



International Brotherhood of  
BOILERMAKERS • IRON SHIP BUILDERS  
BLACKSMITHS • FORGERS & HELPERS



BOILERMAKER  
CONTRACTORS'  
ASSOCIATION

### Letter of Understanding

**Re: Lunch and Rest (Coffee) Breaks at Howe Sound Pulp & Paper (HSPP) Corporation,  
Port Mellon, BC**

The undersigned parties agree to the following changes in accordance with Article 26 – Enabling Clause, and Article 14 – Hours of Work for staff engaged at the Howe Sound Pulp & Paper site during the Spring 2011 Turnaround.

All relevant policies and agreements will continue to apply unless otherwise stated in this agreement.

Lunches will be provided in the trailers rather than in the camp for the duration of the spring 2011 Turnaround.

There will be two (2) rest or work (coffee) breaks, one before the lunch break and one after the lunch break.

The first rest break will be 15 minutes in duration and the second rest break will be 25 minutes in duration with 35 minutes for the lunch break.

This agreement operates until the end of the HSPP 2011 Spring Turnaround.

This agreement is without prejudice to either party's position, and does not create a precedent to any other matter.

Date: April 4, 2011

Phil Halley  
Business Manager/Secretary Treasurer  
Int'l Brotherhood of Boilermakers Lodge 359

David Galvin  
President  
Boilermaker Contractors' Association