

ADEQUATE REST INTERVALS VS REGULAR BREAK TIMES

In 2016 the Company wanted to change the regular break schedule for workers on 12-hour shifts. After much debate it was agreed that workers on 12-hour shifts would be entitled to a minimum of three 30-minute breaks per shift plus additional time to travel to the lunchroom and wash-up before your breaks.

In addition to three 30-minute breaks all workers are protected by the CLA and WSBC when it comes to safety. It is agreed in the CLA under Article 20.01(a) that:

“Workloads when set will not be detrimental to the health, safety and general Well-being of the employee, and to this end adequate rest intervals **will** be provided for those employees who are exposed to heat and smoke and/or other adverse working conditions which produce more than normal fatigue.”

This provision gives us the right to have adequate rest intervals under these conditions. You are the ultimate judge when it comes to determining whether you have been subjected to “more than normal fatigue.”

If the Company doesn't adhere to the CLA in this matter, WSBC protects us under Section 3.12, the right to refuse unsafe work.

It is important to understand that 09-LU-#2(8)(f) in the CLA also gives the Company the following right:

“Temporary employees may be used as heat or cold relief in addition to the regular crew.”

In conclusion, there is no reason for anyone to miss any of their three breaks or not be provided adequate rest intervals when subject to adverse working conditions which produce more than normal fatigue.