

LETTER OF UNDERSTANDING

RE: Railway Weekend Booking Pay

Purpose:

To provide employees with a minimum amount of “booking pay” when trains are significantly delayed, to encourage them to work weekends. This program applies to regular salaried Viterra employees only and is not part of regular work week hours.

Eligibility:

Employees who are scheduled to work on a Saturday or Sunday for the purpose of train loading are guaranteed to receive at least Railway Weekend Booking Pay calculated as four (4) hours at a rate of 1.5 times their normal rate of pay, unless the Company had provided employees with notice of cancellation of this weekend shift before end of day Thursday.

If the train arrives and the employee reports to work, the employee shall receive the applicable rate of pay as outlined in Article 18. The employee will not receive Railway Weekend Booking Pay over and above the pay for time worked while loading rail cars.

If an employee is scheduled to work on Saturday and the train fails to arrive on Saturday, resulting in a need for the employees to work Sunday, the employee is entitled to Railway Weekend Booking Pay for Saturday (four (4) hours at a rate of 1.5 times their normal rate of pay) and pay at the applicable rates under the Collective Agreement, for hours worked on Sunday. Similarly, if an employee is scheduled to work on Sunday and the train fails to arrive on Sunday, the employee is entitled to Railway Weekend Booking Pay for Sunday (four (4) hours at a rate of 1.5 times their normal rate of pay).

Process:

In the case of a weekend train failure, the Facility Operations Manager will notify the Regional Operations Manager.

The Regional Operations Manager will verify the failure with Rail Logistics.

Once the failure is verified, the Regional Operations Manager will work with the Facility Operations Manager to determine employee eligibility for Railway Weekend Booking Pay. The Regional Operations Manager will send approval to Facility Operations Manager via email for payment of Railway Weekend Booking Pay.

The Facility Operations Manager will advise the employee to enter *WEEKEND LOAD HOURS* (quantity) in Workday and will approve the time entry for payment once received.

Effective Date:

This agreement will remain in effect until the parties complete negotiations for a renewal of the current Collective Bargaining Agreement.