

MEMORANDUM OF AGREEMENT
BETWEEN
THE GOVERNMENT OF THE NORTHWEST TERRITORIES
AND
THE UNION OF NORTHERN WORKERS

Rest Periods

1.01 An employee who:

- (a) is recalled to a place of work for a specific duty under Article 26 (Call-Back Pay);or
- (b) is required to return to work while on standby under Article 29 (Standby); or
- (c) is directed to report for work under Article 25.01 (4) (Reporting Pay), or
- (d) works overtime contiguous to his/her regularly scheduled shift,

shall have a minimum of an eight (8) hour, uninterrupted, rest period before reporting for any regularly scheduled work day or shift, without loss of regular earnings.

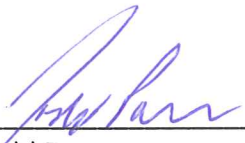
1.02 Employees employed in multiple positions shall be subject to the rest period identified in 1.01, but shall not be entitled to a reimbursement for loss of regular earnings, should the hours of work for the subsequent position be scheduled to take place within the prescribed rest period identified in 1.01.

1.03 Notwithstanding 1.01, employees required to work, during off duty hours, under Article 26.03 (Electronic Call-Back) shall not be entitled to the prescribed rest period outlined in 1.01, unless the Electronic Call-Back is for a period greater than one (1) hour.

- (a) With regard to Electronic Call-Back (Article 26.03) for a period of less than one (1) hour, extenuating circumstances may arise wherein employees may be entitled to the prescribed rest period outlined in 1.01, should the nature or frequency of the phone call(s), email(s) or other electronic means be deemed necessary by the Employer.

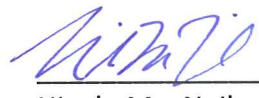
1.04 The employee in the above situations shall make all reasonable attempts to advise his/her supervisor of the fact that the employee will not be reporting for duty at the scheduled time.

- 1.05 Notwithstanding 1.01, due to emergencies or legislative requirements, where an employee cannot be provided with eight (8) consecutive hours of rest in accordance with 1.01, he/she shall be paid at two times (2X) his/her base salary for all hours worked during what would have been the eight (8) hour rest period.
- 1.06 Notwithstanding 1.01, if the employee is recalled to work, physically or otherwise, (including but not limited to overtime or call back) within two (2) hours of the commencement of the next scheduled shift, the employee shall not be entitled to the identified rest period of 8 hours.
- 1.07 No employee shall work more than 16 consecutive hours.
- 1.08 The Agreement will come into effect on April 1, 2014, and shall form part of the Collective Agreement which commences April 1, 2012, including the right to file a grievance with respect to any alleged violation.



Todd Parsons
President, Union of Northern Workers

Dec 10, 2013
Date



Nicole MacNeil
Director, Labour Relations

Jan 3, 2014
Date