

# **COLLECTIVE AGREEMENT**

Between:

**ENERMAX MOUNTAIN MANUFACTURING LTD.**

And:

**MARINE WORKERS' & BOILERMAKERS'  
INDUSTRIAL UNION, LOCAL NO. 1**

**August 1<sup>st</sup>, 2012 to July 31<sup>st</sup>, 2014**

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THIS AGREEMENT made this 2nd day of August 2012:

BETWEEN:

**ENERMAX MOUNTAIN MANUFACTURING LTD.**

(Hereinafter referred to as "the Company")

AND:

**MARINE WORKERS' & BOILERMAKERS'  
INDUSTRIAL UNION, LOCAL NO. 1**

(Hereinafter referred to as "the Union")

WHEREAS the parties hereto have agreed to enter into a Collective Agreement upon the terms and conditions hereinafter set forth, with respect to employees employed in the job classifications listed in Schedule "A" hereto.

AND WHEREAS the Company agrees to recognize the Union as the bargaining representative of the said employees, subject to the conditions hereinafter contained.

NOW THEREFORE THIS AGREEMENT WITNESSETH that in consideration of the premises and of the mutual covenants and agreements hereinafter contained, the parties hereto agree as follows:

**ARTICLE I - DEFINITION**

**1.01** Employees, wherever mentioned in this Agreement, shall not be deemed to include persons employed in a confidential capacity, office employees, or those employees having authority to employ or discharge employees such as Shop Superintendents.

**1.02** In all relations between the parties hereto under this Agreement, the Union, so long as it remains the certified bargaining representative of the said employees, shall be represented by its bargaining representatives.

**ARTICLE II - UNION SECURITY**

**2.01** There shall be no discrimination against any employee for belonging to the Union, or carrying out Union policy within the terms of this Agreement. Nor shall there be any discrimination against any employee by the Union.

- a) All votes of acceptance or rejection of contracts between the Company and the Union shall be conducted by secret ballot and witnessed by an employee representative who shall witness the vote count as well.
- b) All employees of the Company, as a condition of employment, shall sign a check-off authorization for payroll deductions covering union dues, initiations, reinstatement fees and assessments, as may be established by the Union's Constitution and/or by-laws.

**2.02** The Company retains the right to hire employees providing the Union is asked to fill any vacancy given the following conditions.

- a) The time frame for the union to dispatch a qualified individual is 48 hours.
- b) A fabricator/welder dispatched by the union will complete a qualification welding test subject to NDE inspection. There will be no compensation for those individuals that fail to pass the welding qualification test.
- c) If the person the union dispatches fails the qualification test, the company may on a one for one basis employ any available qualified person.
- d) In the event that the union cannot supply the Company a qualified person within 48 hours, the company shall have the right to employ any available qualified person.
- e) The Company is to retain the right to hire employees providing the Union is asked to fill any vacancy before a non-Union person is hired. Similarly, in lay-offs, no Union person with the same job classification will be released while a non-Union person is retained. The Union agrees that in the interpretation of the previous sentence, discretion will be used to the end that there will be no interference with efficient operation.

**2.03** The Company agrees that any person employed who, at the date of this Agreement was a member of the Union in good standing, or who has become a member of the Union since that date shall, as a condition of continued employment, maintain membership in good standing and any employee who hereafter, during the life of this Agreement becomes a member, or is reinstated as a member shall, as a condition of continued employment, maintain membership in good standing.

- (a) The Company approves membership in the Union and the Union retaining as

members employees as defined in this agreement.

- (b) The Company agrees to advise all present and future employees and its supervisors and foremen of the contents of this Agreement.
- (c) No employee shall be subjected to any penalties against their application for membership or reinstatement except as may be provided for in the Constitution and By-laws of the Union.
- (d) The Union agrees that there shall be no solicitation of any employees for Union membership or payment of dues, in working hours or on the Company's premises.
- (e) It is agreed that in the event of an industrial dispute or other disturbance taking place on the Company's property, the watchmen and guards will remain at their posts in order to protect the plant and continue unhindered with their usual duties.
- (f) It is agreed that in the event of an industrial dispute such maintenance people as are required to prevent deterioration of machinery will be allowed access to the plant in order to carry out these duties.
- (g) It is agreed that in the event of an industrial dispute that any and all picket lines shall let pass any customers, sales persons, office workers, superintendents, deliveries to the office including mail and couriers, that are conducting business with the Company Enermax Mountain Manufacturing Ltd.

### **ARTICLE III - UNION/MANAGEMENT RELATIONS**

**3.01** The entire working management of the Company and the direction of the companies forces are vested exclusively in the Company, and the Union shall not in any way interfere with these rights.

**3.02** No Union business shall be carried on during working hours; the business representatives of the Union shall have access to the Company's premises by applying to the Management for permission, provided they do not interfere or cause employees to neglect their work.

**3.03** Employees will take orders from both Superintendents and charge hands with superintendents controlling all shop activities and direction.

### **ARTICLE IV - WAGES**

**4.01** Wage rates shall be in accordance with Schedule "A" attached hereto and shall be effective on the dates shown in Schedule "A".

**ARTICLE V - HOURS OF WORK**

**5.01** The standard hours of work shall be forty (40) hours per week for day shift and for evening shift.

Dayshift 7:00 am - 3:30 pm 5 Shifts (Mon – Fri) 8 hrs 40 hours/week

Evenings 3:15 pm – 1:45 am 4 shifts (Monday – Thursday) 10hrs 40 hours/week

**Breaks** – one (1) fifteen (15) minute paid coffee break in the first half of their shift and one (1) fifteen (15) minute paid coffee break in the second half of their shift. There will be a half hour (1/2) lunch break not paid. Employees who work through coffee will only be paid when asked by management to do so.

**5.02 Overtime**

Time worked in excess of standard hours of work shall be considered overtime and shall be paid at time and a half for the first two hours and double time thereafter.

All employees called into work will be paid the usual overtime rates. A worker called into work will be guaranteed four paid hours.

**Overtime Rates**

Monday – Friday	First 2 hours at time and a half. Additional hours will be double time.
Saturday	Double time.
Sunday and Statutory Holidays	Double time.

Except for maintenance on Saturday or Sunday, see 5.03.

**5.03** On planned maintenance seven (7) days' notice will be given employees required to work on Saturday, in which case the next regular working day will be their day off, no overtime being paid for such work. On break-downs requiring work on Saturday when the seven (7) days' notice has not been given, overtime rates will prevail.

**5.04** (a) If an evening shift is employed, the shift premium shall be two dollars and fifty cents (\$2.50) per hour worked.

(b) If a grave yard shift is employed the shift premium will be three dollars

(\$3.00) per hour worked.

**5.05** Employees called in to work two (2) hours or less before the starting time of their regular shift, shall be paid at time and a half up to their regular shift and straight time for the duration of their regular shift. If overtime is required at the end of the shift, 2 hours including the hours worked at the beginning of the shift shall be paid at time and a half and any time over this at double time.

**5.06** Employees called in to work more than two (2) hours before starting time of their regular shift will be paid as follows:

Regular shift – 8 hours at straight time.

First two hours prior to start of regular shift at time and a half.

All hours beyond first two hours of premium time at double time.

**5.07** Employees called in more than four (4) hours prior to the start of their regular shift who have worked a long enough time so that there is less than nine (9) hours elapsed time between the time they finish work until the starting time of their regular shift, shall not be required to report for their regular shift until nine (9) hours from the time they finished work. In such case, they will be paid for that portion of the nine (9) hours which they would have been working on their regular shift, at straight time rates. The application of this section normally occurs and will be honoured by the Company to employees who have worked either in excess of two (2) continuous shifts or more than fifteen (15) hours in a span of twenty-four (24) hours.

**5.08** If the elapsed nine (9) hour period results in less than four (4) hours or less of their regular shift time available for work, they shall not be required to report for work on that shift, but shall be paid at the straight time rates as though they had worked for the entire shift.

**5.09** A day shift employee working after midnight on overtime work reporting for work on their next regular shift shall not report until nine (9) hours have elapsed between the time they finished working overtime and the time they start work the following day. However, providing they report for work on the elapsed nine (9) hours and work until the end of their regular shift, they shall be paid as though they started the shift at the regular starting time.

**5.10** All employees called in to work at the end of a normal shift, or on Saturday, Sunday or Statutory Holidays, shall be paid the usual overtime rates required by this Agreement, with a guarantee of four (4) hours' work. If employee chooses to work less than four (4) hours, he shall be paid for time worked only.

**5.11** All employees will have cleaning period of ten (10) minutes before quitting time for cleaning, putting away their tools and to make their time card sheets.

**5.12** Where an employee is scheduled to work more than two (2) hours overtime

immediately preceding or following their regular shift, they shall be allowed thirty (30) minutes for supper, either at their workplace or away, depending on circumstances. The employee shall be considered to be at work for the time they are consuming the meal. If the length of the overtime is anticipated, it shall be given at the beginning of the overtime. If this is not possible, it will be given after two (2) hours of overtime have been worked. Any employee who purchases a meal under the conditions outlined above, will be allowed the cost of the first meal up to a maximum of fifteen dollars (\$15.00). For any additional meal breaks a six dollars and fifty cents (\$6.50) meal allowance will be paid for each four (4) hours thereafter. Receipts for meals are required and such meal allowance will be either paid in cash or added to their paycheque as a non-taxable recovery of cost.

**5.13** The Company shall not make any changes in the standard work week, shifts per day, number of hours worked, and lunch periods, except by mutual consent.

**5.14** Every employee shall be paid not less than four (4) hours if hired after starting time.

**5.15** Any employee who has one (1) year or more on the Company seniority list and who has been laid off and is subsequently re-hired, shall be guaranteed employment for at least three (3) full shifts except as per article 11.08

## **ARTICLE VI - STATUTORY HOLIDAYS**

**6.01 (a)** There shall be a total of twelve (12) Statutory Holidays as listed below. All employees shall receive 8 hours pay for statutory holidays.

New Year's Day	Victoria Day	Thanksgiving Day
Family Day	Canada Day	Remembrance Day
Good Friday	B.C. Day	Christmas Day
Easter Monday	Labour Day	Boxing Day

(b) There shall be an additional floating holiday to be taken some time between December 24th and January 2nd inclusive. The day to be mutually agreed in advance each year (prior to December 15th).

**6.02** In order to qualify for statutory holidays, new employees must have worked thirty (30) calendar days immediately preceding the holiday. Full-time employees must have worked twelve (12) of the thirty (30) calendar days immediately preceding the holiday. (less than 12 days worked will be calculated at gross pay of the previous thirty (30) calendar days divided by 12).

**6.03** Statutory holidays falling on a Saturday or a Sunday shall be observed on the Monday next following.

**6.04** Time lost due to accidents that occur shall be counted as time worked for



the purpose of qualifying for statutory holiday pay. ( an employee may not receive concurrent payments from the Company and the Workers' Compensation Board for the Statutory Holidays).

## **ARTICLE VII - ANNUAL VACATIONS**

**7.01** Holiday and vacation pay shall be paid to the employee on each and every pay cheque.

**7.02** All employees with less than three (3) years of services with the company shall be paid at the rate of four (4%) percent of their gross earnings with a maximum time of two weeks off.

**7.03** All employees who have completed three (3) years of service but less than eight (8) years of service shall be paid vacation at the rate of six (6%) percent of their gross earnings for the past twelve (12) months and shall be given a maximum three (3) weeks off.

**7.04** All employees who have completed eight (8) years of service, shall be paid vacation pay at the rate of eight (8%) percent of their gross earnings for the past twelve (12) months and shall be given a maximum four (4) weeks off.

**7.05** All employees who have completed fifteen (15) years of service, shall be paid vacation pay at the rate of ten (10%) percent of their gross earnings for the past twelve (12) months and shall be given a maximum five (5) weeks off.

**7.06** Annual vacation shall be taken at a time mutually agreeable to both parties before December 31. Time off must be taken equivalent to time earned up to the time periods specified previously.

**7.07** A holiday schedule shall be prepared and subject to Management's production requirements, and shall give employees an opportunity to indicate vacation periods wanted. Management needs to be notified prior to March 31 of holiday dates. If there is a dispute, the senior employee may take preference. Once the list has been approved by Management, it shall be posted as final, and it shall not be changed by the Company within the one-month period immediately preceding the start of an employee's vacation without the consent of the employee concerned. Periods of vacation greater than 2 weeks duration require management approval.

## **ARTICLE VIII - GRIEVANCE PROCEDURE**

**8.01** Grievances shall be adjusted and finally settled by the following steps.

**8.02** Firstly, by superintendent and shop steward and if in agreement their

decision is final.

**8.03** Secondly, in the event that agreement between the aforementioned is not reached, then between the Management and the bargaining representative, and all parties concerned may be called to this meeting if considered necessary by either party. There shall be no stoppage of work until all steps of Grievance Procedure have been exhausted.

**8.04** Failing settlement under the above Steps and within fifteen (15) calendar days, the matter will be referred to an agreed upon neutral person to act as an Arbitrator who will meet with the parties to hear both sides of the case. Failing to agree upon a neutral person, the parties shall jointly request the Minister of Labour who is charged with administration of the labour regulations applying to the industry in which the Company is engaged, to appoint a neutral arbitrator

**8.05** The Arbitrator shall be requested to hand down his decision within fourteen (14) calendar days following completion of the hearing and his decision shall be final and binding on the two parties to the dispute.

**8.06** The cost of the Arbitrator will be borne equally by the Union and the Company. Except by mutual agreement between the Union and the Company, where either party requests an adjournment the party requesting the adjournment shall incur the full cost of the arbitration; such agreement will not be unreasonably denied.

**8.07** The decision of the arbitrator will be final and binding upon the parties hereto.

**8.08** The provisions of the Labour Relations Code shall apply to any arbitration held under the terms of this Agreement.

## **ARTICLE IX - SAFETY AND HEALTH**

**9.01** A Safety Committee shall be maintained representative of all departments in the Plant, and the Union shall have equal representation with Management on such Committee.

**9.02** Any employee suffering injury while in the employ of the Company must, if possible, report immediately to the First Aid Department, and also report to said Department on returning to work. If any employee who is injured on the job and having received proper medical care is unable to return to work then that employee shall be paid for the full shift for that day, subject to the doctor's verification. Employees will be allowed to return to work after injury, on Light Duty in certain situations involving Workers' Compensation.

**9.03** All safety rules must be followed at all times, Progressive discipline up to and including termination may result for failure to follow safety rules and policies.

**9.04** The Company will contribute two dollars and twenty cents (\$2.20) per hour for each employee to the Union Welfare Plan and remit the total to the Union.

**9.05** The Company will contribute fifty cents (\$0.50) per hour worked for each employee for the Union Long Term Disability Fund and remit the total to the Union.

**9.06** The Union will submit an audited statement of both their Welfare Plan and Pension Plan upon request from the Company.

**9.07** The monies submitted under this Article will be forwarded to the Union not later than the 15th day of the month following the month for which the deduction is made.

**9.08** At the Companies discretion they may enroll their Management and office staff in the Union Welfare Plan so long as the rank and file members belong.

**9.09** The Company will contribute the applicable percentage of gross earnings for Group A Employees as per the chart below to an individual RRSP set up by the employee in the approved banking service. The Employer will upon the successful completion of 6 months service retroactively contribute the applicable percentage of gross earnings for Group B Employees as per the chart below to an individual RRSP set up by the employee in the approved banking service. Should the employee leave or be terminated for just cause prior to completing the (6) six months they will only be entitled to their contributions to the RRSP plan. Should a new employee be laid off for lack of work the employers accrued contribution will be held until the employee completes their (6) six months. If the new employees right of recall has been exhausted the employee will only be entitled to their contributions.

**9.10** Effective August 1<sup>st</sup> 2012 each employee will be required to contribute two percent (2%) of their gross earnings to individual RRSP as set up by the employee in the approved banking service.

<b>August 1<sup>st</sup> 2012</b>	<b>August 1<sup>st</sup> 2013</b>
<b>5.5%</b>	<b>6%</b>

**9.11** Effective August 1<sup>st</sup> 2013 each employee will be required to contribute four percent (4%) of their gross earnings to their individual RRSP as set up by the employee in the approved banking service.

**9.12** Employees will have the option of contributing additional voluntary RRSP payments up to the maximum allowable under the Canada Revenue Agency Act.

## **ARTICLE X - WORKING REGULATIONS AND FIELD WORK**

- 10.01 (a)** A field work premium of One dollar and fifty cents (\$1.50) per hour shall be paid for work located outside an 80 km radius of our Maple Ridge shop location.
- (b) A field work premium of Three dollars (\$3.00) per hour shall be paid for work when an employee is required to be absent from his home.

**10.02** Employees required to report for work away from the Maple Ridge plant but within the 80 Km radius shall be paid one (1) hour each day for traveling time and transportation. If employees detailed for work away from the shop are instructed to report at the Company's plant for materials or tools, traveling will then be done on Company's time and expense. In this case no extra traveling time will be allowed.

**10.03** When traveling on a job which requires the employees to be away from home, traveling time on any day shall be paid at straight time rate for the hours lost traveling, to a maximum of eight (8) hours in each twenty-four (24) hour period.

**10.04** If required while traveling to and from and working on a job away from home, the Company shall provide first class room and board for each employee affected. In addition, a pre-job conference will be held with employees involved.

**10.05** It shall not be compulsory or a condition of employment for employees to use their personal vehicles on Company business. However, if an employee is required to use a personal vehicle, they shall be paid at the rate posted by the Federal Treasury Board.

**10.06** The Company shall provide suitable ventilation equipment for removing fumes from the shop and confined spaces, and the employees shall as a condition of employment use this equipment where warranted and shall not undertake to interfere with this operation.

**10.07** All painting, cement finishing, tarring, etc., work shall be done after welding, wherever possible.

**10.08** Employees shall not be asked to work against wet paint if that can possibly be avoided.

## **ARTICLE XI - SENIORITY**

**11.01** Employees who have been in the Company's employ for less than forty-eight (48) working days shall be considered probationary employees and shall have no seniority. After completion of said probationary period the seniority of the employees concerned shall be back-dated forty-eight (48) working days. A seniority list shall be posted in the plant by Management not less often than every six (6) months.

**11.02** Seniority shall be within each classification for job requirements. A person who transfers into a new classification will go to the bottom of that list for job retention but their overall company seniority will be applicable for all other items of the collective agreement.

**11.03** An employee shall not suffer loss of seniority because of absence due to sickness, accident or otherwise, if such absence is approved or authorized by the Company. If an employee finds that they are unable to report for work, they should notify the Company as soon as possible, preferably before the end of their first missed shift.

**11.04** During a prolonged absence from work due to an accident, or injury covered by Workers' Compensation, an employee will continue to accrue seniority for a period of time, provided that he will not continue to accrue seniority after the date at which he would normally have been laid off if he were at work.

**11.05** An employee shall continue to accrue seniority if off on non-compensable sickness for a period of one (1) year unless they normally would have been laid off before the one (1) year period.

**11.06** An employee who has seniority shall maintain their seniority on lay-off up to a period of one (1) year.

**11.07** Leave of absence shall mean an absence from work requested by the employee and consented to by the Company in writing, covering a specified period of time. Leave of absence shall not be granted to an employee seeking seasonal work. A copy of such written permission shall be sent to the Union at the time it is granted.

**11.08** In all cases of lay-off, transfer, demotion, upgrading, re-hiring after lay-off, and promotion other than appointment to supervisory position, if in the opinion of the Company, competence and efficiency are of relatively equal skill, precedence shall be given to those employees having the longest service. The Company will not exercise its discretion in an arbitrary or discriminatory manner.

**11.09** In the event of a temporary lay-off due to a breakdown of machinery, or some similar situation such as failure to receive an expected delivery of steel, the employees immediately affected will be laid off temporarily.

**11.10** The Union dispatch office shall be given forty-eight (48) hours notice of lay-offs in advance of such lay-offs, if possible.

## **ARTICLE XI I - GENERAL PROVISIONS**

**12.01** In the case of death in the immediate family of a non-probationary employee, such employee shall be granted three (3) days leave of absence with full pay for the purpose of attending or arranging the funeral. Immediate family shall mean none other

than husband, wife, mother, father, father-in-law, mother-in-law, grandparents, brother, sister, children or grandchildren. In cases such as parents, husband, wife, or children, additional leave of absence may be granted up to a maximum of three (3) consecutive working days unpaid. The employee must notify the Personnel Department when such leave is being requested and/or taken. Abuse of this section will render the employee liable to non-payment of this allowance.

**12.02** All time lost by an employee due to necessary attendance on jury duty, or on call for jury duty, shall be paid for at the difference between their regular hourly pay and the amount they receive for such jury duty, provided however, that any such employee shall make themselves available for work before or after being required for such jury duty whenever practicable.

**12.03** Drugs and or Alcohol are not permitted on the premises, working and or entering the premises while under the influence of drugs and/or alcohol is not permitted.

**12.04** The Company and the Union agree that the practice commonly known as “moonlighting” is wrong in principle. The term “moonlighting” for the purposes of this clause shall refer to a full-time employee who regularly makes a practice of working for another employer or engaging in paid work or recreation for a substantial number of hours during the week.

- (a) When this practice affects or conflicts with the Company business or the employees ability to perform his normal duties, it shall be cause for reprimand or dismissal.
- (b) When the practice affects or conflicts with the Union policy, the Company agrees to co-operate with the Union in reprimand or dismissal.
- (c) If any employee is injured while moonlighting they are not eligible for any and all benefits under this agreement.

### **ARTICLE XIII - CLOTHING AND TOOL ALLOWANCE**

**13.01** Coveralls will be supplied to all employees as per the coverall renting service conditions, after one (1) month of service.

All employees shall wear adequate safety boots. Gloves, respirators, ear protection,

non-prescription safety glasses and all screens will be provided by the Company.

**13.02** The Company will provide up to \$130.00 including taxes once per calendar year for the purchase of safety boots. New employees are not eligible for reimbursement until the completion of 12 months. Receipts must be turned into the office for payment. If special boots are required to complete a job or if the boots are rendered unserviceable as a result of work activities at the Company, the cost of the replacement boots will be supplied in a similar manner at any time.

**13.03** Employees are expected to provide adequate tools for performing their work, consumables and special tools will be provided by the Company.

**13.04** Replacement of employee owned tools policy – A list of tools used by employees in the work place shall be provided to the employer at the start of employment as well as any subsequent updates. The tool being replaced under this policy must be surrendered to the employer.

Incase of theft in the work place replacement of tools will be in accordance with the limits of our Insurance Policy. Payment of any deductable(s) will be the responsibility of the employer.

#### **ARTICLE XIV - DURATION OF AGREEMENT**

**14.01** This Agreement shall be in full force and effect from and including August 1<sup>st</sup> 2012, up to and including July 31<sup>st</sup> 2014, subject to the right of either party to this Collective Agreement, within four (4) months immediately preceding the date of July 31<sup>st</sup> 2014 or immediately preceding the anniversary date in any year thereafter, by written notice to the Party, require the other Party to commence collective bargaining with a view to the conclusion of a renewal or revision of this collective Agreement, or a new Collective Agreement..

**14.02** Should either Party give written notice to the other Party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Company shall give notice of lockout and such strike or lockout takes place, and/or either party gives notice of termination, or the Parties shall conclude a renewal or revision of the Collective Agreement, or a new Collective Agreement.

IN WITNESS WHEREOF the Parties hereto have caused these presents to be signed by their respective officers thereunto lawfully authorized, and have caused their common seals to be affixed in the presence of such officers, at the City of Vancouver, in the Province of British Columbia, on the day and year first above written.

DATED at Maple Ridge, British Columbia, this 2nd day of August, 2012.

FOR THE COMPANY:

FOR THE UNION:

Phil Shafer \_\_\_\_\_

George Macpherson \_\_\_\_\_

**SCHEDULE "A"**

**JOB CLASSIFICATIONS AND WAGE RATES**

**Group A all employees hired prior to August 1<sup>st</sup> 2012**



Effective	August 1 <sup>st</sup> 2012	August 1st 2013
Machine fitter	\$32.21	\$33.82
Machinist	\$32.79	\$34.43
Fabricator, Welder A	\$33.99	\$35.69
Helper, Shipper Receiver.	\$26.37	\$27.68
Labourer,	\$21.55	\$22.62

Charge hand rate will be \$1.90/hr over Fabricator, Welder (A) rate.

**Group B all employees hired after August 1<sup>st</sup> 2012**

Effective	August 1 <sup>st</sup> 2012	August 1st 2013
Machine fitter	\$30.98	\$31.29
Machinist	\$31.54	\$31.85
Fabricator, Welder A	\$32.69	\$33.02
Welder B	\$30.88	\$31.19
Helper, Shipper Receiver.	\$25.36	\$25.61
Labourer,	\$21.34	\$21.55

After completion of Six (6) months of continuous service a Group B Employee shall be moved to a Group A Employee Status and receive all the applicable wages and benefits of that classification.

A Welder (A) is a welder with 60 calendar days of continuous service and is capable of performing radiograph quality welds on a regular basis with any welding process used at the facility.

First aid attendant level 1    Fifty (50) cent    Per hour premium.

No employee shall suffer a reduction in wages as a result of the new agreement.

The Company will move to a direct deposit payroll system that will allow employees to allocate funds to separate accounts for vacation purposes.

The Company will undertake to have a consultant review the RRSP plan to determine if there are advantages to moving the plan to another agent.

**SCHEDULE "A"**  
(continued)

APPRENTICE RATES shall be as follows:

1st 6 mos.	-	50%	of	Journeyman	rate
2nd 6 mos.	-	55%	"	"	"
3rd 6 mos.	-	60%	"	"	"
4th 6 mos.	-	65%	"	"	"
5th 6 mos.	-	70%	"	"	"
6th 6 mos.	-	75%	"	"	"
7th 6 mos.	-	85%	"	"	"
8th 6 mos.	-	95%	"	"	"

Six month anniversary rate increase is based on the successful completion of the prescribed training course at an approved school.

Apprentices shall not be paid journeyman rate until they have passed the Inter-Provincial exams.