

**ALL DATES REMOVED FOR SECURITY.
See paper copies for dates.**

COLLECTIVE AGREEMENT

BETWEEN:

Landmark Aviation FBO Canada Inc.

(hereinafter called "the Company")

AND:

**PULP, PAPER AND WOODWORKERS OF CANADA,
LOCAL #5, 707 12TH STREET, NEW WESTMINSTER, B.C.**

(Hereinafter called "the Union")

TERM OF AGREEMENT

First Month x, 20XX to Last Month x 20XX

This agreement is made and entered into by and between *Landmark Aviation FBO Canada Inc.* , hereinafter referred to as "The Company" and PPWC LOCAL 5 referred to as "The Union".

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DEFINITIONS:

1. **Agreement** - means the agreement in effect, including amendments or interpretations thereto agreed upon and covered by letters signed by the Union and a designated officer of the Company.
2. **Employee** - any person working in a position covered by this Collective Agreement and within the jurisdiction of the Canada Labour Board Certification.
3. **Calendar Week** - from 00:01 Sunday until 23:59 Saturday local time.
4. **Calendar Year** - from 00:01 January 1st until 23:59 December 31st.
5. **Day** - from 00:01 until 23:59 hour's local time.
6. **Union** - means the [PULP, PAPER AND WOODWORKERS OF CANADA LOCAL 5](#).
7. **The Company** - means [Landmark Aviation FBO Canada Inc.](#)
8. **Company Seniority** - the employee's date of hire.
9. **Union Seniority** - the employee's date of hire.
10. **Qualifications** – those facts that show whether an employee is capable of meeting the Company's requirements for a position following an appropriate period of training. The Company shall set requirements for a position in a manner reasonable and fair to all employees.
11. **Regular Full Time Employee** - an individual who has successfully completed his/her probation period and who is employed on a continuous full time basis on a regular work.
12. **Regular Part Time Employee** - an individual who has successfully completed his/her probation period and who is employed on a continuous basis whose normal work schedule does not, on a regular basis, a minimum of 16hrs and exceed an average of (32.5) hours per week.
13. **Part Time or Casual Employee** - an individual who has successfully completed his/her probation period and who is employed on variable basis whose normal work schedule does not, on a regular basis, exceed an average of forty eight (48) hours per month with a maximum of 4 casual employees for each Linecrew and CSR classifications.

ARTICLE 1 - PURPOSE

- 1.01** The purpose of this Agreement is to define relations between the Company and the Union, the wages and working conditions of employees of the Company represented by the Union and the means by which complaints, grievances, and disputes shall be disposed of promptly and equitably with a minimum of time lost. The parties hereto recognize the objectives of promoting and maintaining the safety of air transportation, and the high quality of customer service.

ARTICLE 2 - RECOGNITION

- 2.01** The Company recognizes the Union as the sole collective bargaining agent for employees covered by this agreement in accordance with the jurisdiction of the Canada Labour Board Certification. Properly accredited officers of the Union shall be recognized by the Company.

- 2.02** There shall be no discrimination against any employee because of the employee's membership in the Union. This Agreement covers all employees of Landmark Aviation in British Columbia save and except persons above the rank of supervisor.

2.03 Human Rights

The Parties agreed that there shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practiced with respect to an employee by reason of age, race, national or ethnic origin, colour, religion, age, sex sexual orientation, marital status, family status, disability and conviction for which a pardon has been granted. The Company and the Union also recognize the right of employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the work place. Should any dispute arise regarding any of the foregoing, the employee shall be entitled to recourse through the grievance procedure in the Agreement.

- 2.04** All work covered within the scope of this agreement shall be performed by those persons coming within the Bargaining Unit who are members of the Union.

Employees who are not members of the bargaining unit covered by this Collective Agreement shall not engage in or be utilized in any way which may be construed as performing work which is normally accomplished by personnel covered by the Agreement.

Supervisors/Managers may perform bargaining unit work on an emergency, safety oriented, unexpected peak periods and training basis only.

- 2.05** The Company agrees that all written correspondence between the Company and the Union, related matters covered by this Agreement, shall be sent to the Business Representative of the Union or his/her designate.

The Company agrees that a copy of any written correspondence between the Company and any employee in the bargaining unit covered by this Agreement, pertaining to the interpretation or application of any clause in this Agreement, as it applies to that employee, shall be forwarded to the Business Representative of the Union or his/her designate and the Shop Steward with the consent of the employee.

- 2.06** The Union agrees that all written correspondence between the Union and the Company, related to matters covered by this Agreement, shall be sent to the Company Representative or his/her designate.

2.07 Access to Company Premises

An authorized agent of the Union shall have access to the employer's establishment during working hours for the purpose of conducting Union business. A Union representative will contact the Company's management representative to set up a mutually agreed upon arrival time of the Union agent at the Company's establishment. The Union agent shall in no way interrupt the Company's work schedule.

- 2.08** Employees shall make every effort to report to work and perform their assigned duties. If an employee encounters a picket line he/she will immediately contact his or her supervisor and/or management. It will not be a violation of the Collective Agreement to refuse to cross a legal picket line.

Whereas this Agreement provides for the just settlement of disputes arising from complaints or grievances involving the interpretation, application, or violation of this Agreement which may arise between the parties hereto and binds them to accept and abide by the decision of a Board of Arbitration should they fail to settle any dispute by negotiations.

2.09 Recognition and Rights of **Standing Committee and Shop Steward**

Union shall elect a Standing Committee as per Local 5 PPWC Bylaws, who shall be employees of the Company covered by this Agreement.

- (a) Members of the Union committee will be afforded time off with pay during their regularly scheduled working hours to perform the duties of the committee, provided permission is obtained from their manager before leaving their workplace. The Company agrees that such permission will not be unreasonably withheld and the Union agrees such privileges will not be abused and not effect the safe operation of the business.
- (b) Members of the Union committee, who attend meetings between management representatives and the committee to discuss problems or exchange information other than contract negotiations, will be paid at their respective scheduled rates on a straight time basis for actual hours spent in such meetings.

Members of the Union committee who continue in such meetings with management beyond their normal scheduled quitting time will be paid for

the time involved over regularly scheduled working hours at straight time for the actual additional time.

- (c) **The Union will endeavor to elect 3 (three) Shop Stewards at all times, and consideration will be given to operational shifts.**

ARTICLE 3 - MANAGEMENT RIGHTS

3.01 The Union acknowledges that it is the exclusive function of the Company to:

- (a) Maintain order, discipline, efficiency, and to set down all Company policies and procedures that are consistent with the collective agreement.
- (b) Hire, discharge, classify, transfer, promote, demote, lay-off, and discipline employees provided that a complaint that an employee with seniority has been dealt with without reasonable cause may be subject of a grievance which shall be settled as hereinafter provided.
- (c) The Company agrees that its exclusive functions shall be subject to the provisions of this Agreement.
- (d) Where technological change may require additional knowledge and skill on the part of permanent employees, such employees shall be given the appropriate training where practical, to qualify employees to retain their employment. A reasonable time will be afforded to employees in which to qualify. Any instruction or training shall be done at the employee's regular rate.
- (e) If an employee attends a local training course and the combined work hours exceed 40 per week, the employee will be given time off at a mutually agreeable time for any hours in excess of 40.

ARTICLE 4 - UNION DUES AND UNION MEMBERSHIP

- 4.01** Membership in the Union shall be available to any employee eligible under the constitution of the Union on payment of initiation or reinstatement fees uniformly required of all other such applicants by the Union Local.
- 4.02** New employees shall become members of the Union within thirty (30) days of the date they commenced employment and shall maintain membership as a continuing condition of employment.
- 4.03** (a) The Company agrees that all employees covered by this Agreement shall have monthly dues deducted from their wages as a condition of employment.

- (b) The dues collectible under the constitution and by-laws of the Union, shall be deducted each pay period from the wages due each employee.
 - (c) The Company agrees to deduct authorized initiation fees from new members of the Union.
 - (d) The Company agrees to remit monthly to the Union the dues and initiation fees that are deducted.
- 4.04** The amount to be deducted will be advised by the Union. The Company shall be notified in writing of the name of the Union Official to whom the money so deducted shall be sent.
- 4.05** Except in the case of a clerical error, if the wages of an employee payable on payroll for a pay period are insufficient to permit the deduction of the full amount of dues, no such deduction shall be made from the wages of such employee by the Employer in such pay period.

If the wages of an employee payable on the payroll for the last pay period of any month are insufficient to permit the deduction of the full amount of the dues, such dues will be deducted in accordance with PPWC Local 5's bylaws

ARTICLE 5 - PROBATION

- 5.01** All new employees shall be required to serve a probationary period of:
- (a) Full-time – six (6) months
 - (b) Part-time / Casual – the greater of six (6) months or 120 days worked.
- 5.02** (a) Probationary employees shall be given an oral progress report by their department manager. The oral progress report shall be given in the presence of a Shop Steward. The report shall be given before the 80th day worked. This will not limit Management's right to terminate a probationary employee whom they consider to be unsuitable at any time during the probationary period.
- (b) The Union shall be notified in advance if the company has made the decision to terminate a probationary employee.
- (c) The probationary employee has right to the grievance procedure.
- (d) The company and Union can mutually agree to extend probationary period.

ARTICLE 6 - HOURS OF WORK

- 6.01** The Company shall determine the work force requirements and shift schedules necessary to fulfil Company operational requirements. Prior to implementing

major schedule changes the Company agrees to discuss such changes with affected employees.

6.02 Full time employees will work an average of 40 hours per week. Additional shift schedules may be implemented by the Company, if deemed necessary.

Shift schedules:

	Hours
5 consecutive days on 2 consecutive days off	8
4 consecutive days on 3 consecutive days off	10
4 consecutive days on 4 consecutive days off	11.4

6.03 Employees on probation shall be rotated periodically between all shifts.

6.04 All part-time employees will submit to the company their availability no later than the 1st of each month for the next month's schedule. If the part-time employees do not submit their availability, the company will assign, as needed, their shifts. The company will make every effort to post the schedule no later than the 15th of every month. The schedule will be done by seniority.

6.05 Shift Trades

With a minimum two (2) days written notice shift trades may be allowed between qualified employees, subject to Company approval, with due regard to proper rest requirements and subject to all terms of the collective agreement. Once a shift trade has been signed by both employees and an authorized individual of the Company, it becomes an official amendment to the posted schedule.

The employee who works the shift will get paid for the shift at the employee's rate of pay.

If this shift change puts the employee in an overtime position, overtime will not be paid.

However, if the employee is required to work in excess of the regular scheduled shift the employee will be entitled to overtime pay.

6.06 Minimum Hours

Employees shall be paid a minimum of four (4) hours for each shift worked.

In the event that an employee is informed two (2) hours prior to the commencement of his/her shift, that he/she will not be required to work, he/she will not receive compensation for the scheduled shift.

In the event that an employee is not contacted prior to the commencement of his/her shift and reports to work then the employee shall receive compensation for the minimum four (4) hour shift.

6.07 Part-Time Shifts

A part-time shift can be established where there is not sufficient work to establish full-time shifts. These employees could receive the minimum amount of hours of 16 to the maximum of 32.5 hours per week based on seniority, training, availability and operational requirements.

6.08 Minimum Rest Periods

- (a) It is intended that every employee shall have a rest period between shifts. Shifts that are greater than eight (8) but less than ten (10) hours in duration shall have an eight (8) hour rest period. Shifts that are ten (10) hours or greater in duration shall have a nine (9) hour rest period. In the event an employee is recalled to work before the rest period has elapsed, the employee shall be considered as still working on the previous shift and shall be paid the appropriate overtime rate of time and a half for 4 hours and thereafter paid at the regular rate of pay.
- (b) Where the employee's next shift compromises the Minimum Rest Period the Company may delay the start time of the next shift to comply with the minimum Rest Period rule. Such amendments will not entitle the employee to either regular or overtime pay for the modification in the schedule start time versus the actual start time.

6.09 No employee will be required to work more than fifteen (15) hours in a shift.

6.10 No employee will work more than six (6) days **in seven (7) calendar days, provided** that an employee may accept work on the seventh straight day of a seven day period if there is an operational requirement and he or she wishes to work overtime.

6.11 **All employees must report to work on time for their scheduled shift. Cumulative lateness will not be tolerated in excess of 3 (three) consecutive days.**

ARTICLE 7 - OVERTIME

7.01 **Authorized** time worked in excess of an employee's regular eight (8), ten (10), or twelve (12) hour days as per employee's current scheduled shift, shall be paid at the rate of time and one-half until there is a break of not less than eight (8) consecutive hours

7.02 **When overtime is required, it will be allocated on a rotational basis. A monthly sign up sheet will be posted for those employees interested in working overtime.**

Before OT is allocated, the company must try to call in employees that do not have 40 hrs for the work week.

Overtime will be allocated according to seniority.

Once the senior employee has accepted the OT shift (min 4 continuous hrs) he/she will move to the bottom of the OT rotation list. If the employee declines

the OT shift, he/she will be moved to the bottom of the OT rotation list as if they had worked that OT shift. If the employee can not be contacted they remain at the same rotation position.

If an employee alleges that he/she has been bypassed in the scheduled OT and such allegation is substantiated, he/she will be paid an amount equal to the amount he/she would have earned had he/she worked the overtime on the missed opportunity.

7.03 Call-in Pay - Non-scheduled Overtime

An employee who has punched out and returned to his home and who then answers an emergency call and agrees to return to work the same day shall be paid a minimum of four (4) hours at time and one-half.

7.04 (a) Effective December 1st of each year, employees shall have the option to participate in the time bank. Those who do not elect to participate shall be paid overtime in accordance with the laid down provisions. Employees who so elect to either participate, or not, will be bound by that decision to December 1st, the following year. Employees that elect to participate must have appropriate documents signed and handed into the company by December 15th of each year and accumulation to begin January 1st of every year.

(b) Credits in the time bank cannot exceed forty (40) hours.

(c) Any employee opting into the time bank cannot exceed eighty (80) hours of credit per year. After eighty (80) hours, all overtime pursuant to Article 18 will be paid out for the balance of the calendar year. Employees may liquidate time bank hours after they have accumulated twenty (20) hours, however, there shall not be any topping up of banked hours.

(d) For credit purposes, all overtime hours shall be converted to straight time hours.

(e) All banked hours shall be paid at the rate earned at the time of credit, regardless of any wage increases.

(f) Banked hours shall not be carried over from year to year. If an employee has not liquidated any banked hours by December 31st of any year said employee shall be paid for any remaining hours at the next closest pay period.

(g) Time bank hours cannot be used to supersede annual vacation or Statutory Holiday entitlement of other employees.

ARTICLE 8 – HOLIDAY PAY

8.01 Paid Holidays

General Holidays are recognized as eight (8), ten (10), or twelve (12) hour days as per employees current scheduled shift.

The following days are recognized as paid General Holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Boxing Day	BC Day

And any additional Statutory Holidays proclaimed by the Federal Government.

Should any of the above noted Statutory Holidays fall on a Saturday or Sunday, it will be celebrated on the Friday preceding or the Monday following the said Holiday or at some other mutually agreeable time.

8.02 Holiday Pay Eligibility

All employees must have thirty (30) calendar days of seniority prior to the Statutory Holiday to qualify for a Statutory Holiday.

Employee must work the scheduled shift immediately preceding and the scheduled shift immediately following the Statutory Holiday to qualify for the Statutory Holiday, unless prior permission has been granted by the Company.

8.03 Statutory Holiday Pay

When a Statutory holiday falls on an employee's scheduled day off s/he shall receive eight (8), ten (10), twelve (12) hours of regular pay at regular rate. Part time employee, he/she shall be paid 1/20th of the regular wages he/she has earned during the thirty calendar days immediately preceding that general holiday to a maximum of eight (8), ten (10), twelve (12) hours pending shift.

An employee who works a statutory holiday will be paid regular rate for their regular shift. As well as "Statutory Pay" which is the number of hours the employee worked and "Premium Pay" which is one half of the regular hours at the regular rate.

E.G.1) Employee is schedule to work 12 hours on the SH. Pay is as follows:

Regular Pay	12 hrs
Statutory Pay	12 hrs
Premium Pay	6 hrs

This employee would be paid a total of 26 hours at regular rate of pay.

E.G.2) Employee is scheduled to work 6 hours on the SH. Pay is as follows:

Regular Pay 6 hrs
Statutory Pay 6 hrs
Premium Pay 3 hrs

This employee would be paid a total of 15 hours at regular rate of pay.

8.04 F/T employees that are regularly scheduled to work the statutory holiday will have the option to be paid in full (as per agreed upon rate), work the day and bank the day in lieu, or take the statutory holiday day off. If the workforce has to be reduced on that statutory holiday, it will be carried out as per classification seniority. This article must be taken by or paid out by the end of the calendar year.

ARTICLE 9 - VACATION

9.01 Mutual consideration shall be given to determine how many employees can be on vacation at one time. There can be multiple employees from different classifications to be off on holidays consecutively.

9.02 Vacation is based on a calendar year. Vacation pay is based upon gross earnings.

9.03 For vacation purposes weeks shall mean five (5) consecutive working days, and shall not be affected in any way by reference to working shifts.

9.04 Length of Vacation

During this contract period, any employee who has been in the employ of the Company, in any capacity, for one year or more, shall be given the greater of either two weeks' vacation with pay at this current rate of pay, or 4% of the pay for all work done by the employee in the vacation entitlement (accrual) year, including statutory holidays.

The following provisions apply only to those employees employed as of date of ratification of the current Agreement:

(a) Any employee who has been in the employ of the Company, and completed five consecutive years, will be given the greater of either three (3) weeks vacation at his current rate of pay, or 6% of the pay for all work done by the employee in the vacation entitlement (accrual) year, including statutory holidays.

(b) Any employee who has been in the employ of the Company, and completed **ten** (10) consecutive years, will be given the greater of either four (4) weeks vacation at his current rate of pay, or 8% of the pay for all work done by the employee in the vacation entitlement (accrual) year, including statutory holidays.

- (c) Any employee who has been in the employ of the Company, and completed fifteen (15) consecutive years, will be given the greater of either five (5) weeks vacation at his current rate of pay, or 10% of the pay for all work done by the employee in the vacation entitlement (accrual) year, including statutory holidays.
- (d) Any employee who has been in the employ of the Company, and completed twenty (20) consecutive years, will be given the greater of either six (6) weeks vacation at his current rate of pay, or 12% of the pay for all work done by the employee in the vacation entitlement (accrual) year, including statutory holidays.

Vacation Entitlement (accrual) Year

To be considered as the twelve month period immediately preceding the vacation year. Vacation entitlements must be taken by December 31 of the following year.

Vacation period shall commence one year plus one day from date of hire.

Vacation Year

To be considered as the period when employees take their vacation as earned in the preceding twelve month period (entitlement accrual year).

The vacation period shall commence on the employees anniversary date known as the employees date of hire plus one day.

9.05 Vacation Scheduling

In October, the Company will post a list with the number of vacation days each employee is entitled to. Employees will submit their written vacation request to the Company by the end of November 15th. The Company will post the vacation schedule by January 15th. Any employees who fail to submit their requests by the deadline will have their vacation assigned by the Company.

It is understood that vacation requests will be granted, where possible, on seniority

9.06 Statutory Holidays Occurring During Vacation

When a Statutory Holiday falls within an Employee's scheduled vacation he can choose one of the following options:

- (a) a day off with Statutory Holiday pay in conjunction with his vacation days,

OR

- (b) receiving Statutory Holiday pay in addition to vacation pay.

Employee's choice must be clearly identified when submitting their written vacation request to the Company or "B" will be the default option.

9.07 Regular Part Time Employees

Regular Part Time Employees who have performed only part time work during the "Vacation Entitlement Accrual Year", will be entitled to the applicable percentage of gross wages earned based on their Company seniority, with vacation time reduced in proportion to the total time not worked.

9.08 An employee on sick leave, maternity, or parental leave shall accrue seniority and shall be paid vacation in accordance with such accrual, inclusive of any other sickness and accident insurance payments to a maximum of 52 weeks in any vacation year. Employees on leave of absence for any other reasons will not accrue vacation pay credit.

9.09 Pay in lieu of vacation will not be granted and all vacation entitlement shall be taken within the vacation year.

9.10 The final pay for any employee who voluntarily leaves this Company or who is dismissed, will include pay for all accrued annual vacation credit due at the date of termination.

ARTICLE 10 - SPECIAL AND OTHER LEAVE

10.01 Jury Duty/Witness Duty

Employees will be granted time off due to jury duty, coroner's inquest, court witness - civil or criminal - and will be carried on the payroll with pay. The provisions of this Clause shall not apply to any employee who, of their own volition, directly or indirectly has an interest in the Court proceedings.

The Company will compensate an employee for the actual loss of salary when he appears as a witness before any court, Board, Commission or Administrative Tribunal to testify on matters related to his work or employment with the Company.

Note: Witness: Means a person called by subpoena as a witness to testify under oath or affirmation before one of the above-mentioned courts. However, this term shall not include a person directly or indirectly involved as a party to a proceeding.

On receipt of payment from the court for such duties, the employee must provide the Company with a statement from the court, indicating payment received for each day or part day served (excluding monies allowed by the Court specifically for meals, travel, and other such expenses.)

The employee's subsequent paycheque will be reduced by an amount equal to that received from the Court (excluding monies allowed by the Court specifically for meals, travel, and other such expenses.)

10.02 Leave of Absence

Full-time and part-time employees may request an unpaid leave of absence for a minimum of thirty (30) days and a maximum of twelve (12) consecutive months. For leaves of less than thirty (30) days will be reviewed for special circumstances.

The Company and the Union shall determine if a leave of absence will be granted. Grievance and/or arbitration procedures shall not pertain to the Company's rejection of a leave of absence. The Company will grant leave of absences only when operating conditions at the Company permit.

The following conditions will apply to all leave of absences:

Employees must apply in writing for an unpaid leave of absence thirty (30) days in advance of the leave, setting forth the reason for the leave, the date on which the employee wishes the leave to begin and the date on which the employee will return to active employment with the Company.

Any employee hereunder on leave of absence engaged in gainful employment without prior written permission from the Company shall forfeit his seniority and will be considered to have voluntarily resigned from employment with the Company on the day which the leave began.

While on a leave of absence the employee is responsible for paying the total premiums for insurance coverage. Premiums must be paid to the Company thirty (30) days in advance. Failure to do so may result in loss of coverage and possible refusal by the insurance carrier to allow coverage to be retained.

While on leave of absence Union seniority will be retained but will not accrue.

While on leave of absence wage increments will be retained but will not accrue.

If the employee does not return from the leave of absence on the day indicated in the original application will be considered to have voluntarily resigned from employment with the Company as of the day on which the leave began.

Any employees may request a maximum of thirty (30) days unpaid leave of absence due to a death in the immediate family. Leave of absence for the purpose will not be withheld by the Company.

10.03 Bereavement Leave

If the employee is notified of the death of an immediate family member, while on duty, the employee will be granted leave and be paid for the remainder of their scheduled shift.

In the event of the death of a member of the immediate family, as defined in the Canadian Labour Code, an employee will be granted bereavement leave on any

of his normal working days that occur during the three (3) days immediately following the day of the death. The Company may require proof of the circumstances from the employee before any payment is made under the terms of this section.

In the event of the death in the immediate family an employee will be eligible to immediately access vacation days and pay up to one (1) week in duration in conjunction with their immediate three (3) day bereavement leave – or – in conjunction with their three (3) day bereavement leave take an unpaid Leave of Absence or a period not exceeding thirty (30) days.

The Company agrees to waive all notice clauses regarding the taking of vacation and/or leave of absence without penalty to the employee.

Any vacation taken shall reduce previously scheduled vacation unless the employee wishes to convert the vacation time to an equivalent period of leave of absence without pay.

Immediate family includes: spouse (including common-law), parents, spouse of father or mother (including common-law), children, sister, brother, father-in-law (including common-law), mother-in-law (including common-law), and any relative permanently residing in the employee's household or with whom the employee resides.

If employee has completed three consecutive months of continuous employment the employee will be paid at his regular rate of wages for his normal hours of work.

- 10.04** The Company shall notify the Union of leave of absence of seven days or more granted; for a period not to exceed thirty days there shall be no loss of seniority incurred. If the leave of absence is in excess of thirty days the employee concerned may not retain and accrue his seniority unless written approval of the Union is submitted along with the application for leave of absence.
- 10.05** The Company agrees to grant any reasonable leave of absence without pay to the officers or their alternates of the Union local, to attend conventions or meetings which are the business of the local. Upon written request to the Manager or a designate in his or her absence, previous to the current month's schedule, stating the number of days of leave of absence required, the Company agrees to grant such reasonable leave of absence by written permission. Such leaves will not affect seniority. If timeline cannot be adhered to, such approval will not be unreasonably withheld.
- 10.06** Leave of absence will be granted on written request to an employee who has been elected or appointed to Union Office for the term for which he or she was elected or appointed. The period granted for leave of absence will be included for the purpose of seniority entitlement.
- 10.07** (a) Any employee unable to work because of illness or injury on furnish proof thereof, satisfactory to the Company, shall be granted sick leave without pay and continue

to accrue seniority until such time that the employee is medically fit to return to work.

(b) The Company will require evidence of the employee's fitness to resume his previous occupation.

10.08 Maternity Leave

An employee who has completed six (6) consecutive months of continuous employment with the Company and provides the Company with a certificate of a qualified medical practitioner certifying that she is pregnant shall be granted an unpaid leave of absence from employment as stated in the May 1994 printing of the Canada Labour Code Part III R.S., 1985, c. L-2 May 1994.

10.09 Parental Leave

Employees shall be granted an unpaid leave of absence from employment as stated in the May 1994 printing of the Canada Labour Code Part III R.S., 1985, c.L-2 May 1994 if the following criteria is met:

- (a) employee has completed six (6) consecutive months of continuous employment with the Company.
- (b) employee gives the Company at least four weeks written notice.
- (c) the employee has or will have the actual care and custody of a newborn child, or where an employee commences legal proceedings for the adoption of a child.

10.10 Employees on Maternity Leave and/or Parental Leave who have already qualified for company medical benefits plan will have their benefits maintained until the end of the month in which the employee's leave begins. Thereafter, the employee may elect to maintain their medical benefits coverage provided they pay to the Company monthly in advance the total of the premiums for that coverage.

ARTICLE 11 – SENIORITY

11.01 (a) The Company recognizes the principle of seniority in the administration of transfers, layoffs, recalls, bumping and when skill and performance are the same, promotions and demotions.

(b) Company seniority shall mean the length of service in the bargaining unit and shall govern vacation entitlement.

(c) Classification seniority shall mean the length of service in a permanent position within the recognized classifications: i.e. Full-time, Part-time, or Casual. Classification seniority shall govern:

- 1) Shift selection**
- 2) Vacation preference**

(d) Job classifications: Every employee covered by this agreement will be classified in accordance with a job title and a wage classification within that job title as set forth in the rate schedule.

When an existing job is to be changed or a new job is to be created, the Company will discuss with the Union the changed job, rate or rate change before establishing them. In the event agreement is not reached on the rate or rate change, the Union shall have the right to grieve against such rate or rate change with the final referral to Arbitration whose decision will be binding on both parties.

11.02 An employee transferred to a position with the employer outside the bargaining unit will retain and continue to accrue bargaining unit seniority for a period of six (6) months from the date of the transfer. From six months to one (1) year the company may at its discretion, elect to return the employee to his/her former position. The employee will retain but not accrue seniority between 6 months and 1 year. For a period of one year the employee may during this period elect to return to his/her former position.

11.03 (a) When a job vacancy occurs, the Company shall post a notice, stating the details of the position, for 14 calendar days.

(b) In filling job vacancies, the Company shall award the position to the senior employee (company seniority) who has the skill and ability required to learn and perform the work involved. The Company shall allow the senior applicant a trial period of 90 working days to allow for training and obtaining any necessary qualifications. At the end of the trial period, if the applicant is able to perform the required duties and has obtained or is working towards obtaining any necessary qualifications, he/she shall be considered permanent in the position.

11.04 Upon request, the Company shall furnish the Union, and post twice a year, a seniority list containing the name, date of hire, bargaining unit seniority date and classification of each employee.

11.05 Seniority shall be based on bargaining unit seniority, subject to job classification. The order of seniority in each classification shall be full time first, part time next and casual employees last.

In the event of a curtailment of the work force the order of lay off will be:

- 1st - Probationary employees
- 2nd - Casual employees
- 3rd - Part time employees
- Last - Full time employees

ARTICLE 12 - LAY-OFF AND RECALL

12.01 Lay-off and Recall

Layoff and recall shall be based on bargaining unit seniority, subject to job classification, that is, the last hired shall be the first laid off and the last laid off shall be the first recall.

Seniority shall be lost if an employee:

- (a) Voluntarily leaves the employ of the employer;
- (b) Is discharged for just cause, and not reinstated under the terms of the grievance procedures.
- (c) **Prior to hiring new employees, the Company will recall all laid off employees as follows:**
Less than one year company seniority: 6 months recall period after date of lay off.
One year or more company seniority: 18 months recall period after date of lay off.
- (d) An employee on layoff of unknown duration may elect to be paid out any monies due under severance terms. This option however shall result in the employees' name being deleted from the seniority list and waiving their right to recall.
- (e) if within five (5) working days after the date of receipt of notice of recall an employee shall have failed to notify the Company that he intends to return to work or if within fourteen (14) working days of the same date an employee shall have failed to return to work or to have satisfied the Company that he is unable to return because of accident or illness or other sufficient cause, he shall lose all seniority and his name shall be removed from the seniority list;

The Company shall make every reasonable effort to contact the most senior employee on layoff:

- 1. By phone to the employee's last known phone number.
Then, failing contact:
- 2. By Registered Mail to the employee's last known address.

If the work available requires recalling an employee for less than forty (40) hours, the affected employee shall be given the option of accepting less than forty (40) hours work or taking a bypass for that particular call. In the case of an out-of-seniority recall, the Shop Steward shall be advised.

If, then an employee is hired out of seniority, that employee shall remain employed until the specific job he was hired to do is complete or forty (40) hours of work is complete, whichever comes first.

12.02 Discussion with Union Prior to Layoff Out of Seniority

When it becomes necessary to layoff an employee out of seniority order, the

Company shall discuss the layoff with the (GC / General Chairperson) Business Representative or the Shop Steward, prior to notifying the employee. All layoffs out of seniority are subject to formal grievance procedure.

12.03 Notice of Layoff or Pay in Lieu

The Company shall not lay off an employee without giving the employee, in writing at least:

- 1) One week layoff notice for any employees with 12 or more months of service.
- 2) After completion of employment of two (2) consecutive years three (3) weeks notice.

12.04 New employees will not be hired in a classification while employees in the same classification are on layoff.

12.05 An employee laid-off due to staff reduction shall file address and telephone number with the Company and the Union. The employee will be responsible for keeping this up-to-date in case of change.

12.06 Bumping Rights:

An employee laid – off in one classification shall be given the opportunity of displacing an employee with less seniority in a similar or different classification provided the employee has the qualifications, skills and ability to perform the job in a manner which will not adversely affect the efficiency of the department beyond a short term (max 30 days) familiarization period.

ARTICLE 13 - DISMISSAL, SUSPENSION AND DISCIPLINE

13.01 The Company has the right to hire and to discipline, demote or discharge an employee for just cause.

13.02 a) Notice of dismissal or suspension shall be in writing and shall set forth the reasons. All dismissal and suspensions will be subject to formal grievance procedure. The grievance will be submitted at Step II (two). Written notice of dismissal or suspension shall be forwarded to the Union, with a copy being forwarded to the Union Councillor.

b) Prior to any suspension or dismissal, except in case of physical violence or immediate safety hazards, the Company agrees to meet with the Union and discuss the matter.

c) The Company shall endeavour to notify the Union within 3 working days in writing of any suspension or dismissal as well as the Company's reason for same.

13.03 Where disciplinary or discharge action is considered, the employee involved may, where necessary be held out of service without pay pending investigation for a maximum of four (4) working days or longer pending involvement of

sanctioned authorities to provide the Company and authorities with sufficient time to investigate and consider all factors.

13.04 Where any disciplinary action includes suspension with pay, or without pay, any suspension time may include the time held out of service. If an employee has been held out of service without pay for a longer period than the penalty or discipline assessed, an adjustment shall be made to provide for such loss of pay.

13.05 Personnel File

a) In order to facilitate the investigation of a grievance, an employee or the Business Representative of the Union shall be entitled to review the employee personnel file in the presence of a Company representative. In addition to the above, an employee shall be entitled to review his/her file, in the presence of a Company representative.

b) Where an employee has had a clear record for two years from the date of the incident following receipt of a written discipline, the employee's record shall be considered to be clear and of such incidents shall not subsequently be used to his/her detriment.

c) If any further incident in question that has any resembling similar common factor(s), within the two years, the record(s) will continue to remain on file for a further two years.

13.06 Right to Have Steward Present

If, during a discussion with an employee, disciplinary action is to be administered to the employee, the employee shall have a Union representative called in to hear the disciplinary action. Where there is no union representative on shift and the discipline pending is of a grievous and severe nature such that it cannot be postponed, the employee shall be provided a fellow union member to act as a witness if discipline proceeds. The union will be duly informed.

ARTICLE 14 - SEVERANCE PAY

14.01 When the Company terminates the employment of an employee who has completed twelve (12) consecutive months of continuous employment, except where the termination is by way of dismissal for just cause, the Company will pay to the employee;

Such employees shall be entitled to a severance allowance of one (1) week pay for each year of employment computed on the basis of forty straight time hours at the employee's regular rate.

Where an employee resigns from the Company, the employee is required to provide the Company with a minimum of two (2) weeks written notice. If an employee does not provide Company with two (2) weeks written notice, the employee will forfeit all severance benefits.

ARTICLE 15 - GRIEVANCE AND ARBITRATION PROCEDURE

- 15.01** A grievance is defined as a difference between the Company, and an employee concerning the meaning or application of a specific provision of this Agreement and shall be settled as set forth in this article.

Whereas this Agreement provides for the just settlement of disputes arising from complaints or grievances involving the interpretation, application, or violation of this Agreement which may arise between the parties hereto and binds them to accept and abide by the decision of Board of Arbitration should they fail to settle any dispute by negotiations.

- 15.02 Step I** Any grievance of an employee shall first be taken up between the employee and his supervisor as soon as possible and within ten (10) working days of reasonable awareness of the occurrence. A Shop Steward may be present upon request of the employee.

(a) The initial stage of the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.

- 15.03 Step II** Failing settlement under Step I, the grievance shall be put in writing within seven (7) working days of the Company's response to Step I and a hearing shall be held between the Company and the Union within five (5) working days of receipt of such grievance.

- 15.04 Step III** Failing settlement under Step II, notice of intention to proceed to arbitration shall be made in writing within fifteen (15) working days of the Company's response. An Arbitrator shall be selected jointly by the Parties. If the parties are unable to agree on an Arbitrator, either party may request the Federal Minister of Labour to appoint an Arbitrator.

It is agreed that the time limits in each step mentioned above may be extended, if mutually agreed to by both parties. For the purpose of this article Saturday and Sunday are not considered working days.

The Arbitrator's decision shall be final and binding upon all Parties.

The cost of the Arbitrator shall be borne equally by the Union and the Company.

- 15.05** Any grievance not submitted within the prescribed time limits shall be considered abandoned and without recourse. If the company fails to meet the time limits the company will concede the grievance.

15.06 Policy Grievance

Where either party to this Agreement disputes the general application, interpretation or alleged violation of an Article of this Agreement, it shall be

processed as a grievance commencing at Step I (i.e.: by discussion between the Business Representative and the department manager concerned.)

ARTICLE 16 - EMPLOYEE GENERAL DUTIES

- 16.01** The Company shall make known to the employee through the Company Employee Handbook and Company training manuals, as may be amended from time to time, their general duties and from whom they shall receive instructions as to the policies and procedures of the establishment.

ARTICLE 17 - JOINT ADVISORY COMMITTEE

- 17.01** On the request of either Party, the Parties shall meet at least once every two (2) months during the term of this agreement, for the purpose of discussing issues related to the workplace that affect the Parties or any employee bound by this Agreement.

ARTICLE 18 - HEALTH AND SAFETY

- 18.01** The Company and the Union realize the benefits to be derived from adherence to the British Columbia Workers' Compensation Board Industrial Health and Safety Regulations ("I.H.S.R.") policies, practices and procedures, all of which promote and maintain a safe and healthy workplace.

The Company will make reasonable provisions for the safety and health of its employees during the hours they are actively at work.

The Union will co-operate to promote the adherence to the Workers' Compensation Boards' Regulations, policies, practices and procedures.

18.02 Reporting of Unsafe Conditions

Employees shall immediately report to their supervisor any equipment or conditions, which the employee has reasonable cause to believe, are unsafe. The supervisor shall immediately investigate the complaint and shall take steps deemed necessary to correct the unsafe condition. Any employee, at work, has the right to refuse dangerous work if they have reasonable cause to believe that:

- the use or operation of a machine or thing presents a danger to themselves or a co-worker, or
- a condition exists at work that presents a danger to them.

In order for an employee to refuse dangerous work without risking their job or wages the employee must follow the proper procedure as outlined in the Canada Labour Code Part II R.S., 1985, c.L-2.

18.03 Safety Equipment

The Company initially shall supply, at no cost to the employee, safety equipment deemed necessary by the Workers' Compensation Board or by the Company, with the exception of foot wear which shall be purchased as necessary by the employee. Employees are expected to take reasonable care of such articles and return them upon termination. Any lost or damaged items do to employee's negligence will be replaced at the employees' expense.

The Company will provide proper gloves (seasonal and job related), ear protection, and protective eye wear.

a) Upon presentation of original sales receipt and providing footwear is company approved, after completion of twelve (12) consecutive months of continuous employment a Linecrew employee is entitled to recover 100% of the cost of footwear up to a maximum of \$250.00 and CSR's \$150.00 per year. Only Company approved safety equipment is acceptable. Employees must wear and use safety equipment at all times.

18.04 In compliance with the Workers' Compensation Board, it is mutually agreed that a safety committee consisting of two (2) employees who are members of the bargaining unit, but are not Shop Stewards, will be elected by the *Union* and shall meet with a management representative not less frequently than once a month. Minutes of such meetings will be posted on the notice board, and a copy sent to the Union. When plant inspection is made, by the Workers' Compensation Board, a Union representative of the safety committee shall be included in the tour, and a copy of the inspector's report shall be made available to the safety committee and a copy *posted on the notice board*. A reasonable allowance of time during working hours, with full pay, will be provided for these meetings.

ARTICLE 19 - MEDICAL BENEFITS PLAN

19.01 The Company will pay 100% of the premiums for the full time employees only, for BC Health Care, Medical, Dental, and Extended Health Care Benefit Plan. Dental benefits to include orthodontal for full time employees. Medical swipe cards for extended health care coverage will be provided by medical insurance company to full time employees.

Medical, Dental and Extended Health - As per Company benefit books.

19.02 Benefit Coverage While Off Work

If an employee who is already covered by the medical benefits plan is off work due to injury or illness, the Company will continue to pay the premiums for the employee's B.C. Health Care, EHB., Insurance and Dental Plan for a period not exceeding six months. Thereafter, the employee may elect to maintain their medical benefits coverage which was provided by the Company for a maximum of six (6) months, provided they pay to the Company monthly in advance the total cost of the premiums for that coverage. The employee is responsible to pay to the Company monthly in advance the total premiums for the Long Term Disability coverage.

Employees who are already on the medical benefits plan who are laid off will have their benefits maintained for one (1) month following the month of lay-off. Thereafter, the employee may elect to maintain their medical benefits coverage which was provided by the Company for a maximum of six (6) months, provided they pay to the Company monthly in advance the total cost of the premiums for that coverage.

If an employee is off work due to a WCB (Worksafe BC) claim, the company will continue to pay all premiums on the basis the employee was still at work.

19.03 Participation Mandatory: All full time employees in the bargaining unit will participate in the Company benefit plan as a condition of employment with the exception of the Company BC Health Care group, which is optional. New *full time* employees shall become eligible for coverage on the Plan after ninety (90) days of employment.

19.04 After completion of twelve (12) months continuous employment, part time employees will have the option of joining the Company BC Health Care group. Eighty percent (80%) of the monthly premiums will be paid by the Company. The other twenty percent (20%) will be paid by the employee through payroll deduction. Employees who do not have sufficient wages payable to them on the designated payroll will have the balance carried forward and deducted from subsequent wages. Employees who have joined the group may opt out of this benefit at any time by giving the Company written notice of their wish to do so. Once an employee has opted out they can not rejoin.

For the part time employees who are already on the Company's BC Health Care group who are laid off, or off due to injury or illness. the Company will continue to pay its eighty percent till the end of the month in which layoff or time off began. Thereafter, the employee may elect to maintain their coverage for a maximum of six (6) months, provided they pay to the Company in advance the total cost of the premium for the coverage.

19.05 Sick Days

All full time employees, after completion of twelve (12) months continuous employment will be entitled to paid sick leave as follows:

The Company will credit the employee with eight (8) paid sick days per calendar year.

- Once the employee has used all his/her sick days in a calendar year the Company will no longer pay for employees on sick leave.
- The employee will follow Company sick day reporting procedures and conditions.

- Part time employees only, after completion of twelve (12) months continuous employment, will be entitled to four (4) sick days on a pro-rated scale per year.
- If absent for three (3) or more consecutive days may at the Company's discretion and expense be required to submit a medical examination prior to return to work.

All unused sick days are credited to the employee as follows:

Paid out at the end of the year at the employee's regular rate of pay.

ARTICLE 20 - PAY DAYS AND PAY CHEQUES

20.01 Payroll is twice per month based on a pay period of the 15th and 30th of every month.

At the employees written request the Company shall pay the employee by direct deposit to their financial institution on appropriate paydays. The Company will provide the employee with a written statement stating:

- the hours worked
- the wage rate
- the hours worked for which payment of wages is made at the overtime rate.
- the amount of each deduction from the earnings and the purpose of each deduction
- the net amount received by the employee
- the vacation pay

20.02 Pay on Termination

Prior to the cut off date of the employees final pay period employees must return to the Company all Company issued material and equipment or the cost of equipment, materials will be deducted from the final pay cheque.

Upon termination of an employee's employment the employee will receive his/her final pay cheque in the following pay period. On the final pay cheque the Company shall pay to the employee all wages owing him subject to normal deductions.

ARTICLE 21 - GENERAL

21.01 Legislation

Should any part hereof or any provisions herein contained be rendered or declared invalid by reason of an existing or subsequently – enacted Provincial

and/or Federal legislation, or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof, and such remaining portions shall continue in full force and effect.

21.02 Job Posting

The Company and the Union agree that promotions and transfers to higher paid jobs or to better jobs with equal pay will be based primarily on the skill, ability, experience, qualifications, and seniority of the employee concerned. Where the skill, ability, experience, and qualifications are relatively equal, seniority shall govern. The Company agrees not to discriminate against present employees who have not been trained, (i.e. if a job is posted, the Company will not take the position that only trained employees may qualify).

When selecting applicants the Company and the Union shall compare employees on the same basis for the same job and provide the Union with the comparison if requested in a dispute.

(a) All bargaining unit vacancies will be posted for a period of seven (7) calendar days on the company bulletin board.

(b) All bargaining unit full-time positions will be offered to part-time employees in order of classification seniority and all part-time positions will be offered to casual employees in order of classification seniority to employees who are on vacation or sick leave (i.e. LTD, STD, Maternity, WCB, ICBC, etc.) during the posting period will have three (3) calendar days after their return to bid the open position.

The Company agrees to create a job postings book which will be available to all employees upon return to work.

(c) The Company will transfer successful bidders to their new position within thirty (30) calendar days of the award date, unless otherwise agreed between the Union and the Company.

21.03 Sub-contracting

The Company will not contract out bargaining unit work except in an emergency and by mutual agreement between the Union and the Company.

21.04 Employee Appraisal

Where a formal appraisal of an employee's performance is carried out, the employee shall be given sufficient opportunity to read and review the appraisal. Provisions shall be made on the employee appraisal form for an employee to sign indicating that the employee has read it. The employee shall sign in the place provided. An employee shall receive a copy of the employee appraisal. An employee appraisal shall not be changed after an employee has signed it, without the knowledge of the employee, and any such changes shall be subject to the grievance procedures of this agreement.

It is understood that pay rate increases are based on the hours worked and not on an employees performance review.

21.05 Uniform

All employees will adhere to uniform standards set out in the company employee handbook.

Costs

The Company shall contribute to the cost of the following accessories once per year upon being provided presentation of original sales receipt and providing footwear is Company approved and after completion of twelve (12) consecutive months of continuous employment.

All employees with the exception of customer service representatives (CSR) are required to wear safety boots / shoes while at work.

Company uniforms are to be worn at all times while employees are on duty.

21.06 Cleaning Allowance

Dry cleaning of uniforms issued by the Company will be paid by the Company on approved receipts, by the approved vendor, at a maximum of \$50 cleaning allowance per month.

21.07 Physical Examinations

The Company may, at its own expense, require an employee to complete a medical examination with a Company approved Medical Examiner, if the Company has reason to question the employee's health or physical condition, in which case the employee shall be furnished with a detailed copy of the medical examiner's report.

All employees who are unavailable for work due to illness or injury for a period greater than three (3) full days may at the Company's discretion and expense be required to submit a medical examination prior to return to work.

ARTICLE 22 - PAYMENT OF WAGES

22.01 Pay Rate while Working at Higher Classification

An employee appointed by management to perform work classified at a higher rate of pay, shall receive their normal rate of pay plus the applicable differential rate for the time worked.

22.02 Payment for Lost Time on Day of Injury

In the event of an employee being injured on the job and requiring medical attention, straight time will be paid for clock time lost on the day injury occurs. If injury occurs on overtime shift, overtime rate will be paid for clock time lost.

- 22.02** A statement of total earnings and all deductions for the pay period shall be given with each cheque. Any necessary corrections shall be made by the following pay period.

The Company will endeavor to provide all employees their pay stub 48 hrs prior to payday.

ARTICLE 23 - TRAVEL EXPENSES

- 23.01** When employees are required to work away from their assigned workplace the company will cover all reasonable expense, to be verified by receipts.
- 23.02** Employees will not be required to use their personal vehicles for Company business.

ARTICLE 24 - TECHNOLOGICAL CHANGE

- 24.01** Technological change in this article shall be defined as in the Canada Labour Code Part I R.S., 1985, c.L-2 May 1994.
- 24.02** Whenever the Company proposes to effect a technological change, it shall give notice in writing of the change to the Union in accordance with the applicable provisions of The Canada Labour Code.

ARTICLE 25 - TRAINING

- 25.01** Training shall be provided to all employees as required for the classifications listed in this agreement. Such requirements are to be established by the company. All such training shall be at Company expense.

ARTICLE 26 - SAVINGS CLAUSE

- 26.01** Should any part hereof or any provisions herein contained be rendered or declared invalid by reason of an existing or subsequently-enacted legislation, or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof, and such remaining portions shall continue in full force and effect.

No provision of this Agreement shall be used to remove working conditions or reduce wages presently in force.

TERM OF AGREEMENT

This agreement shall be for a term from and including **Month x, 20XX** to and including **Month x, 20XX**. Either Party to this agreement may, within four (4) months immediately preceding **Month xx, 20XX** give to the other Party written notice to commence collective bargaining.

After expiry of this collective agreement, and subject to the limitations necessary resulting from the exercise of the rights of the parties under the Canada Labour Code, including the right to strike or lockout, the terms and conditions of employment as set out in this agreement, will be observed and not varied, except by the Parties' mutual consent during the period that the Union remains the bargaining agent for employees identified in this Agreement.

Signed this _____ day of _____, 20XX

For the Company:

For the Union:

APPENDIX "A"

CLASSIFICATIONS AND RATE OF PAY

Rates of Pay

Rates of pay shall be determined by the employee's date of hire unless otherwise specified herein.

Below are years 1-5 of agreement.

	5.0%	5.0%	5.0%	3.0%	3.0%
Linecrew & Tank Farm					
0-6 months	\$16.07	\$16.87	\$16.87	\$16.87	\$16.87
7-12 months	\$17.19	\$18.05	\$18.05	\$18.05	\$18.05
13-18 months	\$18.65	\$19.58	\$19.58	\$19.58	\$19.58
19-24 months	\$19.40	\$20.37	\$20.37	\$20.37	\$20.37
25-36 months	\$20.17	\$21.18	\$21.18	\$21.18	\$21.18
Thereafter	\$22.58	\$25.76	\$27.05	\$28.62	\$30.00
Customer Service Representative					
0-6 months	\$15.75	\$16.54	\$16.54	\$16.54	\$16.54
7-12 months	\$16.54	\$17.36	\$17.36	\$17.36	\$17.36
13-18 months	\$17.36	\$18.23	\$18.23	\$18.23	\$18.23
19-24 months	\$18.23	\$19.14	\$19.14	\$19.14	\$19.14
25-36 months	\$19.78	\$20.77	\$20.77	\$20.77	\$20.77
Thereafter	\$20.57	\$22.94	\$24.09	\$24.81	\$25.56
Ramp Assistant & Facility Maint.					
0-6 months	\$14.70	\$15.44	\$15.44	\$15.44	\$15.44
7-12 months	\$15.44	\$16.21	\$16.21	\$16.21	\$16.21
13-18 months	\$16.21	\$17.02	\$17.02	\$17.02	\$17.02
19-24 months	\$16.77	\$17.61	\$17.61	\$17.61	\$17.61
25-36 months	\$17.61	\$18.49	\$18.49	\$18.49	\$18.49
Thereafter	\$18.49	\$20.79	\$21.83	\$22.48	\$23.16

ANNUAL INCREASES WILL BEGIN month x, 20xx.

LEADHANDS/SUPERVISORS WILL RECEIVE AN ADDITIONAL 8% ON HIS/HER BASE RATE OF PAY.

QUALITY CONTROL/TRAINER(S) WILL RECEIVE AN ADDITIONAL 15% ON HIS/HER BASE RATE OF PAY.

EMPLOYEES WHO WORK GRAVEYARD SHIFT WILL RECEIVE A PREMIUM OF \$1.50 PER HOUR ON HIS/HER BASE RATE OF PAY.

**LONGEVITY PREMIUMS:
UPON COMMENCEMENT OF THE 8TH YEAR OF SERVICE WITH THE COMPANY AN EMPLOYEE WILL RECEIVE A PREMIUM OF \$1.00 PER HOUR ON HIS/HER BASE PAY RATE AND \$1.50 PER**

HOUR UPON COMMENCEMENT OF 15 YEARS OF SERVICE WHICH WILL BE NON-COMPOUNDED.

The Company will provide a Group RRSP with matching contributions of up to 5% after 5 years.

THE FOLLOWING CONTRIBUTIONS ARE AVAILABLE TO ALL UNION EMPLOYEES:

- 0-1 YRS.....1%**
- 1-2 YRS.....2%**
- 2-3 YRS.....3%**
- 3-4 YRS.....4%**
- 4-5 YRS.....5%**

5 YRS AND MORE 5%