniority list as applicable.
- 27.2 Subject to Article 27.5, seniority for a regular rotation employee shall be the date the employee first worked for the employer on the platform in a regular rotation position. An employee, who has the earlier seniority date on the list, shall have greater seniority.
- 27.3 Subject to Article 27.6, seniority for a temporary employee shall be established as the completion date of the most recent successful probationary period in a bargaining unit position with an HPEO employer on the platform. An employee, who has the earlier seniority date on the list, shall have great seniority.

For the purpose of transitioning temporary employees from “days of seniority” to a seniority date, the seniority date shall be established as the date of ratification of the agreement, ordered in numerical sequence as per their position on the seniority list on the date of ratification.

- 27.4 If two or more employees have the same seniority date, the employees shall participate in a random draw, in the presence of a union officer or steward and a representative from the employer, to establish their position on the seniority list. The employee, whose name appears earlier on the seniority list, shall be deemed the more senior.
- 27.5 An employee in a regular rotation position, having less than ninety (90) working days with the employer on the platform, shall be considered a probationary employee. Once the probationary period has been successfully completed, the employee's seniority date

shall be the first date the employee worked for the employer on the platform as a regular rotation employee. The employer has the right to extend the probationary period for up to thirty (30) working days on the platform at its sole discretion.

- 27.6 An employee in a temporary position shall be considered probationary until the employee has worked ninety (90) days on the platform without a one hundred and twenty (120) calendar day interruption.
- 27.7 A temporary employee, who has completed the temporary probationary period with the employer, shall not be required to complete another probationary period if employed in a regular rotation position with the same employer. Should a temporary employee on probation be successful in obtaining a regular rotation position, the probationary period shall continue until the employee completes a total of ninety (90) working days on the platform.
- 27.8 Probationary employees shall not hold any seniority rights. The employer shall not have to demonstrate just cause for its decision to terminate a probationary employee.
- 27.9 An employee shall lose seniority, shall be removed from the employer's seniority list and shall be terminated for any one of the following reasons:
- a) The employee quits, resigns or retires.
 - b) The employee is terminated for just cause and not reinstated.
 - c) The employee fails to report for work without just cause.
 - d) The employee fails to return to work from a leave of absence on the expiration date, unless the leave is extended for extenuating circumstances as approved by the employer.
 - e) The regular rotation employee is laid off and fails to return to work when requested to do so by the employer in accordance with Article 28.3.
 - f) The regular rotation employee has been on layoff for a period of twelve (12) consecutive months.
 - g) The temporary employee, on three (3) occasions within a twelve (12) month period, having been notified of a recall in accordance with Article 28.4 and 28.5, declines the recall.
 - h) The temporary employee has not worked for the employer on the platform for a period of twelve (12) consecutive months.

- i) The temporary employee who has not worked on the platform for two (2) consecutive months and subsequently cannot be contacted or declines recall on three (3) consecutive occasions having been notified of a recall in accordance with Article 28.4 and 28.5.
- 27.10 Employees, who return to a position on the platform within twelve (12) months of a reassignment to another location, shall pay past month(s) dues in order to have their seniority reinstated.
- 27.11 An employee, promoted to a non-bargaining unit position with the employer, shall retain seniority for a period of six (6) months.
- 27.12 An employee, who temporarily fills a non-bargaining unit position with the employer, shall retain seniority provided that filling the temporary position is not greater than a cumulative twelve (12) months in a twenty-four (24) month period, unless an extension is mutually agreed by the employer and the Union.
- 27.13 Each employer shall within thirty (30) days following the end of each quarter submit, to the Union, seniority lists for its regular rotation and temporary employees as applicable. These lists shall be posted and remain posted on the Union's bulletin boards. Seniority lists will be confirmed as accurate if no protest is received within thirty (30) days of posting of the list.

ARTICLE 28 - LAYOFFS AND RECALL

- 28.1 When regular rotation employees are to be laid off, an employer shall consider skills, ability and qualifications and shall retain those employees who can perform the available work. If these factors are relatively equal, the most senior employees shall be retained.
- 28.2 In the case of a layoff that affects regular rotation employees and the employer has a need to increase the number of employees, they will be recalled in the reverse order of layoff provided the employee has the skills, ability and qualifications to perform the available work. If these factors are relatively equal, the most senior employee shall be recalled.
- 28.3 Regular rotation employees must notify their Human Resources Department of their intention to return to work within three (3) calendar days of the employer's recall by telephone. The employee must be available to report to work within seven (7) calendar days from the date of the recall, unless the employee's current employer requires greater notice, which shall not exceed fourteen (14) calendar days after the employee's response to the recall.

The regular rotation employee may refuse the recall and shall retain recall rights, if the work is for less than sixty (60) working days.

It shall be the employee's responsibility to keep the employer informed of their current telephone number and address.

28.4 When temporary employees are to be paid off or recalled, an employer shall consider skills, ability and qualifications. If these factors are relatively equal, temporary employees shall be recalled or laid off per the seniority list.

28.5 Generally, the normal cycle of temporary employment shall begin with recall and conclude with layoff for each temporary scope of work offshore. Temporary employees who are compensated with a monthly salary and offshore dayrate may not be subject to layoff after the completion of their temporary scope of work.

Temporary employees shall be listed by seniority in order from the most to the least senior and this shall constitute the order of recall for available work, subject to the eligibility requirements of Article 28.6

A temporary employee who is currently working offshore for the employer shall not be considered for recall during the period of such employment.

Temporary employees, upon successful completion of their probationary period, shall be considered for recall as per their attained seniority date, even though they may not appear on the posted seniority list until the end of the quarter, per Article 27.13.

28.6 Temporary employees shall be entitled to earned days off the platform, and will not be eligible for recall, for a period equal to the number of consecutive days worked (including heliport delays), to a maximum of twenty-one (21) days. Holdover days on the platform will be included in the calculation of earned days off the platform for the purpose of recall eligibility.

Notwithstanding that temporary employees are ineligible for recall during their days off the platform, an employer may exercise its option to offer a recall to temporary employees who have met minimum days off the platform as defined in Table below provided it had attempted to recall all other eligible temporary employees on the seniority list.

A temporary employee who declines recall during their earned days off the platform shall not be considered to have refused a recall in accordance with Article 27.9(g).

Minimum Days off the Platform Table																					
Offshore Days Worked	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Minimum Days off the Platform	1	1	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6	6	7	7	7

28.7 Temporary employees shall be recalled by telephone, including voicemail or pager, and shall have one (1) hour to confirm their availability to report to work. It shall be the employee’s responsibility to keep the employer informed of current telephone number and address.

28.8 Periods of Injury or Sickness

Subject to the layoff and recall provisions of this agreement, employees who have been on leave from the platform because of personal injury or sickness will, after obtaining an approved certificate of fitness, be returned to their former position.

ARTICLE 29 - SEVERANCE PAY

Regular rotation employees shall receive severance pay if they are not recalled within twelve (12) months of layoff or they elect to receive severance pay immediately upon layoff and waive the right to be recalled.

Severance pay will consist of two components. The first component will be two weeks’ pay. The second component shall consist of two weeks’ pay for each year of service with the employer on the platform. For the purpose of calculating the amount of severance to be paid, a week’s pay for regular rotation hourly employees is determined by multiplying the hourly rate by forty-two (42) hours and a week’s pay for regular rotation salaried employees is determined by multiplying the monthly salary by twelve (12) divided by fifty-two (52) weeks. The amount of money determined by this calculation will be multiplied by 1.3.

Severance pay for a partial year of service will be calculated on a prorated basis.

ARTICLE 30 - TRAINING

- 30.1 When regular rotation employees attend training onshore on a day that they would normally be scheduled offshore, employees will be paid their regular pay, excluding the offshore premium, offshore day rate, any offshore bonuses or the overtime premium, as applicable.
- 30.2 When regular rotation hourly employees attend training at the employers request during their scheduled day off, employees will be paid:
- (i) eight (8) hours pay at double the hourly rate for each full training day. A full training day is defined as being greater than four (4) hours; or
 - (ii) four (4) hours pay at double the hourly rate for each partial training day. A partial training day is defined as being equal to or less than 4 hours.
- 30.3 When regular rotation salaried employees of Schlumberger (Legacy GSS) and GE Oil & Gas attend training at the employers request during their scheduled days off, they will be paid:
- (i) training day pay for each full training day(s). A full training day is defined as being greater than four (4) hours; or
 - (ii) one-half (1/2) of training day pay for each partial training day. A partial training day is defined as being equal to or less than 4 hours.

For Schlumberger (Legacy GSS) and GE Oil & Gas the onshore training day pay is outlined in Schedule A to the Appendix.

The monthly salary for regular rotation salaried employees of Schlumberger and Schlumberger (Legacy M-I) includes payment for training during their scheduled days off.

- 30.4 The employer will pay for travel expenses as per Appendix B.

ARTICLE 31 - PAID EDUCATION LEAVE FUND

The employers agree to remit five (5) dollars per month worked by each regular rotation employee to the Paid Education Leave Fund of Unifor. Payments will be made to this Fund on a quarterly basis.

The Union agrees that the training will be consistent with current safety, health and industrial relations programs on the platform and that the employers will be provided the opportunity for input.

The primary purpose of this fund will be to provide training to Hibernia Platform employees. The Union agrees to provide the HPEO with an annual Fund audit.

The HPEO or the Union may cancel participation in the Fund by providing thirty (30) days written notice to the other party prior to the expiration of the term of this agreement.

ARTICLE 32 - PLATFORM CLOSURE

In the event of platform closure, partial platform closure, technological change or restructuring, which will involve permanent reduction of regular rotation employees covered under this agreement, the HPEO will provide the Union with six (6) months written notice, where practical.

ARTICLE 33 - MEDICAL CERTIFICATE EXAMINATIONS

- 33.1 If the employer requires an employee to submit to a medical examination or obtain an employer approved certificate of fitness to return to work, the employer will pay for the cost of the medical examination and travel expenses as per Appendix B.
- 33.2 For employees who require a periodic medical examination to work on the platform, the employer will endeavour to schedule the examination on the day the employee returns from the platform or on the day the employee is scheduled to depart to the platform.

ARTICLE 34 - LEAVES OF ABSENCE

- 34.1 Employees must apply in writing to their supervisor, provide any required documentation satisfactory to the supervisor, and receive approval from their supervisor for all leaves of absence.
- 34.2 Bereavement Leave

In the event of death of a member of the employee`s immediate family while the employee is on the platform, the employer will grant a paid leave of absence for up to three (3) consecutive working days in the current rotation. The employer, at its discretion, may grant additional unpaid bereavement leave, at the employee`s request.

In the event of death of a member of the employee`s immediate family less than three (3) days before an employee`s scheduled return to work, the employer will grant a paid leave of absence for up to two (2) consecutive working days from the beginning of the employee`s scheduled rotation.

Regular rotation employees will not be paid the offshore premium, offshore day rate, any offshore bonuses or the overtime premium, as applicable, during the three (3) days bereavement leave. The travel days to and from the platform and the heliport will not be

considered bereavement leave.

Temporary employees will be paid their day rate during the three (3) days bereavement leave. The travel days to and from the platform and the heliport will not be considered bereavement leave.

The employee's immediate family is defined as the employee's spouse, child, mother, father, sister, brother, grandparent, grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law and son-in-law.

34.3 Jury Duty/Court Hearing Leave

The employer will provide a paid leave of absence to an employee who is called for jury duty or is required to appear in court as a witness under a subpoena. During this leave of absence, the employee will not be paid the offshore premium or offshore day rate. Employees must notify their supervisor of any required absence as soon as the appearance date is known.

If an employee is required to make a court appearance under circumstances other than as described above, the employee will be granted a leave of absence without pay, subject to approval by the supervisor. Employees must notify their supervisor of any required absence of this nature as soon as the appearance date is known.

An employee may, if requested by the employer, make an effort to be excused from jury duty when advised by the employer that the employee's absence from the platform would negatively impact the offshore work schedule.

34.4 Maternity, Parental, Adoption and Family Responsibility Leaves

Employees are entitled to Maternity, Parental, Adoption and Family Responsibility leaves as provided for in the applicable legislation.

34.5 Subject to employer approval, regular rotation employees may request unpaid educational leave for a period up to one year in duration. The educational program must be associated with the employee's current role or relevant career development.

ARTICLE 35 - MODIFIED DUTY

35.1 Regular rotation employees, who perform modified duties onshore, will be paid their base pay or monthly salary, as applicable.

35.2 The employer will pay for travel expenses as per Appendix B.

ARTICLE 36 - PERSONAL PROTECTIVE EQUIPMENT

The employers will determine the need for and provide employees with the Personal Protective Equipment required to safely perform work on the platform. Personal Protective Equipment shall not be removed from the platform without written authorization from the supervisor.

Personal Protective Equipment includes, but is not limited to, the following:

Winter Coveralls or Jackets
Summer Coveralls
Rain Clothing
Work Gloves
Uniform for personnel working in the galley/accommodations
Safety Footwear
Face, Ear and Eye protection equipment
Hard Hats.

ARTICLE 37 - HEALTH AND SAFETY

- 37.1 All employers, the Union and all employees will promote and encourage health, safety and physical and mental wellness on the platform and comply with all provisions of the *Newfoundland and Labrador Occupational Health and Safety Act*.
- 37.2 The platform Joint Occupational Health and Safety Committee shall be trained to carry out its duties in accordance with the Newfoundland and Labrador legislative and regulatory provisions.

ARTICLE 38 - DRUG AND ALCOHOL POLICY

The HPEO will confirm to the Union and the employees, by August 1, 2006, the Alcohol and Drug policy applicable on the platform

ARTICLE 39 - EMPLOYEE ASSISTANCE PROGRAM

An Employee Assistance Program will be made available.

ARTICLE 40 - JOB SHARE

Regular rotation employees may request a job share arrangement with their employer. Any job share arrangement shall be consistent with criteria established by the employer and shall be subject to employer approval.

ARTICLE 41 - BANK DEPOSITS

The employer will deposit all earned pay in the employee's bank account twice per month or every two (2) weeks as per current practice. Employees will receive pay statements for these deposits

ARTICLE 42 - HELIPORT

- 42.1 If the cancellation of a flight necessitates the provision of overnight accommodations, employees will receive vouchers for rooms and meals. Employees, living within a thirty (30) minute drive of the heliport, will not be eligible for the vouchers.
- 42.2 Should there be a delay in the helicopter flight, taxi vouchers will be made available for employees living in the St. John's and surrounding area to return home and for the return trip to the heliport for the next available flight.

ARTICLE 43 - PAYMENT FOR OUT OF PROVINCE TRAVEL

- 43.1 When regular rotation hourly employees attend out of province training at the employer's request during their scheduled day(s) off, the employees will be paid:
- (i) eight (8) hours pay at double the hourly rate for each full travel day. A full travel day is defined as being greater than four (4) hours; or
 - (ii) four (4) hours of pay at double the hourly rate for each partial travel day. A partial travel day is defined as being equal to or less than four (4) hours.
- 43.2 When regular rotation salaried employees of Excellence Logging Canada, Ltd (Exlog) and Schlumberger (Legacy Cameron) attend training out of province training at their employer's request during their scheduled day(s) off, they will be paid:
- (i) the equivalent of training day pay for each full travel day. A full travel day is defined as being greater than four (4) hours; or
 - (ii) the equivalent of one-half (1/2) of training day pay for each partial travel day. A partial travel day is defined as being equal to or less than four (4) hours.

Payment for out of province travel days shall be pre-approved by the employer and must be supported by an itinerary from the appropriate travel service provider. For the purposes of calculation of travel day pay, the itinerary (i.e. scheduled travel time) shall be used as the reference.

For the purposes of this article, the term “Province” is defined as Newfoundland and Labrador.

ARTICLE 44 – COPIES OF THE COLLECTIVE AGREEMENT

All employees, the Union, all supervisors, and all employers shall receive printed copies of the agreement. The cost of printing shall be paid by the employers.

ARTICLE 45 - DURATION

- 45.1 This agreement shall be effective from the date of ratification to June 30, 2019 and from year to year thereafter, unless either party gives notice requiring the other party to begin collective bargaining with a view to renewing or revising the agreement. The notice shall be provided to the other party, in writing, not less than sixty (60) days and not more than one hundred and twenty (120) days prior to expiration of the agreement. Either party opening the agreement in the manner provided above shall notify the other party in writing as to the changes desired. If notice is given, the present agreement shall remain in full force and effect until a new collective agreement is ratified or a legal strike or lockout occurs.
- 45.2 All Appendices to this agreement are an integral part of the agreement.
- 45.3 Both parties agree that this agreement can be modified from time to time by mutual agreement. These changes would be covered in writing and become part of this agreement.
- 45.4 IN WITNESS WHEREOF the parties hereto have caused the Agreement to be executed by their proper representatives duly authorized in that behalf on the 26th day of September, 2019.

INSERT NEW SIGNATURE PAGE

APPENDIX A – WAGES AND SALARIES

All employees covered by this agreement shall be paid in accordance with their classification as outlined in their employer's Schedule A.

For regular rotation employees, the offshore premium, offshore day rate, any offshore bonuses or the overtime premium, as applicable, are paid only when they actually work offshore. The only exceptions are:

- i. when they depart from the heliport to the platform and are required to return onshore because the helicopter is not able to land; or
- ii. when they are being transported to the platform by supply vessel; or
- iii. when they have a confirmed departure time and are held onshore due to helicopter delays or operational reasons.

These payments are not made when regular rotation employees are held or return onshore due to changes in their regular rotation schedule as a result of work scope planning.

1.0 REGULAR ROTATION HOURLY EMPLOYEES

Pay Model for Regular Rotation Hourly Employees Sample calculation based on three (3) weeks earned vacation.

Competitive Onshore Industry Reference

40 hour workweek (8 hour workday)
365.25 days/year (includes Leap Year)
365.25 / 7 days per week = 52.18 weeks/year
Total hours paid per year = 52.18 x 40 hours/week = 2,087 hours
12 recognized holidays x 8 hour day = 96 hours
3 weeks vacation x 40 hours/week = 120 hours

Total hours worked per year:	2087
	- 96 holiday hours
	<u>-120</u> vacation hours
	1,871 hours

Components of Base Pay

Total hours worked offshore per year = 365.25 days / 2 X 12 hours = 2,191.5 hours

2,087 hours per year at straight time (equivalent to onshore industry reference) x Hourly Rate

2,191.5 – 1,871 = 320.5 hours at double time. The 320.5 double time hours are composed of:

-126 vacation hours

-6 recognized holidays x 12 hours = 72 hours

320.5 – 126 vacation hours – 72 holiday hours = 122.5 additional overtime hours

2,087 hours x shift differential

Example of Calculation of Base Pay based on hourly rate of \$25.00:

2087 hours at straight time x Hourly Rate	\$52,175.00
126 double time vacation hours x Hourly Rate	\$ 6,300.00
72 double time recognized holiday hours x Hourly Rate	\$ 3,600.00
122.5 double time additional hours x Hourly Rate	\$ 6,125.00
2087 hours x shift differential of \$1.20	\$ 2,504.40
Total Base Pay	\$70,704.40

Components of Offshore Pay

Extra Time Worked = ½ hour per day at double time x 182.625 days

Offshore Premium = 10% of Total Base Pay

Example of Calculation of Offshore Pay

182.625 X ½ hour at double time X Hourly Rate	\$ 4,565.63
10% Offshore premium (10% of Total Base Pay)	\$ 7,070.44
Total Annual Pay	\$82,340.47

NOTES:

1. The hourly pay model has a base pay component and an offshore pay component.
2. The annual onshore industry reference is based on an assumption of working 2087 hours per year.

3. 1871 is the assumed actual hours that a comparable onshore position would work in a year (excludes vacation and holidays), which may vary depending on vacation entitlement.
 4. 2191.5 is assumed to be the actual annual work hours for employees based on an equal rotation.
 5. 320.5 hours is the difference between the assumed hours worked on the platform (2191.5) and the assumed hours worked in a comparable onshore position (1871). These extra hours are worked and are paid at double time.
 6. The shift differential and the vacation hours paid at double time will increase as outlined in the agreement.
- 1.1 Regular rotation hourly employees shall have their base pay determined based on the assumption of working two thousand one hundred and ninety-one and one half (2191.5) hours annually (182.625 days X 12 hours per day).

Components of base pay include the following:

- i) Two thousand and eighty-seven (2087) times the hourly rate, which includes pay for the earned vacation established in Article 21.1 and ninety-six (96) hours of Recognized Holiday pay;
 - ii) Earned vacation hours worked paid at double time;
 - iii) Six (6) Recognized Holidays worked paid at double time (72 hours);
 - iv) An additional hours adjustment of hours worked, paid at double time, the calculation of which is dependent upon the earned vacation hours of 1.1(ii).
 - v) Two thousand and eighty-seven (2087) times the shift differential established in Article 20.
- 1.2 Regular rotation hourly employees shall be paid the following for all work offshore:
- i) a half hour per day at double time to compensate for any overtime and callout required to be worked; and
 - ii) an offshore premium of 10% of base pay. The offshore premium includes pay for all travel by helicopter or supply boat to and from the platform and all activities involved in Emergency Response Training/Exercises, Medical Emergency Response Training/Exercises, General Platform Alarms, Emergency Shutdowns and Muster/Boat Drills.
- 1.3 A regular rotation hourly employee, who arrives onshore after 17:00 hours, after a twenty-one (21) day rotation, shall be paid for a holdover day. Any approved leave of absence or onshore weather delay during the scheduled rotation will be considered part of

the twenty-one (21) day rotation for purposes of calculation of the holdover day. The 17:00 hour threshold will also apply to each subsequent day until the employee departs the platform.

A holdover day for the employee will be paid at double time for twelve (12) hours plus the offshore premium.

- 1.4 A regular rotation hourly employee, who arrives onshore between 13:00 hours and 17:00 hours on demobilization day, after a twenty-one (21) day rotation, shall be paid four (4) hours at straight time.

2.0 REGULAR ROTATION SALARIED EMPLOYEES

- 2.1 Regular rotation salaried employees shall receive the base salary as outlined in their employer's Schedule A to this Appendix.

Regular rotation salaried employees shall be paid an offshore day rate for all work offshore. The offshore day rate is a field/job bonus related to performing field duties, which includes overtime pay, callout pay and shift differential.

The offshore day rate also includes pay for all travel by helicopter or supply boat to and from the platform and all activities involved in Emergency Response Training/Exercises, Medical Emergency Response Training/Exercises, General Platform Alarms, Emergency Shutdowns and Muster/Boat Drills.

- 2.2 As applicable, a regular rotation salaried employee may receive a Wellsite Operating Bonus Enhancement.

As applicable, a regular rotation salaried employee may receive the greater of the offshore day rate or Job Bonus.

As applicable, a regular rotation salaried employee may receive a monthly Hibernia bonus or a location coefficient.

- 2.3 Regular rotation salaried employees, who are held over beyond their regularly scheduled helicopter departure day, shall be paid their offshore day rate. In addition, employees will be paid a holdover payment as per their employer's Schedule A to this Appendix. Such holdover payment or credit will also apply to each subsequent day until the employee arrives onshore.

- 2.4 The monthly salary for regular rotation salaried employees of Schlumberger and Schlumberger (Legacy M-I) includes payment for debriefing and the preparation of equipment during their scheduled days off.

3.0 TEMPORARY EMPLOYEES

- 3.1 Temporary employees shall be paid the day rate which includes all pay and benefits under this agreement or the monthly salary plus offshore day rate as established in their employer's Schedule A to this Appendix.
- 3.2 Temporary employees will be paid the day rate or the monthly salary plus offshore day rate for each day employed offshore. Temporary employees who do not receive base pay/salary will be paid the day rate for any day held onshore due to helicopter delays or operational reasons.
- 3.3 When a temporary employee, who does not receive base pay/salary, attends training onshore at the employers request, the employee will be paid two thirds (2/3) of the day rate for each training day greater than 4 hours, and one (1/3) of the day rate for each training day 4 hours or less.
- 3.4 A temporary employee, who does not receive base pay/salary, who arrives onshore after 17:00 hours, after having worked twenty-one (21) days, shall be paid for a holdover day; days held onshore due to helicopter delays or operational reasons will be considered part of the 21 days for purposes of calculation of the holdover day. A holdover day for the employee will be paid at double the day rate.
- 3.5 A temporary employee, who does not receive base pay/salary, who arrives onshore between 13:00 hours and 17:00 hours on demobilization day, after having worked twenty-one (21) days, shall be paid one third (1/3) of the day rate.
- 3.6 A temporary employee, who receives base pay/salary, who is held over beyond twenty-two (22) days, shall be paid their offshore day rate. In addition, employees will be paid a holdover payment as per their employer's Schedule A to this Appendix. Such holdover payment or credit will also apply to each subsequent day until the employee arrives onshore.

4.0 PROGRESSION

Employees, who have successfully completed the requirements of the progression program shall progress effective the date of completion. Those employees, who have previously completed the progression requirements, shall have their pay adjusted, as appropriate, retroactive to the date of completion.

5.0 WAGE AND SALARY INCREASES

Regular rotation employees' hourly wage rates or salary established for July 1, 2019 are outlined in their employer's Schedule A to this Appendix and shall be adjusted:

Effective July 1, 2019, 2.5 percent increase;
Effective July 1, 2020, 2.75 percent increase;
Effective July 1, 2021, 3.0 percent increase;
Effective July 1, 2022, 3.5 percent increase;

6.0 REGULAR ROTATION SALARIED EMPLOYEE OFFSHORE DAY RATES

Regular rotation salaried employees' offshore day rates established for July 1, 2019, are outlined in their employer's Schedule A to this Appendix and shall be adjusted:

Effective July 1, 2020, 2.75 percent increase;
Effective July 1, 2022, 3.5 percent increase.

7.0 TEMPORARY EMPLOYEE DAY RATES

Temporary employee day rates, established for July 1, 2019 are outlined in their employer's Schedule A to this Appendix and shall be adjusted:

Effective July 1, 2019, 2.5 percent increase;
Effective July 1, 2020, 2.75 percent increase;
Effective July 1, 2021, 3.0 percent increase;
Effective July 1, 2022, 3.5 percent increase;

8.0 ANNUAL INCENTIVE PLAN

Employees, in positions presently covered by the Hibernia Incentive Plan, shall continue to receive payments, as appropriate, in accordance with the criteria as set by the employers.

APPENDIX B – TRAVEL EXPENSES

This Appendix applies to the following employer required and approved activities (Training / Medicals / Pre-Approved Travel on Employer Business / Modified Duties) which occur at locations other than an employee's normal place(s) of work. Mode of transportation will be determined by the employer prior to departure.

Any expenses as a result of extenuating circumstances, which are not already covered by this appendix, must be pre-approved by the employer.

1.0 TRAINING / MEDICALS / PRE-APPROVED TRAVEL ON EMPLOYER BUSINESS / MODIFIED DUTIES

1.1 In Province Travel

Regular Rotation and Temporary Employees required to travel more than 100 kilometers from their permanent place of residence will be eligible to claim the following expenses, as per the Travel and Expense Table below:

- i. Actual Mileage to and from your permanent place of residence to the hotel plus actual mileage to and from the applicable event location
- ii. Receipted hotel room expenses
- iii. Meal allowances for breakfast, lunch & dinner
- iv. Airfare as appropriate

Regular Rotation and Temporary Employees who reside within 100 kilometers will be eligible to claim the following expenses, as per the Travel and Expense Table below:

- v. Actual Mileage
- vi. Meal allowance for lunch

1.2 Out of Province Travel

Regular Rotation and Temporary Employees who are required by the employer to travel outside the province will be reimbursed for pre-approved expenses which will be established prior to departure.

Travel and Expense Table

Hotels	Reasonable receipted hotel expenses to a maximum of \$150.00 CDN per night (tax excluded) for pre-approved duration.
Meals	Applicable meal allowances as outlined: Breakfast – \$20.00 Lunch – \$25.00 Dinner – \$50.00
Mileage	Reimbursed at a rate of \$0.52/km traveled
Taxis	Applicable receipted expenses
Parking	Receipted parking expenses to a maximum of \$60.00 per month

SCHEDULE A

Atlantic Offshore Medical Services

Schedule A				
Atlantic Offshore Medical Services				
Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	2.50%	2.75%	3.00%	3.50%
Occupational Health Nurse	\$53.73	\$55.21	\$56.87	\$58.86

Atlantic XL Inc.

Schedule A				
Atlantic XL Inc.				
Temporary Employees				
	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
Position	Day Rate	Day Rate	Day Rate	Day Rate
		2.75%	3.00%	3.50%
Maintenance Technician (Telecommunications)	\$933.10	\$958.76	\$987.52	\$1,022.08

Baker Hughes Canada Company – Upstream Chemicals

Schedule A				
Baker Hughes Canada Company - Upstream Chemicals				
Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	2.50%	2.75%	3.00%	3.50%
Laboratory Technician	\$44.74	\$45.97	\$47.35	\$49.01
Entry Level Laboratory Technician	\$40.81	\$41.93	\$43.19	\$44.70

Entry level Laboratory Technician will progress to the next level after one calendar year.

Crosbie Salamis Limited

Schedule A				
Crosbie Salamis Limited				
Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	2.50%	2.75%	3.00%	3.50%
Materials Movement Coordinator 3	\$44.00	\$45.21	\$46.57	\$48.20
Materials Movement Coordinator 2	\$46.66	\$47.94	\$49.38	\$51.11
Materials Movement Coordinator 1	\$49.05	\$50.40	\$51.91	\$53.73
Material Controller 3	\$41.03	\$42.16	\$43.42	\$44.94
Material Controller 2	\$42.13	\$43.29	\$44.59	\$46.15
Material Controller 1	\$43.20	\$44.39	\$45.72	\$47.32
Storeman 3	\$36.95	\$37.97	\$39.11	\$40.48
Storeman 2	\$37.96	\$39.00	\$40.17	\$41.58
Storeman 1	\$39.26	\$40.34	\$41.55	\$43.00
Crane Operator 3	\$40.93	\$42.06	\$43.32	\$44.84
Crane Operator 2	\$41.96	\$43.11	\$44.40	\$45.95
Crane Operator 1	\$43.07	\$44.25	\$45.58	\$47.18
Deck Operative 3	\$28.97	\$29.77	\$30.66	\$31.73
Deck Operative 2	\$29.71	\$30.53	\$31.45	\$32.55
Deck Operative 1	\$33.09	\$34.00	\$35.02	\$36.25
Radio Operator 3	\$41.38	\$42.52	\$43.80	\$45.33
Radio Operator 2	\$42.48	\$43.65	\$44.96	\$46.53
Radio Operator 1	\$46.26	\$47.53	\$48.96	\$50.67

Regular rotation employees will progress to a higher level of pay in the following manner:

Level 3 – on hire.

Level 2 – on successful completion of the probationary period.

Level 1 – after two (2) years in the position and the successful completion of an evaluation by the employer and / or an independent assessor, as required.

Notwithstanding Article 26, regular rotation employees may progress to a higher level of pay while on a temporary assignment as per the progression levels above.

Subject to the Seniority Article, when a temporary employee becomes a regular rotation employee, any time served as a temporary employee in the position will be credited for progression purposes.

Schedule A
Crosbie Salamis Limited
Temporary Employees

Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	2.50%	2.75%	3.00%	3.50%
Industrial Specialist	\$819.53	\$842.07	\$867.33	\$897.69
Cleaner	\$726.98	\$746.97	\$769.38	\$796.31
Deck Operative, Storeman	\$551.94	\$567.12	\$584.13	\$604.57
Deck Operative Trainee	\$484.89	\$498.22	\$513.17	\$531.13
Lead	\$933.09	\$958.75	\$987.51	\$1,022.07
Crane Operator	\$783.13	\$804.67	\$828.81	\$857.82
Radio Operator	\$840.32	\$863.43	\$889.33	\$920.46

East Coast Catering Limited

Schedule A				
East Coast Catering Limited				
Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	2.50%	2.75%	3.00%	3.50%
Chef Coordinator	\$41.48	\$42.62	\$43.90	\$45.44
Chef / Chef Baker	\$34.94	\$35.90	\$36.98	\$38.27
Deputy Accommodations Coordinator	\$34.77	\$35.73	\$36.80	\$38.09
Accommodations Technician	\$29.94	\$30.76	\$31.68	\$32.79
Accommodations Attendant	\$26.40	\$27.13	\$27.94	\$28.92

Schedule A				
East Coast Catering Limited				
Temporary Employees				
Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	2.50%	2.75%	3.00%	3.50%
Chef	\$567.18	\$582.78	\$600.26	\$621.27
Accommodations Attendant	\$470.48	\$483.42	\$497.92	\$515.35

Excellence Logging Canada, LTD (Exlog)

Schedule A								
Excellence Logging Canada, LTD (Exlog)								
Position	Ratification Date		July 1, 2020		July 1, 2021		July 1, 2022	
	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate
	2.50%		2.75%	2.75%	3.00%		3.50%	3.50%
Mud Logger	\$3,730.34	\$130.49	\$3,832.92	\$134.08	\$3,947.91	\$134.08	\$4,086.09	\$138.77
Senior Mud Logger	\$4,117.92	\$173.98	\$4,231.16	\$178.76	\$4,358.09	\$178.76	\$4,510.62	\$185.02
Data Engineer	\$5,226.21	\$181.23	\$5,369.93	\$186.21	\$5,531.03	\$186.21	\$5,724.62	\$192.73
Senior Data Engineer	\$5,424.33	\$181.23	\$5,573.50	\$186.21	\$5,740.71	\$186.21	\$5,941.63	\$192.73
Well Site Geologist	\$9,210.42	\$340.70	\$9,463.71	\$350.07	\$9,747.62	\$350.07	\$10,088.79	\$362.32

The holdover payment is \$450 and the onshore training day pay is \$300.

Schedule A				
Excellence Logging Canada, LTD (Exlog)				
Temporary Employees				
Position	Ratification Date	July 1, 2020	July 1, 2021	July 1, 2022
	Day Rate	Day Rate	Day Rate	Day Rate
	2.50%	2.75%	3.00%	3.50%
Jr. Mudlogger	\$587.21	\$603.36	\$621.46	\$643.21
Well Site Geologist	\$1,109.17	\$1,139.67	\$1,173.86	\$1,214.95

FI Oilfield Services Canada ULC

Schedule A FI Oilfield Services Canada ULC								
Position	July 1, 2019		July 1, 2020		July 1, 2021		July 1, 2022	
	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate
	2.50%		2.75%	2.75%	3.00%		3.50%	3.50%
Tubular Service Supervisor- Eastern Canada	\$4,142.16	\$350.10	\$4,256.07	\$359.73	\$4,383.75	\$359.73	\$4,537.18	\$372.32
Field Service Technician - Eastern Canada	\$3,654.84	\$318.27	\$3,755.35	\$327.02	\$3,868.01	\$327.02	\$4,003.39	\$338.47

Reflects minimum of salary scale.

The holdover payment is \$450.00

Schedule A FI Oilfield Services Canada ULC				
Temporary Employees				
Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	Day Rate	Day Rate	Day Rate	Day Rate
	2.50%	2.75%	3.00%	3.50%
Field Service Technician - Eastern Canada	\$551.97	\$567.15	\$584.16	\$604.61

Hibernia Management and Development Company Ltd.

Schedule A				
Hibernia Management and Development Company Ltd.				
Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	2.50%	2.75%	3.00%	3.50%
Maintenance Technician Trainee	\$34.32	\$35.26	\$36.32	\$37.59
Maintenance Technician Level A	\$39.64	\$40.73	\$41.95	\$43.42
Maintenance Technician Level B	\$46.40	\$47.68	\$49.11	\$50.83
Maintenance Technician Level C	\$49.64	\$51.01	\$52.54	\$54.38
Maintenance Technician Level D	\$53.02	\$54.48	\$56.11	\$58.07
Maintenance Technician Level E	\$56.81	\$58.37	\$60.12	\$62.22
Operations Technician Trainee	\$34.32	\$35.26	\$36.32	\$37.59
Operations Technician Level A	\$39.64	\$40.73	\$41.95	\$43.42
Operations Technician Level B	\$46.40	\$47.68	\$49.11	\$50.83
Operations Technician Level C	\$49.64	\$51.01	\$52.54	\$54.38
Operations Technician Level D	\$53.02	\$54.48	\$56.11	\$58.07
Operations Technician Level E	\$56.81	\$58.37	\$60.12	\$62.22

Employees will progress to a higher level of pay in accordance with the requirements of the HMDC TOPS program. Progression up to level D, then promotion to Level E.

IT Support and Telecommunications Technician are covered under the Maintenance Technician TOPS Levels (Trainee through Level E).

Network Consulting Services Inc.

Schedule A				
Network Consulting Services Inc.				
Temporary Employees				
	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
Position	Day Rate	Day Rate	Day Rate	Day Rate
		2.75%	3.00%	3.50%
Maintenance Technician (Information Technology)	\$933.10	\$958.76	\$987.52	\$1,022.08

Parker Drilling Canada Company

Schedule A				
Parker Drilling Canada Company				
Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	2.50%	2.75%	3.00%	3.50%
Driller Level 3	\$51.87	\$53.30	\$54.90	\$56.82
Driller Level 2	\$50.82	\$52.22	\$53.79	\$55.67
Driller Level 1	\$49.02	\$50.37	\$51.88	\$53.70
Driller Trainee Level 3	\$48.61	\$49.95	\$51.45	\$53.25
Driller Trainee Level 2	\$48.11	\$49.43	\$50.91	\$52.69
Driller Trainee Level 1	\$47.63	\$48.94	\$50.41	\$52.17
Assistant Driller Level 3	\$44.85	\$46.08	\$47.46	\$49.12
Assistant Driller Level 2	\$44.58	\$45.81	\$47.18	\$48.83
Assistant Driller Level 1	\$44.29	\$45.51	\$46.88	\$48.52
Derrickman Level 3	\$41.49	\$42.63	\$43.91	\$45.45
Derrickman Level 2	\$40.67	\$41.79	\$43.04	\$44.55
Derrickman Level 1	\$40.47	\$41.58	\$42.83	\$44.33
Assistant Derrickman Level 3	\$39.85	\$40.95	\$42.18	\$43.66
Assistant Derrickman Level 2	\$39.21	\$40.29	\$41.50	\$42.95
Assistant Derrickman Level 1	\$38.55	\$39.61	\$40.80	\$42.23
Solids Control Technican Level 3	\$40.32	\$41.43	\$42.67	\$44.16
Solids Control Technican Level 2	\$39.51	\$40.60	\$41.82	\$43.28
Solids Control Technican Level 1	\$36.66	\$37.67	\$38.80	\$40.16
Lead Floor Hand Level 3	\$35.51	\$36.49	\$37.58	\$38.90
Lead Floor Hand Level 2	\$34.84	\$35.80	\$36.87	\$38.16
Lead Floor Hand Level 1	\$34.30	\$35.24	\$36.30	\$37.57
Floor Hand Level 3	\$32.57	\$33.47	\$34.47	\$35.68
Floor Hand Level 2	\$32.09	\$32.97	\$33.96	\$35.15
Floor Hand Level 1	\$31.29	\$32.15	\$33.11	\$34.27
Pipedeck Coordinator Level 3	\$36.85	\$37.86	\$39.00	\$40.37
Pipedeck Coordinator Level 2	\$35.10	\$36.07	\$37.15	\$38.45
Pipedeck Coordinator Level 1	\$33.34	\$34.26	\$35.29	\$36.53
Roustabout Level 3	\$28.95	\$29.75	\$30.64	\$31.71
Roustabout Level 2	\$27.77	\$28.53	\$29.39	\$30.42
Roustabout Level 1	\$26.61	\$27.34	\$28.16	\$29.15
Storeman Level 3	\$40.69	\$41.81	\$43.06	\$44.57
Storeman Level 2	\$40.08	\$41.18	\$42.42	\$43.90
Storeman Level 1	\$39.60	\$40.69	\$41.91	\$43.38
Maintenance Supervisor Nights Level 3	\$57.38	\$58.96	\$60.73	\$62.86
Maintenance Supervisor Nights Level 2	\$56.16	\$57.70	\$59.43	\$61.51
Maintenance Supervisor Nights Level 1	\$55.21	\$56.73	\$58.43	\$60.48
Electrician Level 3	\$51.18	\$52.59	\$54.17	\$56.07
Electrician Level 2	\$49.51	\$50.87	\$52.40	\$54.23
Electrician Level 1	\$47.82	\$49.14	\$50.61	\$52.38
Instrumentation Level 3	\$51.18	\$52.59	\$54.17	\$56.07
Instrumentation Level 2	\$49.51	\$50.87	\$52.40	\$54.23
Instrumentation Level 1	\$47.82	\$49.14	\$50.61	\$52.38
Mechanic Level 3	\$51.18	\$52.59	\$54.17	\$56.07
Mechanic Level 2	\$49.51	\$50.87	\$52.40	\$54.23
Mechanic Level 1	\$47.82	\$49.14	\$50.61	\$52.38
DMS Technician Level 3	\$32.24	\$33.13	\$34.12	\$35.31
DMS Technician Level 2	\$29.95	\$30.77	\$31.69	\$32.80
DMS Technician Level 1	\$27.64	\$28.40	\$29.25	\$30.27
Material Control Co-ordinator Level 3	\$42.96	\$44.14	\$45.46	\$47.05
Material Control Co-ordinator Level 2	\$42.44	\$43.61	\$44.92	\$46.49
Material Control Co-ordinator Level 1	\$41.93	\$43.08	\$44.37	\$45.92

SCHEDULE A

Parker Drilling Canada Company (cont'd)

Regular Rotation employees will progress to a higher level of pay in accordance with criteria established in the employer's progression system.

Schedule A				
Parker Drilling Canada Company				
Temporary Employees				
	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
Position	Day Rate	Day Rate	Day Rate	Day Rate
	2.50%	2.75%	3.00%	3.50%
Maintenance Technicians (E/I/M)	\$913.32	\$938.44	\$966.59	\$1,000.42
Roustabout	\$520.83	\$535.15	\$551.20	\$570.49

Apprentice Rate – Electrical, Instrument, Mechanical Tech.

Beginning of 2nd year – 60% of entry level

Beginning of 3rd year – 70% of entry level

Beginning of 4th year – 80% of entry level

Schlumberger Canada Ltd

Schedule A Schlumberger Canada Ltd								
Position	Ratification Date		July 1, 2020		July 1, 2021		July 1, 2022	
	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate
	2.50%		2.75%	2.75%	3.00%		3.50%	3.50%
Directional Driller 1 ¹	\$4,613.89	\$395.10	\$4,740.77	\$405.97	\$4,882.99	\$405.97	\$5,053.89	\$420.18
Directional Driller 2 ¹	\$4,778.69	\$551.98	\$4,910.10	\$567.16	\$5,057.40	\$567.16	\$5,234.41	\$587.01
Directional Driller 3 ¹	\$5,273.03	\$644.96	\$5,418.04	\$662.70	\$5,580.58	\$662.70	\$5,775.90	\$685.89
Senior Directional Driller ¹	\$5,767.37	\$673.99	\$5,925.97	\$692.52	\$6,103.75	\$692.52	\$6,317.38	\$716.76
MWD Specialist Trainee	\$3,790.02	\$145.26	\$3,894.25	\$149.25	\$4,011.08	\$149.25	\$4,151.47	\$154.47
MWD Specialist 1 ¹	\$3,954.77	\$226.61	\$4,063.53	\$232.84	\$4,185.44	\$232.84	\$4,331.93	\$240.99
MWD Specialist 2 ¹	\$4,284.37	\$337.00	\$4,402.19	\$346.27	\$4,534.26	\$346.27	\$4,692.96	\$358.39
MWD Specialist 3 ¹	\$4,613.89	\$424.15	\$4,740.77	\$435.81	\$4,882.99	\$435.81	\$5,053.89	\$451.06
Senior MWD Specialist ¹	\$5,124.72	\$441.59	\$5,265.65	\$453.73	\$5,423.62	\$453.73	\$5,613.45	\$469.61
D&M Field Engineer Trainee	\$6,273.26	N/A	\$6,445.77	N/A	\$6,639.14	N/A	\$6,871.51	N/A
D&M Field Engineer 1 ¹	\$6,273.26	\$214.98	\$6,445.77	\$220.89	\$6,639.14	\$220.89	\$6,871.51	\$228.62
D&M Field Engineer 2 ¹	\$6,504.69	\$278.90	\$6,683.57	\$286.57	\$6,884.08	\$286.57	\$7,125.02	\$296.60
D&M Field Engineer 3 ¹	\$6,945.04	\$377.68	\$7,136.03	\$388.07	\$7,350.11	\$388.07	\$7,607.36	\$401.65
D&M Dual Service Specialist 1 ¹	\$5,124.72	\$621.71	\$5,265.65	\$638.81	\$5,423.62	\$638.81	\$5,613.45	\$661.17
D&M Dual Service Specialist 2 ¹	\$5,446.05	\$668.18	\$5,595.82	\$686.55	\$5,763.69	\$686.55	\$5,965.42	\$710.58
D&M Senior Dual Service Specialist ¹	\$5,767.37	\$697.24	\$5,925.97	\$716.41	\$6,103.75	\$716.41	\$6,317.38	\$741.48
REW Operator Trainee ⁴	\$3,661.92	\$154.11	\$3,762.62	\$158.35	\$3,875.50	\$158.35	\$4,011.14	\$163.89
REW Operator ^{2,3}	\$4,040.73	\$154.11	\$4,151.85	\$158.35	\$4,276.41	\$158.35	\$4,426.08	\$163.89
REW Senior Operator ^{2,3}	\$4,672.11	\$154.11	\$4,800.59	\$158.35	\$4,944.61	\$158.35	\$5,117.67	\$163.89
REW General Operator ^{2,3}	\$5,303.46	\$154.11	\$5,449.31	\$158.35	\$5,612.79	\$158.35	\$5,809.24	\$163.89
REW Operations Support Tech ^{2,3}	\$5,745.43	\$179.54	\$5,903.43	\$184.48	\$6,080.53	\$184.48	\$6,293.35	\$190.94
REW Field Specialist ^{2,3}	\$5,108.23	\$234.23	\$5,248.71	\$240.67	\$5,406.17	\$240.67	\$5,595.39	\$249.09
REW Senior Field Specialist ^{2,3}	\$5,767.37	\$234.23	\$5,925.97	\$240.67	\$6,103.75	\$240.67	\$6,317.38	\$249.09
REW Xpert Field Specialist ^{2,3}	\$6,920.85	\$234.23	\$7,111.17	\$240.67	\$7,324.51	\$240.67	\$7,580.87	\$249.09
REW General Field Specialist ^{2,3}	\$7,744.77	\$234.23	\$7,957.75	\$240.67	\$8,196.48	\$240.67	\$8,483.36	\$249.09
REW Junior Field Engineer ³	\$6,273.26	N/A	\$6,445.77	N/A	\$6,639.14	N/A	\$6,871.51	N/A
REW Field Engineer ^{2,3}	\$6,273.26	\$234.23	\$6,445.77	\$240.67	\$6,639.14	\$240.67	\$6,871.51	\$249.09
REW Senior Field Engineer ^{2,3}	\$6,591.27	\$234.23	\$6,772.53	\$240.67	\$6,975.71	\$240.67	\$7,219.86	\$249.09
REW General Field Engineer ^{2,3}	\$6,945.04	\$234.23	\$7,136.03	\$240.67	\$7,350.11	\$240.67	\$7,607.36	\$249.09
WS Equipment Operator Trainee ³	\$3,839.62	\$154.11	\$3,945.21	\$158.35	\$4,063.57	\$158.35	\$4,205.79	\$163.89
WS Equipment Operator 1 ³	\$4,159.55	\$154.11	\$4,273.94	\$158.35	\$4,402.16	\$158.35	\$4,556.24	\$163.89
WS Equipment Operator 2 ³	\$4,479.54	\$154.11	\$4,602.73	\$158.35	\$4,740.81	\$158.35	\$4,906.74	\$163.89
WS Equipment Operator 3 ³	\$4,799.49	\$154.11	\$4,931.48	\$158.35	\$5,079.42	\$158.35	\$5,257.20	\$163.89

Schedule A								
Schlumberger Canada Ltd (cont'd)								
Position	July 1, 2019		July 1, 2020		July 1, 2021		July 1, 2022	
	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate
WS Service Technician ³	\$5,279.45	\$154.11	\$5,424.63	\$158.35	\$5,587.37	\$158.35	\$5,782.93	\$163.89
WS Service Supervisor Trainee ³	\$4,735.25	\$154.11	\$4,865.47	\$158.35	\$5,011.43	\$158.35	\$5,186.83	\$163.89
WS Service Supervisor 1 ³	\$5,934.82	\$191.09	\$6,098.03	\$196.34	\$6,280.97	\$196.34	\$6,500.80	\$203.21
WS Service Supervisor 2 ³	\$6,242.93	\$234.23	\$6,414.61	\$240.67	\$6,607.05	\$240.67	\$6,838.30	\$249.09
WS Service Supervisor 3 ³	\$6,945.04	\$265.06	\$7,136.03	\$272.35	\$7,350.11	\$272.35	\$7,607.36	\$281.88
WS General Service Supervisor ³	\$7,765.79	\$295.89	\$7,979.35	\$304.03	\$8,218.73	\$304.03	\$8,506.39	\$314.67
WS Field Engineer Trainee ³	\$6,273.26	N/A	\$6,445.77	N/A	\$6,639.14	N/A	\$6,871.51	N/A
WS Field Engineer ³	\$6,273.26	\$191.09	\$6,445.77	\$196.34	\$6,639.14	\$196.34	\$6,871.51	\$203.21
WS Field Engineer 1 ³	\$6,756.08	\$234.23	\$6,941.87	\$240.67	\$7,150.13	\$240.67	\$7,400.38	\$249.09
WS Field Engineer 2 ³	\$7,386.98	\$265.06	\$7,590.12	\$272.35	\$7,817.82	\$272.35	\$8,091.44	\$281.88
WS General Field Engineer ³	\$8,207.75	\$295.89	\$8,433.46	\$304.03	\$8,686.46	\$304.03	\$8,990.49	\$314.67
WCP Field Specialist Trainee ⁴	\$4,613.89	\$87.16	\$4,740.77	\$89.56	\$4,882.99	\$89.56	\$5,053.89	\$92.69
WCP Field Specialist 1 ⁴	\$5,303.46	\$139.45	\$5,449.31	\$143.28	\$5,612.79	\$143.28	\$5,809.24	\$148.29
WCP Field Specialist 2 ⁴	\$6,426.53	\$234.23	\$6,603.26	\$240.67	\$6,801.36	\$240.67	\$7,039.41	\$249.09
WCP Field Specialist 3 ⁴	\$7,085.65	\$278.90	\$7,280.51	\$286.57	\$7,498.93	\$286.57	\$7,761.39	\$296.60
WCP General Field Specialist ⁴	\$7,909.57	\$348.61	\$8,127.08	\$358.20	\$8,370.89	\$358.20	\$8,663.87	\$370.74
BDT Field Specialist I**	\$4,074.22	\$212.18	\$4,186.26	\$218.01	\$4,311.85	\$218.01	\$4,462.76	\$225.64
BDT Field Specialist II	\$4,212.42	\$1,207.84	\$4,328.26	\$1,241.06	\$4,458.11	\$1,241.06	\$4,614.14	\$1,284.50
BDT Field Specialist III	\$4,357.69	\$1,207.84	\$4,477.53	\$1,241.06	\$4,611.86	\$1,241.06	\$4,773.28	\$1,284.50
BDT Field Specialist IV	\$4,502.93	\$1,207.84	\$4,626.76	\$1,241.06	\$4,765.56	\$1,241.06	\$4,932.35	\$1,284.50
BDT Field Specialist GEN	\$4,648.19	\$1,207.84	\$4,776.02	\$1,241.06	\$4,919.30	\$1,241.06	\$5,091.48	\$1,284.50
MSK Operator ²	\$4,161.96	\$154.50	\$4,276.41	\$158.75	\$4,404.70	\$158.75	\$4,558.86	\$164.31
MSK Senior Operator ²	\$4,812.28	\$164.80	\$4,944.62	\$169.33	\$5,092.96	\$169.33	\$5,271.21	\$175.26
MSK General Operator ²	\$5,462.57	\$175.10	\$5,612.79	\$179.92	\$5,781.17	\$179.92	\$5,983.51	\$186.22
MSK Expert Operator ²	\$6,200.74	\$185.40	\$6,371.26	\$190.50	\$6,562.40	\$190.50	\$6,792.08	\$197.17
MSK Field Specialist ²	\$5,542.43	\$195.70	\$5,694.85	\$201.08	\$5,865.70	\$201.08	\$6,071.00	\$208.12
MSK Senior Field Specialist 2	\$6,247.82	\$234.84	\$6,419.64	\$241.30	\$6,612.23	\$241.30	\$6,843.66	\$249.75
MSK Xpert Field Specialist ²	\$7,509.13	\$267.80	\$7,715.63	\$275.16	\$7,947.10	\$275.16	\$8,225.25	\$284.79
MSK General Field Specialist ²	\$8,403.08	\$303.85	\$8,634.16	\$312.21	\$8,893.18	\$312.21	\$9,204.44	\$323.14
MSK Junior Field Engineer ²	\$6,994.68	\$195.70	\$7,187.03	\$201.08	\$7,402.64	\$201.08	\$7,661.73	\$208.12
MSK Field Engineer ²	\$6,994.68	\$234.84	\$7,187.03	\$241.30	\$7,402.64	\$241.30	\$7,661.73	\$249.75
MSK Senior Field Engineer ²	\$7,349.27	\$267.80	\$7,551.37	\$275.16	\$7,777.91	\$275.16	\$8,050.14	\$284.79
MSK General Field Engineer ²	\$7,743.72	\$303.85	\$7,956.67	\$312.21	\$8,195.37	\$312.21	\$8,482.21	\$323.14
MSK Professional Field Engineer ²	\$8,159.34	\$334.75	\$8,383.72	\$343.96	\$8,635.23	\$343.96	\$8,937.46	\$356.00

SCHEDULE A

Schlumberger Canada Ltd (cont'd)

Employees will follow the progression process outlined in the applicable business segment's Training and Development program.

Reflects minimum of salary scale.

¹ Employee eligible for Wellsite Operating Bonus Enhancement

² Employee receives greater of total offshore day rate or Job Bonus Total

³ Employee eligible for Service Quality Enhancement bonus effective January 1, 2006

⁴ Employee eligible for Complex Operations Bonus

**BDT Field Specialist I offshore dayrate is a training rate.

Effective May 1, 2006, the three employees, who are in the position of REW Field Specialist move into the position of REW Operations Support Technician. These three employees will receive the monthly salary shown for the REW Operations Support Technician plus an offshore day rate of \$190.00 plus the same increases to the offshore day rate of \$190.00 as those applied to such rate for the position of REW Field Specialist.

The holdover payment is \$450.00.

Schlumberger Canada Ltd (Legacy Cameron)

Schedule A								
Schlumberger Canada Ltd (Legacy Cameron)								
Position	July 1, 2019		July 1, 2020		July 1, 2021		July 1, 2022	
	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate
	2.50%		2.75%	2.75%	3.00%		3.50%	3.50%
Field Service Tech Trainee	\$6,221.01	\$135.61	\$6,392.09	\$139.34	\$6,583.85	\$139.34	\$6,814.28	\$144.22
Field Service Technician 1	\$8,104.66	\$135.61	\$8,327.54	\$139.34	\$8,577.37	\$139.34	\$8,877.58	\$144.22
Field Service Technician 2	\$9,532.45	\$135.61	\$9,794.59	\$139.34	\$10,088.43	\$139.34	\$10,441.53	\$144.22
Field Service Technician 3	\$10,403.24	\$135.61	\$10,689.33	\$139.34	\$11,010.01	\$139.34	\$11,395.36	\$144.22
Field Service Technician 4	\$11,109.99	\$135.61	\$11,415.51	\$139.34	\$11,757.98	\$139.34	\$12,169.51	\$144.22
Field Service Technician 5	\$11,875.29	\$135.61	\$12,201.86	\$139.34	\$12,567.92	\$139.34	\$13,007.80	\$144.22

Employees will progress to a higher level of pay in accordance with the requirements of the employer's progression system. Progression up to Field Service Technician 3, then promotion to Field Service Technician 4 and 5.

The holdover payment is \$450 and the onshore training day pay is \$300.

Schlumberger Canada Ltd (Legacy M-I)

Schedule A Schlumberger Canada Ltd (Legacy M-I)								
Position	July 1, 2019		July 1, 2020		July 1, 2021		July 1, 2022	
	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate
	2.50%		2.75%	2.75%	3.00%		3.50%	3.50%
Field Service Technician I	\$5,599.31	\$156.89	\$5,753.29	\$161.20	\$5,925.89	\$161.20	\$6,133.30	\$166.84
		\$145.26		\$149.25		\$149.25		\$154.47
Field Service Technician II	\$6,114.09	\$156.89	\$6,282.23	\$161.20	\$6,470.70	\$161.20	\$6,697.17	\$166.84
		\$145.26		\$149.25		\$149.25		\$154.47
Field Service Technician Senior	\$6,717.85	\$156.89	\$6,902.59	\$161.20	\$7,109.67	\$161.20	\$7,358.51	\$166.84
		\$145.26		\$149.25		\$149.25		\$154.47
Drilling Fluids Specialist I	\$6,114.09	\$232.41	\$6,282.23	\$238.80	\$6,470.70	\$238.80	\$6,697.17	\$247.16
		\$197.55		\$202.98		\$202.98		\$210.08
Drilling Fluids Specialist II	\$6,717.85	\$232.41	\$6,902.59	\$238.80	\$7,109.67	\$238.80	\$7,358.51	\$247.16
		\$197.55		\$202.98		\$202.98		\$210.08
Drilling Fluids Specialist III	\$7,355.90	\$232.41	\$7,558.19	\$238.80	\$7,784.94	\$238.80	\$8,057.41	\$247.16
		\$197.55		\$202.98		\$202.98		\$210.08
Drilling Fluids Specialist Supervisor	\$9,181.57	\$232.41	\$9,434.06	\$238.80	\$9,717.08	\$238.80	\$10,057.18	\$247.16
		\$197.55		\$202.98		\$202.98		\$210.08

Employees will follow the progression process outlined in the applicable business segment's Training and Development program.

The higher Offshore Day Rate is payable to the employee on day shift, who is the lead.

Reflects minimum of salary scale.

The holdover payment is \$450.00.

Scientific Drilling International (Canada) Inc.

Schedule A								
Scientific Drilling International (Canada) Inc.								
Position	July 1, 2019		July 1, 2020		July 1, 2021		July 1, 2022	
	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate	Mthly Salary	Offshore Day Rate
	2.50%		2.75%	2.75%	3.00%		3.50%	3.50%
Surveyor Operator	\$3,469.10	\$464.83	\$3,564.50	\$477.61	\$3,671.44	\$477.61	\$3,799.94	\$494.33
Senior Surveyor Operator	\$4,337.12	\$522.93	\$4,456.39	\$537.31	\$4,590.08	\$537.31	\$4,750.73	\$556.12

Reflects Minimum of salary scale.

The holdover payment is \$450.00.

SNC Lavalin Industrial Atlantic

Schedule A				
SNC Lavalin Industrial Atlantic				
Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	2.50%	2.75%	3.00%	3.50%
NDT* Technician Level 1	\$36.10 - \$46.31	\$37.09 - \$47.58	\$38.20 - \$49.01	\$39.54 - \$50.73
NDT* Technician Level 2	\$46.31 - \$56.05	\$47.58 - \$57.59	\$49.01 - \$59.32	\$50.73 - \$61.40
Senior NDT * Technician	\$56.05 - \$63.23	\$57.59 - \$64.97	\$59.32 - \$66.92	\$61.40 - \$69.26

* Non-Destructive Testing

Employees will progress to a higher level of pay on attaining additional certificates in accordance with the employer's progression system.

When an NDT Technician is requested to assume the position of Lead NDT Technician, a 7% percentage uplift on the employee's present wage rate will be paid.

Schedule A				
SNC Lavalin Industrial Atlantic				
Temporary Employees				
Position	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
	Day Rate	Day Rate	Day Rate	Day Rate
	2.50%	2.75%	3.00%	3.50%
NDT* Technician Trainee	\$529.55	\$544.11	\$560.43	\$580.05
NDT* Technician Level 1	\$713.18	\$732.79	\$754.77	\$781.19
NDT* Technician Level 2	\$829.76	\$852.58	\$878.16	\$908.90
Senior NDT * Technician	\$943.29	\$969.23	\$998.31	\$1,033.25

Wood Group Canada, Inc.

Schedule A				
Wood Group Canada, Inc.				
	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
Position	2.50%	2.75%	3.00%	3.50%
Offshore Materials & Documentation Planner	\$45.32	\$46.57	\$47.97	\$49.65
Electrician Level 1	\$49.03	\$50.38	\$51.89	\$53.71
Electrician Level 2	\$51.58	\$53.00	\$54.59	\$56.50
Electrician Level 3	\$54.34	\$55.83	\$57.50	\$59.51
Instrumentation Technician Level 1	\$49.03	\$50.38	\$51.89	\$53.71
Instrumentation Technician Level 2	\$51.58	\$53.00	\$54.59	\$56.50
Instrumentation Technician Level 3	\$54.34	\$55.83	\$57.50	\$59.51
Mechanical Technician Level 1	\$49.03	\$50.38	\$51.89	\$53.71
Mechanical Technician Level 2	\$51.58	\$53.00	\$54.59	\$56.50
Mechanical Technician Level 3	\$54.34	\$55.83	\$57.50	\$59.51
Fitter/Boilermaker Level 1	\$49.03	\$50.38	\$51.89	\$53.71
Fitter/Boilermaker Level 2	\$51.58	\$53.00	\$54.59	\$56.50
Fitter/Boilermaker Level 3	\$54.34	\$55.83	\$57.50	\$59.51
Insulator Level 1	\$41.32	\$42.46	\$43.73	\$45.26
Insulator Level 2	\$42.79	\$43.97	\$45.29	\$46.88
Insulator Level 3	\$43.91	\$45.12	\$46.47	\$48.10
Coater Level 1	\$41.32	\$42.46	\$43.73	\$45.26
Coater Level 2	\$42.79	\$43.97	\$45.29	\$46.88
Coater Level 3	\$43.91	\$45.12	\$46.47	\$48.10
Rigger Level 1	\$41.32	\$42.46	\$43.73	\$45.26
Rigger Level 2	\$42.79	\$43.97	\$45.29	\$46.88
Rigger Level 2	\$43.91	\$45.12	\$46.47	\$48.10
Scaffolder Level 1	\$41.32	\$42.46	\$43.73	\$45.26
Scaffolder Level 2	\$42.79	\$43.97	\$45.29	\$46.88
Scaffolder Level 3	\$43.91	\$45.12	\$46.47	\$48.10
Trade Lead	\$48.25	\$49.58	\$51.07	\$52.86
Abseiler Level 1	\$41.88	\$43.03	\$44.32	\$45.87
Abseiler Level 2	\$44.12	\$45.33	\$46.69	\$48.32
Abseiler Level 3	\$48.83	\$50.17	\$51.68	\$53.49
Rescue Lead	\$53.71	\$55.19	\$56.85	\$58.84

SCHEDULE A

Wood Group Canada, Inc. (cont'd)

Regular Rotation employees will progress to a higher level of pay in the following manner:

Level 1 – on hire.

Level 2 – on successful completion of the probationary period.

Level 3 – after two (2) years in the position and the successful completion of an evaluation by the employer and/or independent assessor, as required.

When a regular rotation employee is requested to assume the position of Lead, a 10% uplift on the employee's present wage rate will be paid.

Schedule A				
Wood Group Canada, Inc.				
Temporary Employees				
	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
Position	Day Rate	Day Rate	Day Rate	Day Rate
	2.50%	2.75%	3.00%	3.50%
Electrician	\$933.09	\$958.75	\$987.51	\$1,022.07
Fitter/Boiler	\$933.09	\$958.75	\$987.51	\$1,022.07
Instrumentation	\$933.09	\$958.75	\$987.51	\$1,022.07
Mechanical Fitter	\$933.09	\$958.75	\$987.51	\$1,022.07
Operations Technician	\$933.09	\$958.75	\$987.51	\$1,022.07
Lead (Electrician, Instrumentation, Fitter/Boiler/Mecnical Fitter, Operations Technician)	\$1,014.25	\$1,042.14	\$1,073.40	\$1,110.97
Insulator	\$819.53	\$842.07	\$867.33	\$897.69
Rigger	\$819.53	\$842.07	\$867.33	\$897.69
Scaffolder	\$819.53	\$842.07	\$867.33	\$897.69
Coater	\$819.53	\$842.07	\$867.33	\$897.69
Lead (Insulator, Rigger, Scaffolder, Coater)	\$933.09	\$958.75	\$987.51	\$1,022.07
DCS Operations Technician	\$1,014.25	\$1,042.14	\$1,073.40	\$1,110.97
Abseiler Level 1	\$778.06	\$799.46	\$823.44	\$852.26
Abseiler Level 2	\$819.53	\$842.07	\$867.33	\$897.69
Abseiler Level 3	\$933.09	\$958.75	\$987.51	\$1,022.07

LETTERS OF UNDERSTANDING

LETTER OF UNDERSTANDING #1 – UNPAID LEAVE OF ABSENCE

This letter outlines the intention of the parties with respect to an unpaid three (3) week of leave of absence for eligible regular rotation employees during a time when they would normally be scheduled offshore. Regular Rotation employees will be eligible for this leave of absence if they have successfully completed the required probationary period, and have completed one year of service. All leaves under this letter will be approved subject to the following conditions/limitations:

- i. Employees must apply in writing to their onshore employer representative no later than October 1 of the year prior to the year in which the leave is being request;
- ii. Employee must indicate which payroll adjustment they wish to utilize;
- iii. Employer will provide a response to the request no later than December 31 of the year prior to the year in which the leave is being requested;
- iv. Employer's ability to furnish a suitably skilled replacement in order to meet operational requirements including Emergency Response Team requirements;
- v. Availability of transportation to/from the platform;
- vi. Shall not be granted during a shutdown or the Christmas/New Year period (December 23 – January 5);
- vii. One occurrence per year;
- viii. Management retains the right to rescind the leave approval for unforeseen circumstances without any rotation and/or shift change premiums being paid to the employee.
- ix. Payroll withholding will not be reimbursed. In the event the employer must rescind the leave per (viii) above, the leave will be rescheduled at a time that is mutually agreeable between the employer and the employee

The employees' group insurance benefits will be administered in accordance with their employer-specific benefit program during the unpaid leave of absence.

Calculation of pay deduction for 21 ay unpaid leave of absence is as follows:

Employees	Calculation Method for Pay Adjustment
All Hourly	Total Annual Pay / 182.5 days * 21 days
Schlumberger (Legacy Cameron), Excellence Logging Canada LTD, FI Oilfield Services Salaried	Monthly Salary * 12 months / 365 days * 42 days
Schlumberger (Legacy M-I) & Schlumberger Salaried	Monthly Salary * 12 months / 365 days * 33 days

At the time of the request, employees shall elect to either:

- i) Take pay deduction at time of leave, or
- ii) Have pay deduction spread equally over all pay periods in the applicable year.

Pay deductions will be administered in accordance with employer-specific payroll systems.

Unpaid leave of absence requests that are submitted after the October 1 date may be considered at the employer’s discretion and if approve, pay will only be deducted at the time of the leave. Priority will be given to leaves applied for by October 1 of the year prior to the year in which the leave is being requested.

This letter will expire on the same date as the expiry dae of the collective agreement.

Original signed by: Amy Collins

 HPEO Team Lead

Original signed by: Brian Murphy

 Unifor Local 2121 Team Lead

 Date

LETTER OF UNDERSTANDING #2 – INCENTIVE PLAN FOR TEMPORARY EMPLOYEES

Effective September 26, 2019, temporary employees who have worked more than one hundred and ten (110) days or greater on the Hibernia Platform in the previous calendar year will be eligible for the Hibernia Incentive Plan, in accordance with the criteria as set by the employers.

This memorandum expires on the same expiry date of this collective agreement.

Original signed by: Amy Collins

HPEO Team Lead

Original signed by: Brian Murphy

Unifor Local 2121 Team Lead

Date

