

Workforce Agreement

This agreement is made on the Monday 4th April 2016.

Recitals

MCI Logistic Solutions Night Workers

1. The Working Time Road Transport Regulations that came into force 5th April 2005 and effect's the manner in which the workforce and the company together conduct the operation.
2. MCI Logistic Solutions have introduced a workforce agreement agreed with and on behalf of the workforce to adopt the flexibility provided by the regulations in respect of both the Night Work Limit and reference periods for calculating the 48 hour average weekly working time.

Provisions

1. Definitions

'the locations' shall mean MCI Logistic Solutions 22 The Strand Bude EX23 8QU and its clients.
 'the regulations' shall mean the Road Transport Working Time Regulations 2005.
 'workforce' shall mean workforce and mobile workers as defined by the regulations and all mobile agency workers employed by MCI Logistic Solutions .

2. Scope of Agreement

This agreement is made to extend night work limit and to set fixed calendar reference periods or extend reference periods to a maximum of 26 weeks

3. Term of the Agreement

This agreement shall remain in force for a period of 5 years effective from 4th April 2016

3.1 Agreement

The parties acknowledge and agree that the regulations will impact upon the manner in which the operation is conducted. The parties believe that it is in the benefit of both the Company and the employees for certain of the provisions of the regulations to be extended or modified.

3.2 Night Work Limit

The worker will work beyond the 10-hour night work limit stated in the regulations but only to the extent where this would not be in breach of the regulation or EU Drivers Hours Regulations 561/06.

3.3 Reference Period

3.3.1 For the purpose of calculating the 48-hour average the reference period shall be successive.

3.3.2 The first day will begin at 00.00 hours on Monday. The reference periods that will apply to mobile workers will be Monday Sunday every week commencing 4th April 2016

This pattern of fixed calendar reference periods will continue until this workforce agreement expires.

4. Avoidance of doubt

For the avoidance of doubt, the parties acknowledge and agree that save as specifically set out above, the provisions of the regulations shall be in full force and effect.

Signed for and upon behalf of
 Your Company Name

Signed for and upon behalf of
 Employee representative.....