**AVERAGING AGREEMENT**

**FOR THE LNG CANADA LOAD OUT LINE TRESTLE PROJECT (N45022)**

1. This Agreement shall be in effect from February 9, 2021 through December 17, 2021.
2. The Parties agree that the daily work hours shall be averaged over a 3 week period.
3. The Parties agree that the standard roster shall start on Wednesday and end on Tuesday.
4. The Company and the Employee (the “Parties”) agree that the standard project roster shall be:

14 days on, 10 hours per day

7 days off

Total of 140 hours in a 3-week period

1. The Parties agree that the average hours in a 3 week period are 46.66 hours (140/3). Weekly overtime is incurred after 40 hours per week, therefore, 6.66 hours of overtime is incurred each week over the 3 week period, for a total of 20 overtime hours in the 3 week period.
2. The Parties agree that when a General Holiday falls within the roster period, an additional 8 hours will be paid at the base rate.
3. The Parties acknowledge that, from time to time, the Employer may make temporary changes to the Employee’s work schedule that were not requested by the Employee as long as two weeks’ notice of the change is provided to the Employee.
4. The Parties acknowledge that the Employer must provide a copy of this agreement to the Employee before the commencement date, or where the agreement is amended, as soon as possible after the amendment is entered into but before the amendment takes effect.
5. The Parties acknowledge that either Party may cancel this agreement by providing at least 30 days’ notice to the other Party.

|  |  |  |  |
| --- | --- | --- | --- |
| Signed by: |  |  |  |
|  | Employer |  | Employee |

**SCHEDULE A**

**Timesheet Coding in Oracle**

**For the LNG Canada Load Out Line Trestle Project (N45022)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NORMAL ROSTER** | | | | | | | | | |
| Week 1 | Sat | Sun | Mon | Tue  Fly In | Wed | Thu | Fri | Total | |
| Normal Time | 0 | 0 | 0 | 0 | 10 | 10 | 10 | 30 | |
|  |  |  |  |  |  |  |  |  | |
| Week 2 | Sat | Sun | Mon | Tue | Wed | Thu | Fri | Total | |
| Normal Time | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 70 | |
|  |  |  |  |  |  |  |  |  | |
| Week 3 | Sat | Sun | Mon | Tue  Fly Out | Wed | Thu | Fri | Total | |
| Normal Time | 10 | 10 | 10 | 10 | 0 | 0 | 0 | 40 | |
|  |  |  |  |  |  |  |  |  | |
| Total hours in the roster | | | | | | | | | 140 |
| Total overtime in the roster | | | | | | | | | 20 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **ROSTER WITH GENERAL HOLIDAY** | | | | | | | | | |
| Week 1 | Sat | Sun | Mon | Tue  Fly In | Wed | Thu | Fri | | Total |
| Normal Time | 0 | 0 | 0 | 0 | 10 | 10 | 10 | | 30 |
| General Holiday | 0 | 0 | 8 | 0 | 0 | 0 | 0 | | 8 |
|  |  |  |  |  |  |  |  | |  |
| Week 2 | Sat | Sun | Mon | Tue | Wed | Thu | Fri | | Total |
| Normal Time | 10 | 10 | 10 | 10 | 10 | 10 | 10 | | 70 |
|  |  |  |  |  |  |  |  | |  |
| Week 3 | Sat | Sun | Mon | Tue  Fly Out | Wed | Thu | Fri | | Total |
| Normal Time | 10 | 10 | 10 | 10 | 0 | 0 | 0 | | 40 |
|  | | | | | | | | | |
| Total hours in the roster | | | | | | | | 140 | |
| Total overtime in the roster | | | | | | | | 20 | |
| Total General Holiday hours | | | | | | | | 8 | |