

27 July, 2010

**New Collective Agreement Language
Use of Banked Time in Summer**

[Handwritten initials/signature]

23.09 (e) For each vacation scheduling group, the Company will notify employees of available banked days (if any) for July and August. Notice of July days will be given no later than May 31, and notice of August days will be given no later than June 30. Notice need not be given if there are no available banked days, or if there are no employees in the vacation scheduling group who are eligible to take time off under this process. Employees in the vacation scheduling group will be able to take those days as banked time off, in accordance with the following process:

1. To be eligible, employees must not have vacation, floating holidays, or banked time scheduled in July or August at the time notice is given, and must have enough banked overtime for one full tour.
2. Employees will only be able to request one day off using this process.
3. Requests will be approved on the basis of seniority.

This process does not prevent banked time off from being scheduled in July or August, or at any other time, in accordance with 23.09 (c).