

BASIC
AGREEMENT

DATED 10th JANUARY, 1985

BETWEEN

PAGE-HERSEY WORKS

STELCO PIPE AND TUBE COMPANY

AND

LOCAL UNION No. 523
UNITED ELECTRICAL RADIO & MACHINE
WORKERS OF CANADA

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SOURCE	COMPANY		
EFF.	01	11	84
TERM.	31	10	87
NO. OF EMPLOYEES	830		
INDUSTRY	HF		
D. EMPLOYEES			

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LOCAL UNION No. 523

UNITED ELECTRICAL, RADIO & MACHINE
WORKERS OF CANADA

[Handwritten signatures]

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BASIC AGREEMENT

**THIS AGREEMENT, made this 10th day of
JANUARY, 1985**

Between

**STELCO PIPE AND TUBE COMPANY
PAGE-HERSEY WORKS
(hereinafter called the "Company")**

OF THE FIRST PART

and

**UNITED ELECTRICAL, RADIO & MACHINE
WORKERS OF CANADA AND ITS LOCAL 523
(hereinafter called the "Union")**

OF THE SECOND PART

**TERM OF AGREEMENT
November 1, 1984 - October 31, 1987**

THIS AGREEMENT WITNESSETH THAT:

SECTION 1

GENERAL PURPOSE OF AGREEMENT

1.01 The parties are agreed that the purpose of the Agreement is to provide orderly collective bargaining relations between the Company and the Union to secure prompt and equitable disposition of grievances, and to eliminate interruptions of work and interference with the proper operations of the Company's business, and to maintain mutually satisfactory working conditions, hours and wages for the employees covered by the Agreement. It is the desire of the Company and the Union to provide full and efficient employment.

1.02 The Union and the Company jointly undertake to perform their respective duties with respect to the operation of the industrial undertaking operated by the Company in the City of Welland, in the Province of Ontario.

SECTION 2

RECOGNITION

Sole and Exclusive Bargaining Agency:

2.01 The Company recognizes the Union as the sole and exclusive collective bargaining agency for all its hourly employees with the exception of the following classifications of employment which are not subject to the provisions of this Agreement, namely, Superintendents, Foremen, Sub Foremen, Staff Inspectors, Security Guards, Office and Welfare Building Janitors, Technical and Office employees, Apprentices.

2.02 The Company may place apprentices on bargaining unit jobs for the purpose of providing apprenticeship training. It is understood that employees will not be displaced thereby and nothing herein shall be deemed to waive the provisions of Clause 6.01 to 6.15 inclusive.

2.03 Whenever the words referring to the masculine gender are used in the Agreement, such as "he", "his", or "him", the same shall include and cover females and males.

No Strike Clause:

2.04 The Union agrees that during the life of this Agreement there will be no strikes, mass resignations, sit-downs, slow-downs, stoppages of work, or other interference with production; and the Company agrees that there shall be no lockouts or mass dismissals.

**SECTION 3
MAINTENANCE OF MEMBERSHIP
AND CHECK-OFF**

3.01 (a) All employees who, at the date of signing this Agreement, are members of the Union in good standing in accordance with its constitution and by-laws, and all employees who become members after that date shall as a condition of employment, maintain their membership in the Union in good standing for the duration of this Agreement. Any such employees shall be deemed to be a member in good standing providing he fulfills the provisions of Clause 3.01 (b).

3.01 (b) All present employees, as a condition of employment, shall have Union dues deducted as provided in Clause 3.01 (c) and all new employees within thirty (30) days after commencement of their employment, shall, as a condition of employment, be required to sign an authorization for deduction of Union dues and an initiation fee, if applicable, in the following form; a copy of which shall be sent to the Union.

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**STELCO PIPE AND TUBE COMPANY
PAGE-HERSEY WORKS**

Authorization to Deduct Union Dues.

I hereby authorize the Company to deduct my Union dues from my pay and to remit such amount to the Treasurer of Local 523 of the United Electrical, Radio and Machine Workers of Canada.

This authorization shall remain in full force and effect so long as the Union is the bargaining agent of a unit of employees to which I belong.

Date

Signature

Clock No.

I also authorize the Company to deduct a Union initiation fee from my pay.

Date

Signature

- (c) The Company will deduct Union dues on a bi-weekly basis and will deduct an initiation fee upon written authorization from an employee. Where an employee's pay is insufficient to cover such dues deduction, the Company shall not be obliged to make such deduction from subsequent wages.

The Treasurer of Local 523 shall notify the Company by letter of the amount of such dues and initiation fee and any changes therein and such notifications shall be the Company's conclusive authority to make the deductions specified. The Company will remit to the Treasurer of Local 523 within fourteen (14) days after each pay the dues deducted with the list of clock numbers and names of employees from whose earnings deductions have been made together with the particulars of such deductions.

- (d) The Union agrees to indemnify the Company and hold it harmless against any and all claims which may arise in complying with the provisions of this Section.

- 3.02** (a) Copies of all general notices which are posted on the Plant Bulletin Boards which deal with hours, wages or working conditions will be sent to the Union.
- (b) A copy of the Starting Memorandum for each new employee will be sent to the Union when each employee completes the probationary period. Such Memorandums will be sent to the Union at the time a recalled employee is reinstated in employment.
- (c) A list of employees laid off work will be sent to the Union at the time of their lay-off.

SECTION 4

RELATIONSHIP

4.01 The Company agrees that there will be no discrimination, interference, restraint or coercion by the Company or by any of its representatives exercised or practised with respect to any employee because of his membership in, or connection with, the Union, or on account of sex, race, colour, creed, national origin, or political beliefs which are recognized or accepted by the Canadian Government as consistent with Canadian Citizenship. 7/1

4.02 The Union agrees that there will be no intimidation, interference, restraint or coercion exercised or practised upon employees of the Company by any of its members or representatives, and that except for the purpose of carrying out the provisions of this Agreement there will be no Union activity on the Company's premises during employees' working hours except as mutually agreed upon.

4.03 The Company acknowledges the right of the Union to appoint or otherwise select Stewards and members of Working Committees in order to facilitate the performance of this Agreement, and undertakes to instruct all members of its supervisory staff to cooperate with the said officers of the Union in the performance of this Agreement.

The Union undertakes to instruct all its officers, stewards, and members of Committees to cooperate with the Company and with all persons representing the Company in any supervisory capacity.

4.04 The Company agrees with the principle that, under normal circumstances, supervisors and other non-bargaining employees should not perform work which would normally be performed by members of the Bargaining Unit. The Union agrees that, under certain circumstances, this principle cannot be strictly adhered to.

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4.05 The Union undertakes to supply the Company with the names of its duly elected officers and representatives appointed or selected to perform any act in connection with this Agreement; and the Company undertakes to supply the Union with the names of all its foremen, sub-foremen, supervisors, superintendents and other officers of the Company who may be called upon to perform any act in connection with this Agreement, and to set out along with such names their titles in such manner as to indicate the nature and extent of their authority.

- (a) All present local understandings and practices will remain in effect unless changed by mutual agreement or unless they deprive the employees of any benefits provided for by this Agreement. Any dispute which arises out of this Clause will be discussed by the Company and the Union in order to attempt to resolve such dispute but in no event will it be considered arbitrable.
- (b) The Company and the Union mutually agree that all the ordinary functions of Management are hereby preserved and retained by the Company except as expressly limited by the terms of this Agreement.
- (c) The Business Agent and National Representative will be permitted to visit the plant at least once a month to check the condition of employment of all employees covered by this Agreement, accompanied by a representative of Management.

SECTION 5

COMPLAINTS, GRIEVANCES & ARBITRATION

5.01 The Union Grievance Committee shall be composed of the Chief Steward or his Deputy, Shop Chairman or his Deputy and the department steward who processes the grievance or, in his absence, a steward from the same department and of such representatives of the Company as it may desire to appoint, but not to exceed three in number.

5.02 The Company and the Union have agreed to written forms for the convenience of employees in submitting grievances to the committee.

5.03 A Management grievance shall be presented orally to the Shop Chairman and the Chief Steward or their appointees by the Personnel & Industrial Relations Manager and/or his appointee. The grievance will be presented at Step 2 of the grievance procedure and will be referred directly to Step 4 within five (5) days from the date of the written answer at Step 2. The wording of the appropriate clauses should be read and construed to reflect a Management grievance.

5.04 Any complaint or grievance of an employee, including a claim that he has been disciplined without just cause, will be taken up as soon as possible in the following manner:

(a) **Step 1**

Complaints or grievances arising within a department shall be presented orally to the department foreman by the department steward. The foreman will make known his decision to the steward within twenty-four (24) hours. Grievances not resolved at this step will be processed according to the provisions of paragraphs (b), (c) and (d). Any other complaint or grievance that is not normally handled in the oral step within a department shall be presented orally to the Personnel & Industrial Relations Manager or his appointee by the Shop Chairman or Chief Steward, and the provisions of (b), (c) and (d) will then be followed

except that for the purposes of (b) below the written grievance shall be presented directly to the Personnel & Industrial Relations Manager.

(b) **Step 2**

Twenty-four (24) hours following receipt of the foreman's decision at Step 1, a grievance may be presented in writing to the department foreman, signed and dated as the date of its submission. A written reply to the grievance shall be given within three (3) days from the date of the written presentation. If the written answer is not satisfactory, the matter must be referred within five (5) days from the date of receipt of the written answer to Step 3.

(c) **Step 3**

The Union Grievance Committee and the Department Head and/or the Company Grievance Committee will meet and attempt to settle the grievance. If no satisfactory settlement is reached, the matter must be referred within five (5) days from the date of receipt of the written answer to Step 4.

(d) **Step 4**

Union representatives including officers or agents of the Union National Office and the Company Grievance Committee including the Works Operating Head and/or his appointee will meet and attempt to settle the grievance. If a settlement is not reached between these parties, the issue shall, on request in writing, be referred to arbitration as hereinafter provided.

Suspension & Discharge Cases:

- 5.05** (a) The claim by an employee, other than a probationary employee, that he has been suspended or discharged without just cause may be presented as a grievance within seven (7) calendar days after the employee has been notified of his suspension or discharge and such grievance will be processed in the following manner:

(1) Suspension Grievances

The grievance will be presented directly at Step 2 of the grievance procedure and processed through the various steps thereafter provided.

(2) Discharge Grievances

The grievance will be presented directly at Step 2 of the grievance procedure and will be referred directly to Step 4 within five (5) days from the date of receipt of the written answer at Step 2.

- (b) The Company will immediately notify the Union whenever an employee is discharged and the reasons thereof, and such employee will be informed that he is entitled to discuss his discharge with the Department Steward or, in his absence, any other available member of the Union Grievance Committee before leaving the plant.
- (c) At the time that an employee's grievance concerning his disciplinary suspension or discharge is discussed at Step 4 of the Grievance Procedure, upon request, the Company will inform the Union of any disciplinary record of such employee.
- (d) Such discharge or suspension grievance may be settled by:
 - (i) confirming the Company's action of discharging or suspending the employee, or
 - (ii) reinstating the employee with full compensation for time lost, or
 - (iii) by any other arrangement which is just and equitable in the opinion of the parties or a Board of Arbitration.

- 5.06** (a) The answer after each Grievance Committee meeting must be given in writing within six (6) days. It is agreed the Grievance Committees shall meet within five (5) days in Step 3 and Step 4 after receipt of written request unless this period is extended by mutual agreement.

- (b) For purposes of Clauses 5.03, 5.04 and 5.05, Saturdays, Sundays and Statutory Holidays will not be counted in determining the time within which any action is to be taken or completed.

5.07 It is agreed that the Chief Steward or Shop Chairman shall be given permission, within reasonable limits, by the Personnel & Industrial Relations Manager to visit any section of the plant for the purpose of dealing with any differences, disputes or grievances that may arise between the Company and the Union, provided he first notifies his foreman.

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5.08 Each member of the Union Grievance Committee as defined in Clause 5.01 shall be paid at his straight time Labour Grade Job Rate for hours spent at grievance meetings scheduled by the Company.

5.09 The Department Steward will be provided a copy of any disciplinary record at the time of its issuance.

5.10 In the event that either party chooses to process a grievance under the provisions of Section 45 of the Labour Relations Act, 1981, it is agreed that the grievance shall not be processed further through the grievance procedure.

5.11 In the event that either party fails to abide by the time limits provided for in Clauses 5.03, 5.04, 5.05 and 5.12, the grievance shall be forfeited in favour of the other party.

Arbitration:

5.12 Subject to Clause 5.16, any issue that is not satisfactorily settled as a result of the foregoing procedure shall, at the election of the grieving party, be submitted within one (1) calendar month to arbitration.

5.13 (a) Within five (5) days of receipt of notice from one party that the other party wishes to have a matter taken to arbitration, each party shall appoint one representative to the Arbitration Board. These two representatives, failing to resolve the dispute, shall then agree upon a Chairman of the

Board but, failing agreement on the Chairman, the Minister of Labour for the Province of Ontario shall be asked to appoint the Chairman.

The decision of the Arbitration Board shall be final and binding on both parties but the Arbitration Board shall not have jurisdiction to change, amend, add to or subtract from any of the provisions of this Agreement.

- (b) Any award made by the Arbitration Board shall not be retroactive beyond sixty (60) days preceding the date of the submission of the written grievance as provided in Clause 5.04 (b).

5.14 Each party shall bear the cost of his own representative to the Board. The expense of the Chairman shall be borne equally.

5.15 If, before submission of a grievance to the Arbitrator, it becomes necessary for a Union representative to observe during working hours any plant operation having a bearing on any dispute which has arisen so as to understand the case, he will be granted a pass to enter the plant and make such observation while accompanied by a representative of Management.

5.16 Any matter of interpretation, application, or alleged violation of any clause of this Agreement or of any schedules to this Agreement can be submitted to arbitration.

Any question which involves the modification or change of any clause of this Agreement or of any schedules to this Agreement shall not be subject to arbitration but shall be treated as a subject of negotiation between the parties.

SECTION 6

SENIORITY

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6.01 The principle of seniority shall apply in all cases of transfer, promotion, demotion, lay-off and recall in connection with jobs covered by this Agreement provided the employee has the required skill, ability and physical fitness to perform the work.

6.02 Seniority shall be defined as length of service in years, months, and days and employment shall have been deemed to have commenced on the day on which the employee was last hired to work with the Company.

6.03 (a) An employee shall be considered a probationary employee until he has completed sixty ⁸ (60) days of continuous employment with the Company. Upon completion of the probationary period, such an employee's seniority shall date from his last hiring date.

(b) A grievance may not be presented with respect to the discharge or lay-off of a probationary employee. Such an employee is entitled to all other rights and privileges accruing under this Agreement except as they are expressly limited by the terms of the Agreement.

6.04 The Company will establish for each Department a Seniority List and Recall List showing each employee's Plant and Department Seniority, and will post such lists so that they are available to employees at all times. The Departmental Seniority List shall be kept on a card index basis and it is to be the responsibility of the Department Foreman and Department Union Steward to see that the cards are in proper order at all times. The Company will furnish the Union with a Plant-wide Seniority List of all employees every six (6) months in order of seniority. The Company will, when necessary, also furnish the Union an up-to-date Recall List.

6.05 An employee shall have his employment and seniority terminated for any one of the following reasons if he:

- (a) Voluntarily terminates his employment with the Company.
- (b) Is absent from work for any reason and does not report to the Industrial Relations Office within two (2) weeks.
- (c) Is discharged.
- (d) Fails to return to work at the termination of a written leave of absence, except with the written consent of the Company.

- (e) Is laid off and not recalled to work within the applicable period of time as follows:
- (i) He is not recalled to work within twelve (12) months where at the date of lay-off he had sixty (60) days but less than two (2) years' seniority.
 - (ii) He is not recalled to work within twenty-four (24) months where at the date of lay-off he had two (2) years but less than three (3) years' seniority.
 - (iii) He is not recalled to work within thirty- six (36) months where at the date of lay-off he had three (3) years' but less than four (4) years' seniority.
 - (iv) He is not recalled to work within forty-two (42) months where at the date of lay-off he had four (4) years' but less than five (5) years' seniority.
 - 29/48 (v) He is not recalled to work within forty-eight (48) months where at the date of lay-off he had five (5) or more years of seniority.
- (f) Fails to return to work from lay-off within seven (7) days after he has been requested to report by Registered Mail sent to his last recorded address. Such laid off employee entitled to recall who notifies the Company in writing within the seven (7) day period that he is not available for work due to conditions beyond his control, but does not decline such offer of work, shall not lose his right to recall if he is available for work within sixty (60) days from the date of the registered letter of recall, or any time during this sixty (60) days if the Company finds that there will be no other laid off employees entitled to recall, or there is no one qualified to perform the work. Any such employees who are recalled by the Company during this sixty (60) day period, will be recalled in order of seniority.

It is understood that an employee, as a result of being granted a sixty (60) day extension on his recall, cannot claim a job in the interim unless he advises the Company that he is available and it is necessary for the Company to recall additional junior employees. When the sixty (60) day period referred to above has expired, the employee with the least seniority will be laid off as soon as practical in accordance with the provisions of Clause 6.11 and the recalled employee will then be returned to work immediately following such lay-off. The provisions of Clause 6.11 shall not apply to such recalled employee until he has completed more than five (5) days of work.

6.06 In order to minimize lay-offs necessitated by changes in production, the Company will endeavour to transfer or assign employees, subject to Clause 6.01, to such work which may be available. If it becomes necessary to reduce the working forces, the Company shall, subject to the provisions of this Section, take the following steps or such of them as may be deemed necessary:

- (a) Lay off such number of probationary employees as may be necessary.
- (b) Eliminate or reduce overtime.
- (c) Reduce the working forces in accordance with the provisions of Clause 6.08.
- (d) Reduce hours of work to the extent necessary to prevent further lay-offs, such reduction to be discussed and agreed upon by the parties.

6.07 The Company will notify the Union as soon as possible in advance of any change in methods of operations or a technological change which may cause a displacement of employees from their jobs. The Company will meet and inform the Union of available information related to the planned change and will hold further meetings with the Union, if requested, for the purpose of discussing general matters of mutual concern affecting the interests of the employees affected.

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For the purpose of this Clause, technological change is defined as a change which causes the displacement of an employee from a job identification when

- (a) mechanical, electrical, hydraulic or other power is introduced to such job in the form of new tools or equipment, or
- (b) an existing operation or facility is replaced with a new operation or facility which produces the same product, or
- (c) an existing product is replaced with a new product requiring a new facility or modifications to the existing facility to produce the new product.

The displacement of an employee from a job identification shall not be considered to be a displacement due to technological change if such displacement is caused by depressed business conditions, the realignment of the work force requirements on a job, the elimination of a job identification, the relocation or reassignment of equipment, resource depletion or product obsolescence or market shift, fault of the employee, or lay-off caused by any strike, slowdown, lockout, sabotage, Act of God, or breakdown.

6.08 An employee with seniority who is displaced from his regular job due to a reduction in working forces, shall, subject to the provisions of Clause 6.01, be placed on jobs in the following order:

- (a) A job in his department which is held by an employee junior to him in seniority, or if such job is not available to him
- (b) (i) an available job in another department, which the Company requires to be performed or which has been created by the displacement of an employee junior in seniority.
- (ii) If the displaced employee wishes to be transferred to a department other than the one to which he is assigned, he must notify the Industrial Relations Office (on forms provided, a copy of which will be given to the employee and a copy sent to the Union Office, within forty-eight (48) working hours

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of receipt of his original transfer notice and he shall then be placed on an available job which the Company requires to be performed or which has been created by the displacement of an employee junior in seniority in such other department within fifteen (15) days of receipt of his notification to the Industrial Relations Office.

- (iii) The displaced employee shall be entitled to apply, subject to Clause 6.01, for the job in such department held by an employee junior to him in seniority provided that he has completed ninety (90) days of work in the department prior to his transfer or when he completes ninety (90) days of work following his transfer or he has previously worked on such job.
- (c) For the purposes of (a) and (b) above, where more than one employee on a job is junior in seniority to the displaced employee being placed or assigned to such job, the employee most junior in seniority on such job shall be displaced.
- (d) The provisions of this Clause shall not apply in the case of an employee laid off work as a result of any breakdown. An employee so laid off shall be placed, subject to Clause 6.01 as soon as reasonably possible within a period of four to thirty-two hours on the available job held by an employee junior to him in seniority in the department, or if such job is not available to him, an available job in another department which the Company requires to be performed or which has been created by the lay-off of an employee junior in seniority for the period of the shutdown. The provisions of Clause 6.11 shall not apply to any employee laid off work as a result of the application of this paragraph.

6.09 An employee who, in accordance with the provisions of Clause 6.08, has been displaced from his original job and has been transferred to another job or has been laid off and returned to work in accordance

with the provisions of Clause 6.05 (e) shall be entitled to recall within the period of ninety (90) days from the date he was displaced from his original job and subject to Clause 6.01 to (a) an available job in his original department, if he is on transfer to another department, at the commencement of a normal work week when operations in such department are increased for at least a standard work week, (b) his original job as soon as it is available providing the employee is in his original department and is available and operations on such job are increased. Such employee shall not be required to return to his original department or job if he so chooses except as he may be required to train another employee for a period not to exceed five (5) working shifts.

6.10 If through the application of the provisions of Clause 6.01 an employee is laid off while an employee with less seniority is retained on a job, or an employee is not recalled to work when an employee with less seniority is recalled, the Company will immediately notify the Union of any such case and will post a copy of such notification on the bulletin boards.

- (a) If the Union, at the request of the employee affected, presents evidence to the Company which has satisfied the Union of the employee's entitlement to a reasonable trial on the job held by an employee with less seniority, the Company will grant the employee an opportunity to demonstrate his skill and ability to perform the job.
- (b) The provisions of (a) above will be limited in each case to one applicant for each job in question.
- (c) If the employee demonstrates his ability to perform the job, he shall be entitled to be paid the applicable rate of the job for hours worked commencing twenty-four (24) hours after the Union's written notification is received by the Company.
- (d) This clause shall not be construed as giving either the Company the right to indiscriminately lay off an employee out of seniority or as giving the Union the right to indiscriminately make a claim on behalf of an employee that he be given an opportunity to demonstrate his skill and ability on a job.

6.11 (a) If a lay-off is anticipated, the Company will post on department bulletin boards a list of the employees subject to this lay-off, and a copy of this notice will be mailed immediately to the Union. Lay-offs may take effect at the end of any shift after seven (7) calendar days and up to thirty (30) calendar days following the date of posting of the notice. The Company has the privilege of issuing new notices at any time after the previous notice. Such new notice will automatically cancel the previous notice, and once again the employees involved will be subject to lay-off at the end of any shift after seven (7) calendar days and up to thirty (30) calendar days from the issuance of this notice. Following issue of lay-off notice, the Company shall endeavour to make five (5) days' work available to each employee listed thereon. If any portion of this work is not made available, the employee shall receive pay in lieu of the same.

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(b) For the purpose of applying the provisions of Clause 6.11 (a), it is understood that the posting of a new notice of lay-off will not cancel the previous notice as it applies to an employee who has been advised by such previous notice and who is laid off work in accordance with such previous notice during the calendar week in which the notice is posted.

6.12 President, Secretary, Treasurer, Shop Chairman, Shop Secretary, Chief Steward, and Department Stewards with one (1) year or more Plant Seniority shall be exempt during their term of office from the seniority provisions of this Agreement in connection with lay-off on account of reduction in force only, and no Department Steward shall be transferred out of his department during his term of office except with his consent. If a Department Steward is transferred out of his department due to the fact that his shift is eliminated, he shall be recalled to that shift when it starts up again providing the former steward has seniority to work in the plant and the shift starts up again within the ninety (90) day period prescribed in Clause 6.09.

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- 6.13 (a) Except as provided in Clause 6.09, when a permanent vacancy occurs and is estimated to exceed or does exceed thirty (30) days, the following procedure shall apply:
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- (i) The permanent vacancy will be posted in the department for a period of forty-eight (48) hours and any employee in the department may apply in writing within such forty-eight (48) hour period. The job will be filled in accordance with Clause 6.01 from among the applicants for the job. Where the job is not filled from among the employees in the department;
 - (ii) the permanent vacancy will be posted on a plant-wide basis for five (5) calendar days and any employee in the plant may apply in writing within such five (5) day period. The permanent vacancy will be filled in accordance with Clause 6.01 from among the applicants for such permanent vacancy. Where an appointment is not made from among the applicants:
 - (iii) the Company may appoint an employee or hire for such vacancy.
 - (iv) The existing practices with regard to the posting and filling of permanent job vacancies will be continued unchanged and the above provisions will be read and construed so as to reflect such practices. In the event that problems arise with regard to the practices, the Company and the Union may discuss the matter with the view to reaching a satisfactory resolution.
- (b) For purposes of (a) (i) above, an employee shall only be considered eligible to apply for a posted permanent vacancy provided that he was assigned to a job in the department on the working day immediately preceding the date that the permanent vacancy occurs or the date that the vacancy was filled temporarily under the provisions of either:

- (i) Clause 6.14 (a) as it applies only to any temporary vacancy resulting from other than employee absence for sickness, injury, vacation, etc., or
 - (ii) Clause 6.13 (f).
- (c)
- (i) In the case of a permanent vacancy filled under (a)(i) above, a notice will be posted in the department listing the names of the employees who applied and the employee permanently transferred to fill such vacancy. A copy of the notice will be forwarded to the Union Office at the time of posting.
 - (ii) In the case of a permanent vacancy filled under (a)(ii) above, a notice will be posted on the bulletin boards in the Welfare Building and the Change rooms showing the employees who applied for the vacancy and the employee permanently transferred to fill such vacancy. A copy of this notice will be forwarded to the Union at the time of posting.
 - (iii) Forms in triplicate will be provided for employees to make application for a posted permanent vacancy. All three copies must be signed by the applicant and by the Industrial Relations Department. The original will be kept by the Industrial Relations Department, the second forwarded to the Union Office and the third retained by the employee.
- (d) If a dispute arises as to an employee's skill and ability to perform a job, such dispute shall be a matter for discussion between the parties and where there is reasonable doubt, he shall be given a fair opportunity to go on the job to demonstrate his skill and ability to perform the job. If such employee fails to qualify for such job, he shall not be entitled to apply for the same job until a reasonable period of time has expired.

- (e) An employee may apply in writing at the Industrial Relations Office before going on approved leave of absence or vacation for a permanent vacancy which may occur and is required to be filled in accordance with (a) above during his absence.
 - (f) The provisions of this Clause shall not preclude the Company from making a temporary appointment to any job for such period as is necessary to complete the posting and filling of such vacancy.
- 6.14**
- (a) When a temporary vacancy occurs on a job for sixty (60) days or less as a result of an employee's absence due to authorized leave of absence, sickness, injury or vacation or when any other temporary vacancy occurs on a job which is estimated to last thirty (30) days or less, the Company will endeavour to fill such vacancy, in accordance with Clause 6.01, from among the employees in the department in which the vacancy occurred, or in the event that a qualified employee is not available in the department from among the employees in the plant. In the event that no qualified employee voluntarily accepts the temporary vacancy, the Company shall have the right to require the least senior qualified employee, who is available, fill the vacancy.
 - (b) When it can be determined that a temporary vacancy, caused by an employee's absence due to authorized leave of absence, sickness, injury or vacation, will exist for longer than sixty (60) days, such temporary vacancy will, subject to Clause 6.01, be filled for its term in accordance with the procedures set out in Clause 6.13.
 - (c) When the temporary vacancy referred to above ceases to exist, the employee filling the vacancy on a temporary basis shall return to his original job providing the job has not been filled as a result of a reduction in working forces by an employee senior to him in seniority.
 - (d) An employee filling a temporary vacancy in another department will be entitled to be notified

of and considered for a permanent vacancy in his original department under the provisions of Clause 6.13 (a) (i).

6.15 The Union acknowledges that the Company shall not be bound by the Seniority Lists in cases of transfers or promotion of employees to supervisory positions or to any position not subject to the provisions of this Agreement.

6.16 The Company and the Union agree that except in the case of an Apprentice only, an employee who is transferred from the Bargaining Unit to a job outside the Bargaining Unit shall have the right to revert to the ranks of the Bargaining Unit with the same seniority basis as that which he would have occupied if he had not been transferred outside the Bargaining Unit. An Apprentice hired into the Apprenticeship Programme at Page-Hersey Works, when he completes his apprenticeship and is transferred into the Bargaining Unit, shall be given credit for his full seniority with the Company including time worked outside the Bargaining Unit. No other transfers into the Bargaining Unit will be made without the consent of both parties.

SECTION 7

SPECIAL LEAVES OF ABSENCE

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7.01 (a) Upon written application by the Union, the Company will grant leave of absence without pay to not more than two employees to serve the Union as Business Agent or other full time workers. Such leave of absence will continue for a period up to one (1) year and will be renewed annually upon written application by the Union.

(b) Such employees' seniority shall accumulate during their leave of absence. In the event that an employee on leave of absence returns to the Plant, he shall be reinstated in his former job or its equivalent and be given the benefit of all wage increases and other benefits which may have accrued during his absence.

7.02 The Company agrees to grant leave of absence without pay when the Union so requests upon five (5) days' notice to not more than five (5) of its employees to attend conventions of the Union.

SECTION 8 SAFETY COMMITTEE

8.01 The Company agrees to maintain adequate sanitary facilities throughout the plant and safety devices and safety rules in accordance with the standards set out by the laws of the Province of Ontario where they apply and/or the Dominion of Canada where they apply and give proper consideration to the suggestions made by the Safety Committee Council that is referred to in Clause 8.02.

8.02 The Union undertakes to assist the Management in obtaining proper observance of all necessary safety and health rules, and in order to facilitate the observance of such rules agrees to appoint five (5) suitable persons from among the employees of the Company to be members of a Safety Committee Council composed of such representatives and an equal number of persons appointed by the Company, such committee to meet regularly. The five (5) Union and Company appointees shall serve for a one (1) year period commencing January 1st of each year. It is agreed that the Safety Supervisor shall preside at all meetings of the above-named Committee.

When a medical aid case or a lost time accident investigation is being conducted by the Company, the chairman of the Union representatives on the Safety Committee Council or, in his absence, one of the other representatives, and a steward of the department in which the accident occurs shall be invited to attend the investigation.

SECTION 9
HOURS OF WORK AND OVERTIME

9.01 The parties hereto have mutually agreed upon the standard hours of work for each department, conditions governing overtime work and penalties for being late.

- (a) This Section is intended to provide a basis for calculating overtime and shall not be construed as a guarantee of work to any employee for such hours or any other hours.
- (b) For the purposes of this Section, a day shall be the twenty-four (24) consecutive hour period commencing at 7:00 a.m.
- (c) The standard work week shall be one of forty (40) hours made up of five (5) consecutive days of ²⁴8 hours per day, Monday to Friday inclusive, except that for employees scheduled on four shift operation in a department, the standard work week shall be Sunday to Saturday inclusive.
- (d) Overtime shall be paid at the rate of time and one-half for all hours worked:
 - (i) in excess of eight (8) hours in the twenty-four (24) hour period beginning at 7:00 a.m. except that this provision shall not apply when an employee changes shift at his request and works two eight (8) hour shifts in such twenty-four (24) hour period, or
 - (ii) in excess of forty (40) hours per week, or
 - (iii) on Saturday and Sunday, or
 - (iv) on a scheduled day or days off.

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The provisions of (i) and (iv) above shall not apply in the event of a major breakdown or a shortage of work which necessitates the rearranging of shift schedules and an employee is rescheduled to a new work schedule for the balance of that particular week and works two eight (8) hour shifts in the twenty-four (24) hour period or works on his previously scheduled day or days off.

- (e) Hours paid for at overtime rates shall not be counted further for any purpose in determining overtime liability under the same or any other provision. Overtime will be calculated under one provision of this Agreement only, even though the hours worked may be overtime under more than one provision.
- (f) The scheduling practices now in effect at the Plant shall remain in effect, except by mutual agreement. Whenever possible, notice of week-end work and the department schedule for the following week will be posted prior to the end of the day shift on Thursday of each week.

- (g) The deduction for lateness shall be in units of tenths of an hour.

An employee who is late once in a pay period will not be subject to a six (6) minute pay deduction if such lateness is less than six (6) minutes. If an employee is six (6) minutes late or more or is late a second time in the same pay period, he will have a deduction made for all lateness in the pay period.

- (h) The Company shall divide overtime work as equitably as practicable among those employees performing the same work.

- (i) When an employee works more than two (2) hours' overtime he shall be supplied with a meal. When an employee is scheduled to work sixteen (16) consecutive hours, he will be given a meal after eight (8) hours' work and a second meal after twelve (12) hours' work. Maximum value of meals \$4.00 each.

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- (j) The standard working day for a straight day shift operation will be eight (8) hours of work plus a thirty (30) minute unpaid lunch period. When an employee on a straight day shift operation is scheduled to work on a straight day shift operation on Saturday or Sunday, a full shift's work will on such weekend days consist of eight (8) hours including a thirty (30) minute unpaid lunch period.

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- (k) In all other cases of two, three, four shift or continuous operations, including Saturday and Sunday work, the standard working day shall be eight (8) hours including a fifteen (15) minute paid lunch period.
- (l) When the Company schedules work on Saturday or Sunday, all shifts will be scheduled 7:00 a.m. to 3:00 p.m., 3:00 p.m. to 11:00 p.m. and 11:00 p.m. to 7:00 a.m. An employee who works during this period, unless notified on the previous day, shall be provided with a full shift's work.
- (m) In the case of a breakdown during a Saturday or Sunday shift, the terms of Clause 11.01 will apply.

SECTION 10
STATUTORY HOLIDAYS

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10.01 (a) An eligible employee shall receive a Statutory Holiday Allowance for each legal holiday hereinafter listed without being required to render service on that day.

The Holidays to which such allowance shall apply are: New Year's Day, Good Friday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day.

- (b) In addition to such legal holidays, eligible employees shall receive a Statutory Holiday Allowance for one (1) Floating Holiday. The day on which this holiday will be observed will be decided by agreement between the parties.
- (c) An employee is eligible for this payment if he has thirty (30) days or more continuous service with the Company and has worked his regular shift upon the working day preceding such holiday and also his regular shift upon the first working day succeeding such holiday. However, payment for the holiday will be made if the employee worked during the week but is absent on the above days due to illness, death in the immediate family, jury duty, compensation, or if he has

been sent home during the week in which the holiday occurs for lack of work or if he has obtained prior permission from his supervisor to be absent. In the event that the employee is unable to contact supervision in his department, he may contact the Industrial Relations Office or the Security Office to assist the employee in contacting supervision.

- (d) Employees will not be paid for legal holidays if they are absent from work more than fifteen (15) days before the holiday and/or fifteen (15) days after the holiday due to illness or any other reason except compensation.
- (e) An employee who is required to work between the hours of 7 a.m. on such a holiday to 7 a.m. of the day following will in addition to the above allowance be paid for the time worked at time and one-half his rate of pay as outlined under Clause 9.01.
- (f) An employee who has thirty (30) days or more continuous service with the Company, who is scheduled to work on a legal holiday and who works the hours for which he is scheduled shall be considered eligible for the allowance and the eligibility provisions of (c) and (d) above shall not apply.
- (g) The Statutory Holiday Allowance for each eligible employee shall be eight (8) times the average straight time hourly rate earned by him in the pay period in which the Statutory Holiday is celebrated.
- (h) For the purposes of this section where by Statute some other day is declared to be observed instead of the above legal holidays, the Company will recognize such other day as the legal holiday.

SECTION 11
CALL-IN AND REPORTING

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- 11.01 (a) Employees who are scheduled and who report for work shall be paid one (1) hour's pay at the allowance rate in the event no work for which they were scheduled is available. At the discretion of the Company, the employees scheduled or notified to report may be assigned to other work for which they may be qualified in lieu of their being released. If any employee is assigned to a higher rated job he shall be paid the higher rate. If an employee is assigned to work beyond the one (1) hour, he shall be paid the occupational rate of the job to which assigned. In case an employee does not work the one (1) hour but is paid for same, the one (1) hour shall be considered allowed time and shall not be used in overtime calculation, but the fact that he is paid the one (1) hour shall not prevent him from working a full scheduled work week at regular rates of pay.
- (b) Employees who are scheduled and report and actually begin work on the job for which scheduled at the start of a turn and through no fault of their own work less than four (4) hours shall be paid for a minimum of four (4) hours at their job rate. If the employee works only a part of this four (4) hours, the unworked part shall be considered as allowed time and shall not be included in overtime calculation. In the event the employee works any portion of the next four (4) hours on his regularly scheduled job, he shall be paid at this job rate for all hours worked on this or any lower rated job. An employee who does not work any portion of this second four (4) hour period on his regularly scheduled job shall be paid for all hours so worked at the rate of the available job to which he was assigned.
- (c) The term "actually begin work on the job for which scheduled at the start of the turn" referred to in (b) above shall mean that the employee has

punched his clock card in, has prepared himself for work and has reported to his work station at the commencement hour of his shift.

- (d) The foregoing payments, Paragraphs (a) and (b) shall be either at the regular or overtime rates depending upon whichever pertains in accordance with the provisions of this Clause.
- (e) The provisions of Paragraphs (a) and (b) will not apply in the event that strikes, stoppages of work due to labour disputes, climatic conditions, or any other conditions where the Union officials or men, without prior consultation with the Company, decide not to work. If the stoppage of work in a department, as outlined above, affects other departments, the Company will comply with Paragraphs (a) and (b) insofar as these departments are concerned provided that the Company is able to continue the necessary operations to insure work for those employees remaining on their jobs. The Union will undertake to give the Company four (4) hours' notice as to when normal operations can be expected to resume. If the Union gives the Company such notice the Company will comply with the provisions of Paragraphs (a) and (b).
- (9) An employee called from home by the Company to perform work of an emergent nature shall receive at least four (4) hours' pay at regular rates or time and one-half of the hours worked, whichever is the greater.

Planned Shutdowns or Major Breakdowns: 48B/1

11.02 All employees working within a department for the first twenty-four (24) hours after a planned shutdown or a major breakdown shall receive their job rates during this period. After the twenty-four (24) hour period, every employee required to work in such department shall receive the prevailing allowance rate. The only exception to this allowance rate after the first twenty-four (24) hour period will be the occasional time when certain employees are asked to assist mechanics and elec-

tricians at which time they will continue to receive their own job rate while helping to repair a particular piece of equipment within the department in which their regular work has qualified them to become completely familiar with such equipment.

SECTION 12 VACATIONS

12.01 The purpose of this plan is to promote goodwill by providing vacations with pay for wage earner employees in recognition of their regular and continuous service over a number of years, and to enable those employees who qualify to enjoy a period of rest.

12.02 An employee who is hired between January 1st and April 1st of the first year of employment and having at least three (3) months of continuous service prior to July 1st of that year shall receive one week's vacation in that year and be paid 2% of his earnings from start date to July 1st.

12.03 (a) An employee shall be entitled to an annual vacation with pay in accordance with the following schedule, on the basis of his service at December 31st in each year:

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0102 One (1) year of service but less than five (5) years
— Two (2) weeks.
0503 Five (5) years of service but less than nine (9)
years — Three (3) weeks.
0 Nine (9) years of service but less than nineteen
(19) years of service — Four (4) weeks.
1905 Nineteen (19) years of service but less than
twenty-five (25) years — Five (5) weeks.
2506 Twenty-five (25) years of service but less than
thirty-four (34) years — Six (6) weeks.
3407 Thirty-four (34) years of service or more — Seven
(7) weeks.

(b) The service of any employee for the purpose of (a) above shall be his seniority as defined in Clause 6.02, except that in the case of an employ-

ee hired after November 1, 1956, there shall be deducted from his seniority any absence beyond the limits as specified below unless any such absence has been authorized in writing by the Company.

(i) **Non-Occupational Disability**

The date on which an employee is medically certified to be permanently disabled or two (2) years from the commencement of disability, whichever shall first occur.

(ii) **Occupational Disability**

The date on which weekly compensation payments terminate.

(iii) **Leave of Absence**

One (1) year.

12.04 When a paid legal holiday occurs during an employee's vacation, he shall receive an extra day's vacation.

12.05 Any employee who leaves the Company's service shall receive with his final pay a percentage of vacation pay due him. For employees with less than one year's service, the provisions of the Employment Standards Act 1974 and subsequent amendments will prevail.

An exception to the above will be made in the case of an employee leaving the employ of the Company on pension. If such employee terminates on or after January 1 and prior to July 1 of any year, he will receive a full year's vacation calculated in the regular manner. An employee terminating after June 30 and up to December 31 of any year will also receive the appropriate percentage of his earnings from July 1 to the date of termination.

Vacation Season:

12.06 The vacation season shall be from January 1st to December 31st of each year. Vacations will, so far as possible, be granted at times most desired by employees, but the final right to allotment of vacation period is exclusively reserved to the Company.

12.07 Between January 1st and the last day of February of each year, employees will arrange their vacation schedules with their foremen and employees may select their vacation time in accordance with their seniority. Between March 1st and March 31st of each year, vacation times selected by junior employees which conflict with times selected by more senior employees will be rescheduled in accordance with their seniority. Failure of an employee to select his vacation prior to the last day of February automatically gives the Company the privilege of selecting his vacation period. The principal vacation schedule will run through the months of June, July, August and September, but may be scheduled during other months by arrangement with the Company. The applicable vacation schedule will be posted in each department prior to April 15th of each year. The Company has the privilege on thirty (30) days' notice to close down a particular department, departments, or the entire plant for any two-week period in the months of July and August in order to complete vacation schedules. The Union requests that, if it can possibly be arranged, this period shall be the last week of July and the first week of August.

12.08 The Company and the Union agree on the principle that eligible employees must take vacations during the vacation season as specified above. Vacation pay will not be allowed for vacations not taken.

Vacation Scheduling Year End:

12.09 The Company and the Union have agreed that an employee may be scheduled for a week of vacation, commencing on any day of the last calendar week of December, even though such week of vacation may not terminate until after December 31st and providing that such week of vacation commences prior to January 1st.

The parties agree that any employee scheduled for vacation in accordance with the above will be considered as having been properly scheduled and paid for such week of vacation on the basis that the week of vacation will be considered for all purposes to be a week of vacation entitlement in the calendar year in which it commenced.

Vacation Wages — How Paid:

12.10 Vacation wages will be paid in advance.

Rates of Vacation Pay:

12.11 (a) Rate of vacation pay will be calculated on an employee's previous year's earnings, not including his vacation pay. Two per cent (2%) for all employees entitled to one week's vacation; four per cent (4%) for all employees entitled to two (2) weeks' vacation; six per cent (6%) for employees entitled to three (3) weeks' vacation; eight per cent (8%) for employees entitled to four (4) weeks' vacation; ten per cent (10%) for employees entitled to five (5) weeks' vacation; twelve per cent (12%) for employees entitled to six (6) weeks' vacation; fourteen per cent (14%) for employees entitled to seven (7) weeks' vacation.

(b) An employee shall receive an additional vacation payment equal to twenty per cent (20%) of the appropriate amount calculated under paragraph (a) above, in respect of the length of vacation he is entitled to under Clause 12.03.

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Employees shall receive not less than Twenty-Five Dollars (\$25.00) per week for every week of vacation to which they are entitled, regardless of circumstances.

It is further agreed that ~~that~~ employees off in accordance with the Workers Compensation Act shall receive sufficient pay credit from the Company to bring their vacation pay for the year to the amount they would have received had they not been off on compensation.

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SECTION 13
MISCELLANEOUS LEAVE

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Jury Duty:

13.01 Each employee who is required to report for jury duty or as a subpoenaed crown witness on his regular workday will be paid the difference between his regular Labour Grade Job Rate at straight time, for the number of hours, up to eight (8), that he would have been scheduled to work and the jury duty or crown witness pay received by him for such day, provided he produces a satisfactory statement, signed by the Court, which shows the hours spent on jury duty or as a crown witness for each such day.

The above provision shall not apply to an employee who is:

- (a) dismissed or excused by the Court before his regular starting time on a day when he is scheduled to work the second shift, or
- (b) dismissed by the Court from further jury duty or crown witness service before his regular starting time on a day when he is scheduled to work the third shift.

Bereavement Leave:

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13.02 In the event of the death of an immediate relative, leave of absence will be granted the bereaved employee to attend the funeral. Such employee will be paid for time actually lost from work for which he is scheduled up to a maximum of three (3) days during the period from the time of death through the day after the funeral, inclusive, at the same rate as shown each year in the Statutory Holiday clause. In the event that such employee is unable to attend the funeral, he will be paid up to a maximum of one (1) day. In no case will an employee be paid bereavement leave for hours which he would not have worked had the bereavement not taken place. Payment will be made upon application to the Industrial Relations Office and satisfactory evidence of such death. The term "immediate relative" means the employee's father, mother, spouse, son, daughter, brother, sister, mother-in-law, father-in-law, grand-

mother, grandfather, brother-in-law, or sister-in-law, or a common-law spouse and mother, father, sister, or brother of such common-law spouse, provided the employee has co-habitated with such spouse for three or more years. It is understood that a former spouse is not to be considered an immediate relative.

For the purposes of this clause, the terms "sister-in-law" and "brother-in-law" shall be defined as the brother or sister of the employee's spouse and the wife or husband of the employee's sister or brother.

SECTION 14

WAGES

14.01 Effective on the dates shown, the following wage scales will apply:

Labour Grade	Job Rate Effective Nov. 1/84	Job Rate Effective Nov. 1/85	Job Rate Effective Nov. 1/86
1	12.345	12.595	12.895
2	12.455	12.705	13.005
3	12.645	12.895	13.195
4	12.805	13.055	13.355
5	13.015	13.265	13.565
6	13.235	13.485	13.785
7	13.515	13.765	14.065
8	13.715	13.965	14.265
9	14.055	14.305	14.605
10	14.375	14.625	14.925
11	14.675	14.925	15.225
12	15.105	15.355	15.655
13	15.605	15.855	16.155
14	15.885	16.135	16.435
Allowance Rate:			
	12.455	12.705	13.005
Inventory Rate:			
	12.455	12.705	13.005

Shift Premiums

14.02 Shift Premiums will be paid as follows:

1. For hours worked on the second shift, there shall be paid a premium rate of thirty (30) cents per hour. 44/100030
2. For hours worked on the third shift, there shall be paid a premium rate of thirty-five (35) cents per hour. 45/100035

14.03 The second shift shall cover hours regularly worked as a shift between the hours of 2:00 p.m. and 12:00 midnight. The third shift shall cover hours regularly worked as a shift between the hours of 10:00 p.m. and 8:00 a.m. Such shift premium shall not be taken into account when calculating overtime.

14.04 An employee temporarily replaced on his regular job at the discretion of the Company and temporarily assigned to another job shall be paid for this period the higher of the two Labour Grade Job Rates.

14.05 In the event that a job is reevaluated and the resulting new Labour Grade for such job is established at a lower Labour Grade, any employee who was permanently assigned to such job and was receiving the former higher rate, will continue, except as provided below, to be paid such higher rate during such time as he continues to occupy the job. The higher rate paid to such employee will be identified as a Red Circle rate.

Any Red Circle rate will continue unchanged and will be paid as long as such rate exceeds the actual Labour Grade rate for such job. When the actual Labour Grade rate of the job equals or exceeds any such Red Circle rate, the Red Circle rate will be cancelled and the employee will thereafter be paid the applicable Labour Grade rate.

SECTION 15

TERMINATION OR MODIFICATION

15.0 This Agreement shall continue in effect until the 31st day of October, 1987 and unless either party gives notice in writing to the other party that amendments are required or that the party intends terminating the Agreement, then it shall continue in effect until the 31st day of October 1988 and so on from year to year thereafter.

15.02 Notice that amendments are required or that either party intends to terminate the Agreement may only be given during the month of August 1987 and in the month of August any year thereafter.

15.03 The parties hereto agree to meet for the purpose of negotiations within ten (10) days after receipt by either party of the other party's proposed amendments and if, as a result of such negotiations, the parties fail to negotiate a new Agreement or modification of the present Agreement prior to the first day of November following such notice, then this Agreement shall remain in effect until the 1st day of the following month and from month to month thereafter until negotiations are completed or either party gives notice in writing ten (10) days prior to the 1st day of any month that it wishes to terminate the extension arrangement in which event this Agreement shall terminate on the 1st of such following month.

SECTION 16
APPENDICES

16.01 Annexed hereto and forming part of this Agreement are the following:

APPENDIX "A"

Schedule of Stewards for each department will be as follows:

Department Steward Representation

Mechanical:

Machine Shop

For All Shifts — Not more than Two Stewards

Mechanics and Riggers

For All Shifts — Not more than One Steward

Pipefitters

For All Shifts — Not more than One Steward

Welders & Carpenters

For all Shifts — Not more than One Steward

Utilities

For All Shifts — Not more than One Steward

Electrical

For All Shifts — Not more than Three Stewards

2'-8" Finish

For All Shifts — Not more than Three Stewards

Continuous Weld

For All Shifts — Not more than Three Stewards

Continuous Weld Finish

For All Shifts — Not more than Three Stewards

Galvanize

For All Shifts — Not more than One Steward

Yard Services

For All Shifts — Not more than Three Stewards

Nipple

For All Shifts — Not more than Two Stewards

Seamless Forge

For All Shifts — Not more than Three Stewards

Seamless Finish

For All Shifts — Not more than Three Stewards

Shipping

For All Shifts — Not more than Three Stewards

- Cold Draw
 - For All Shifts — Not more than Three Stewards
- Cut Pipe
 - For All Shifts — Not more than Two Stewards
- Electric Weld
 - For All Shifts — Not more than Three Stewards
- Electric Weld No. 4
 - For All Shifts — Not more than Two Stewards
- 2''-8'' Mill
 - For All Shifts — Not more than Three Stewards
- 16'' Mill
 - For All Shifts — Not more than Three Stewards
- 16'' Finishing
 - For All Shifts — Not more than Three Stewards
- Inspection
 - For All Shifts — Not more than Three Stewards

For the purposes of this Appendix "A" no Steward shall be appointed where less than three (3) employees are scheduled on any shift.

If the number of shifts in any department are reduced, the number of stewards in such department shall be reduced accordingly.

APPENDIX "B"

TRADESMAN PROGRESSION PLAN

I. PURPOSE

To provide a uniform means for tradesmen to progress to "A" classification.

II. RANGE OF THE PLAN

- (a) The following are the specific trade jobs to which the Plan applies:
 1. Electronics Repairs
 2. Electrician
 3. Armature Winder
 4. Instrument Repairs
 5. Maintenance Machinist
 6. Mechanic
 7. Pipefitter
 8. Welder
 9. Patternmaker.

- (b) For each trade, there are three (3) classifications — "C", "B", "A".
- (c) In the event that the Company requires the classification of Lead Hand for any specific trade to be filled, the Company shall make an appointment from among employees classified as "A" class tradesmen in the respective trade. The Company shall not be bound by the terms of the Seniority Section of the Agreement in making such an appointment.

III. REQUIREMENTS FOR PROGRESSION TO HIGHER CLASSIFICATIONS

(a) Electrician

The jobs which presently require an Electrician are:

1. General electrical maintenance
2. Crane maintenance
3. Seamless electrical maintenance
4. Continuous weld electrical maintenance
5. 8" Mill electrical maintenance
6. North plant electrical maintenance
7. Electrical construction
8. Shop maintenance and repair

An Electrician's classification for one of these jobs shall be based on the number of hours he has worked on that job plus hours worked on all of the other jobs up to a maximum of 4000 hours on any one other job. On this basis his classification while on that job shall be:

Total Hours	Classification
up to 2000	C
2000-4000	B
Over 4000	A

(b) Armature Winder

The classification of Armature Winder shall be based on the number of hours he has worked on the job as follows:

Total Hours	Classification
up to 2000	C
2000-4000	B
Over 4000	A

(c) **Instrument Repairs**

The classification of Instrument Repairs shall be based on the number of hours he has worked on the job as follows:

Total Hours	Classification
up to 2000	C
2000-4000	B
Over 4000	A

(d) **Maintenance Machinist**

A Maintenance Machinist shall be classified according to the time he has spent on these five machine tools:

1. Machine lathe
2. Shaping machine
3. Milling machine
4. Planer
5. Horizontal boring mill

Hours and Classification

Less than 1000 hours on each of two machine tools — C.

1000 hours or more on each of two machine tools — B.

1000 hours or more on each of four machine tools — A.

(e) **Mechanic**

The jobs which presently require a mechanic are:

1. General mechanical maintenance and shopwork
2. Seamless mechanical maintenance
3. Continuous weld mechanical maintenance
4. 8" mill mechanical maintenance
5. North plant mechanical maintenance

A Mechanic's classification for one of these jobs shall be based on the number of hours he has worked on that job plus hours worked on all of the other jobs up to a maximum of 4000 hours on any one job. On this basis his classification while on that job shall be:

Total Hours	Classification
up to 2000	C
2000-4000	B
Over 4000	A

(9) Pipefitter

The jobs which presently require a Pipefitter are:

1. General pipefitting maintenance and shopwork
2. Seamless pipefitting maintenance
3. Continuous weld pipefitting maintenance
4. North plant pipefitting maintenance

A Pipefitter's classification for one of these jobs shall be based on the number of hours he has worked on that job plus hours worked on all of the other jobs up to a maximum of 4000 hours on any one other job. On this basis his classification while on that job shall be:

Total Hours	Classification
up to 2000	C
2000-4000	B
Over 4000	A

(g) Welder

A Welder's classification shall depend upon the time he has spent on the job of Welder. A Welder with an "A" classification shall be required to take Ontario Department of Labour welding test for both arc and acetylene once a year or more frequently if he does not pass the tests. A Welder with a "B" classification shall be required to take the Ontario Department of Labour welding test for either acetylene or arc once a year or more frequently if he does not pass the test. Possession of such certificate is not a requirement for the classification.

Total Hours	Classification
up to 2000	C
2000-4000	B
Over 4000	A

(h) Patternmaker

The classification of Patternmaker shall be based on the number of hours he has worked on the job as follows:

Total Hours	Classification
up to 2000	C
2000-4000	B
Over 4000	A

- (i) A tradesman assigned, at the discretion of the Company, to relieve on the job of an employee who is absent due to vacation, illness, compensation or leave of absence shall have his classification maintained during that period.

IV. APPRENTICES AND ADDITIONAL WORK FORCE

(a) Apprentice Programme

1. The Company shall establish an apprentice ship programme which will normally develop the tradesmen needed. The apprenticeship programme shall be determined by the Company. *25C/1*
2. On successful completion of his apprenticeship, the employee shall be assigned to the "C" classification for 1000 hours. He shall then be assigned to "B" classification for a further 1000 hours. At the completion of the two 1000 hour periods, he shall be assigned to "A" classification.

(b) Additional Work Force

1. Every effort will be made by the Company to fill trade vacancies through the apprenticeship programme. However, in the event, due to business conditions or other reasons, more tradesmen are needed than are avail-

able at a particular time, the Company will post the jobs in accordance with the Basic Agreement.

2. The employee filling the vacancy shall be assigned a classification in accordance with his previous experience.

APPENDIX "C"

WAGE RATES FOR "B" & "C" CLASS TRADESMEN

An employee classified as a "B" class tradesman will be paid one Labour Grade Rate less than the applicable Labour Grade Job Rate paid to an "A" class tradesman in the respective Trade.

An employee classified as a "C" class tradesman will be paid two Labour Grade Rates less than the applicable Labour Grade Job Rate paid to an "A" class tradesman in the respective Trade.

APPENDIX "D"

JOB EVALUATION PROGRAMME

1. The Job Evaluation Programme, which was implemented by agreement of the parties on February 10, 1970, shall continue in effect during the term of this Basic Agreement.
2. The Job Evaluation Plan dated June 1, 1969, (hereinafter referred to as "the Plan") which is attached hereto as Schedule 1, has been agreed to by the parties and will be the sole basis for the evaluation of all jobs performed by bargaining unit employees at the Company. The Plan as such may not form the subject of a grievance nor shall it be arbitrable.
3. Each job in effect as of the date of the Basic Agreement has been evaluated in accordance with the Plan and each such Job Evaluation has been agreed to. Attached hereto as Schedule 2

is a list of all such jobs showing their agreed to assigned Labour Grade.

4. Attached hereto as Schedule 3 is a list of Benchmark Jobs which have been agreed to by the parties. Such Benchmark Jobs will be used, together with the Plan, for the purpose of determining the proper ranking relationship and job factor comparison of new or changed job evaluations. A Benchmark Job may not be the subject of a grievance nor shall it be arbitrable.
5. The responsibility for the evaluation of any job will continue to be vested in the Company and such evaluation will continue to be made consistent with and conforming to the provisions of this Programme.
6. The agreed to Job Evaluation for each job and others subsequently agreed upon shall continue in effect and will not be subject to appeal, except as hereinafter provided.
7. When the Company implements a new Job Evaluation or changes an existing Job Evaluation from one Labour Grade to another, the Company will send the Union a copy of the new Job Identification and Evaluation and inform the Union, as soon as practicable, of the effective date of implementation or change.
8. In the event that the Union disagrees with the Company's evaluation of such new or changed job, it may file an appeal in accordance with the notification and appeal procedure as provided in paragraph 10 below, within thirty (30) days following the date the new Job Evaluation was sent to the Union.
9. In the event that the Union alleges that the Company has changed the primary function or the content of the work as contained in the Job Identification of an existing job to the extent that the Job Evaluation should be changed from one Labour Grade to another, the Union may file an appeal in accordance with the notification and appeal procedure as provided in paragraph 10 below.

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10. (a) The Chairman of the Union Job Evaluation Committee will file in writing with the Chairman of the Company Job Evaluation Committee any appeal being processed in accordance with paragraphs 8 and 9 above. Such written appeal shall list all the alleged changes that have been made to the job. Any Benchmark Job or other agreed to jobs being relied upon by the Union to support their claim shall be listed and reasons given.
- (b) Upon receipt of such appeal, the Company will review the job and will send the Union a written answer giving reasons for its position with respect to each of the alleged changes within thirty (30) days of receipt of the appeal.
- In the event that such written response by the Company is not satisfactory, the Union may request the Company Committee Chairman to establish a meeting date, within thirty (30) days of such request or such other period as mutually agreed, to discuss and attempt to resolve such disputed job evaluation.
- (c) In the event that such appeal is not resolved by the Committees, the Company Chairman, within thirty (30) days following the date of the meeting, will send the Union Committee Chairman an answer in writing.
- (d) If the Company's answer is not satisfactory, the Union may, within thirty (30) days following the date of the Company's answer, refer the appeal to Arbitration as described in the Basic Agreement.
- (e) The Board of Arbitration shall not be authorized to make any decision inconsistent with the provisions of this Appendix nor to adjudicate any matter not specifically referred to in the written appeal filed under the provisions of paragraph 10 (a) above and the authority of the Arbitration Board shall be limited to:
- (i) confirming the job evaluation of the Company, or

- (ii) assigning a revised ranking if the Board determines that the job was improperly ranked as a result of inconsistent application of the Plan and the disputed Job Evaluation does not bear a proper ranking relationship to other undisputed job evaluations, or Benchmark Jobs, in which event the provisions of paragraphs (9) and (g) below shall apply.
 - (9) In the event a job evaluation is changed from one Labour Grade to another by agreement between the parties or by decision of the Arbitration Board and such change in Labour Grade results from an appeal filed under the provisions of:
 - (i) paragraph 8 above, the revised Labour Grade for such job shall become effective on the date specified by the Company in paragraph 7;
 - (ii) paragraph 9 above, the revised Labour Grade for such changed job evaluation shall become effective ten (10) days prior to the date of receipt of the Union's written appeal.
 - (g) The Company will advise the Union in writing of job changes which affect the factoring of the job in question but do not result in a change in Labour Grade.
 - (h) Any employee, who has occupied a job for which the Job Evaluation is revised in accordance with the above provisions, shall be paid the applicable Job Rate for the Labour Grade to which the job is assigned retroactively to the effective date specified in paragraph (9) above, provided that the revised Labour Grade is higher than the Labour Grade assigned by the Company.
11. The Union may select three employees to act as its Job Evaluation Committee, one of whom will be designated as Chairman. Each such member of the Union Committee will be paid at his straight time Labour Grade Job Rate for hours spent at meetings scheduled by the Company under the provisions of paragraph 10 (b) above. The Chairman of the Union Committee, or in his absence,

another member of the Committee will be allowed access to any department to observe a job whose Evaluation has been sent to the Union in accordance with paragraph 7 or has been appealed by the Union in accordance with paragraph 9, provided the employee member notifies the Superintendent of the department in advance and does not interfere with production.

12. In the event that a Benchmark Job changes from one Labour Grade to another, the job shall be deleted from the list of Benchmark Jobs and the provisions of paragraphs 7 and 8 shall be applied. For every job which is deleted from such list, the parties will select another job to be added to such list, such other job to be selected on the basis that it is representative and comparable to the former Benchmark Job and the Labour Grade for which it was selected.

SCHEDULE 2

Labour Grade	Job Title	Department
1	Janitor	Seamless Finish
	Labourer	Cold Draw
	Janitor	Cold Draw
	Janitor	8" Finish
	Labourer Janitor	16" Finish
	Flash Puller	E.W.T. Mill
	Scrap Attendant	E.W.T. Finish
	Labourer	E.W.T. #4 Finish
	Janitor	Shipping
2	Labourer	C.W. Mill
	Attendant Dumps	C.W. Mill
	Pipe Roller	
	#1 & #2 Bench	C.W. Finish
	Attendant Cooling Rack	C.W. Finish
	Labourer	C.W. Finish

	Operator Helper	
	Cut-off Machine	Cut Pipe
	Labourer	Cut Pipe
	Labourer	Nipple Shop
	Labourer	Galvanize
	Labourer	Seamless Forge
	Roll Assembly Helper	Seamless Forge
	Protectors Inside	Seamless Finish
	Labourer	Seamless Finish
	Labourer	8" Mill
	Labourer	8" Finish
	Labourer	16" Mill
	Scrap Attendant	16" Finish
	Pipe Roller	16" Finish
	Labourer	
	(A.P.I. Products)	E.W.T. Mills
	Operator Horizontal	
	Press (Vaill)	E.W.T. Finish
	Operator Roll Former	E.W.T. #4 Finish
	Operator Air Tester	E.W.T. #4 Finish
	Labourer	Shipping
	Labourer	Yard Services
	Janitor Labour	Mech. Maint.
3	Operator Air Hammer	C.W. Mill
	Chains	
	(Furnace Rebuilds)	C.W. Mill
	Operator Small Ripper	Nipple Shop
	Helper Pot Repairs	Galvanize
	Roll-in Reducing Mill	Seamless Forge
	Attendant Rack	Seamless Forge
	Labourer Relief	Seamless Finish
	Surfacer Conditioner	8" Finish
	Helper Belling	
	Machine	8" Finish
	Helper Measurer	
	Stenciller	8" Finish
	Stacker, H.S.S.	
	Saw Operator Helper	16" Finish

	Helper H.S.S.	
	Saw Operator	16" Finish
	Operator Air Grinder	16" Finish
	Operator Coiling Machine	E.W.T. Mill
	Operator Air Tester Coiled Tubing	E.W.T. Finish
	Operator Milling Saw Labourer	E.W.T. #4 Finish
	(Torch Cutting)	Yard Services
	Helper Track Repairs	Yard Services
	Labourer Snow Removal	Yard Services
	Oiler — Switcher — Derrick	Yard Services
	Varnisher — Field	Yard Services
	Operator Tractor — 16 H.P.	Yard Services
4	Skelp Coil Attendant	C.W. Mill
	Attendant Cooling Rack (West)	C.W. Mill
	Attendant Burners	C.W. Mill
	Operator Auto Coupling Screw-on Machine	C.W. Finish
	Utility — C.W. Finish	C.W. Finish
	Straightener Helper	C.W. Finish
	Operator Coupling Screw-on Machine & Coupling Starter	Cut Pipe
	Operator Roll Groove Machine	Cut Pipe
	Operator Large Ripper	Nipple Shop
	Operator Lift Truck	Nipple Shop
	Lancer	Galvanize
	Stocker Helper	Seamless Forge
	Operator Fork Lift Truck	Seamless Forge
	Operator Scarfer Helper	Seamless Forge

	Operator Coupling	
	Screw-on Machine	Seamless Finish
	Bundler	Seamless Finish
	Chains — Straightener	8" Mill
	Attendant Varnisher	8" Finish
	Helper Pipe Repairs	8" Finish
	Operator Crane #28	16" Mill
	Measurer Stenciller	16" Finish
	Loader	16" Finish
	Chains	16" Finish
	Chains — #24 Crane	E.W.T. Mills
	Operator Roll Groove	
	Machines	E.W.T. Finish
	Operator Cut-off Saw	E.W.T. Finish
	Operator Hand Reamer	E.W.T. Finish
	Chains — #32 Crane	E.W.T. Finish
	Inspector Bundler "B"	E.W.T. Finish
	Operator Swager	E.W.T. #4 Finish
	Operator Hand Reamer	E.W.T. #4 Finish
	Inspector Axle Tubing	Inspection
	Operator Fork Lift	
	Truck (4 Ton)	Yard Services
	Operator Front End	
	Loader	Yard Services
5	Operator Crane #10	C.W. Mill
	Product Recorder/	
	Janitor	C.W. Finish
	Operator Auto	
	Threader	C.W. Finish
	Chains — C.W. Dump	C.W. Finish
	Operator Auto Tester	C.W. Finish
	Chains — Skelp	
	Runway	C.W. Finish
	#41 Chains	C.W. Finish
	Operator Conduit Saw	Cut Pipe
	#11 Chains	Cut Pipe
	Operator Press	
	Bender	Cut Pipe
	Operator Cut-off #32	
	B. & O.	Nipple Shop

Sorter — Salvage	Galvanize
Operator Crane #39	Seamless Forge
Attendant Cooling	
Rack	Seamless Forge
Operator Crane #13	Seamless Forge
Operator Billet Cutter (Torch)	Seamless Forge
Operator Cut-off #4	
B. & O.	Seamless Finish
Operator Cut-off #33	
B. & O.	Seamless Finish
Operator Hand Tester	Seamless Finish
Measurer#2	Seamless Finish
Chains — Crane #40	Seamless Finish
Chains — Crane #15	Seamless Finish
Operator Crane #26	Seamless Finish
Operator Crane #40	Seamless Finish
Operator Crane #15	Seamless Finish
Operator Bright	
Anneal Furnace	Cold Draw
Operator Volta	
Furnace	Cold Draw
Chains — #35 Crane	Cold Draw
Operator Uncoiler	8" Mill
Relief — Handling	8" Finish
Operator Helper Tester	8" Finish
Shed Chains	8" Finish
Shop Chains	8" Finish
Operator Cut-off #38	
B. & O.	8" Finish
Operator Belling	
Machine	8" Finish
Measurer#1 & #2	8" Finish
Operator Roll Groove	
Machine	8" Finish
Operator Crane #31	16" Finish
Operator Trackmobile	16" Finish
Loader Shed	16" Finish

	Operator Helper Slitter	E.W.T. Mills
	Operator Cut-off	
	#1 & #2 Modern	E.W.T. Finish
	Operator Tester	E.W.T. Finish
	Operator Crane #32	E.W.T. Finish
	Inspector Bundler "A"	E.W.T. Finish
	Operator Crane #32	
	Radio Controlled	E.W.T. Finish
	Utility Attendant	E.W.T. #4 Finish
	Finisher Inspector	E.W.T. #4 Finish
	Operator Crane #37	E.W.T. #4 Finish
	Operator #1 Small	
	Modern Cut-off	E.W.T. #4 Finish
	Inspector Final "B"	
	E.W. Finish	Inspection
	Inspector Final "B"	
	C.W. #1	Inspection
	Inspector Final "B"	
	C.W. #2	Inspection
	Inspector Final "B"	
	Galvanize	Inspection
	Inspector Helper	
	8" Mill	Inspection
	Test Collector &	
	Gauge Checker	Inspection
	Inspector Helper	
	16" Mill	Inspection
	Operator Crane #9	Shipping
	Operator Crane #19	Shipping
	Loader	Yard Services
	Lamp Maintenance	Elec. Maint.
6	Operator Crane #4	C.W. Mill
	Needle Welder	C.W. Mill
	Skelp Handler/Stocker	C.W. Mill
	Operator Auto Facer	C.W. Finish
	Operator Threader &	
	Coupling Screw-on	
	Machine	C.W. Finish
	Operator Crane #41	C.W. Finish

Operator Crane #42	C.W. Finish
Attendant Varnisher	C.W. Finish
Operator Auto Bundler	C.W. Finish
Inspector Bundler #1 & #2	Cut Pipe
Operator Auto Threaders #1 & #2	Cut Pipe
Measurer Bundler — #3 Bench	Cut Pipe
Operator Auto Facer	Cut Pipe
Operator Horizontal Bender	Cut Pipe
Operator Crane #11	Cut Pipe
Stocker	Nipple Shop
Washer Boxer	Nipple Shop
Loader	Nipple Shop
Heater Skimmer	Galvanize
Operator Crane #17	Galvanize
Blower — Dump	
Attendant	Galvanize
Operator Scarfer	Seamless Forge
Operator Reheat	
Furnace	Seamless Forge
Attendant Tools	Seamless Forge
Operator Turning and Facing Machine	Seamless Finish
Operator Gag	
Straightener	Seamless Finish
Operator Auto Tester	Seamless Finish
Operator Threader	Seamless Finish
Measurer #1	Seamless Finish
Operator Cut-off	
#2 Modern	Cold Draw
Pickler	Cold Draw
Operator Cold Pointer	Cold Draw
Operator #21 & #35 crane	Cold Draw
Chains — Tube	
Preparer	Cold Draw

Tool Polisher	
-- Grinder	Cold Draw
Stocker	8" Mill
Operator Crane #6	8" Mill
Operator Crane #43	8" Mill
Attendant Travelling cut-off	8" Mill
Relief -- Operating	8" Finish
Operator Tester	
#1 & #2	8" Finish
Operator Crane #18	8" Finish
Operator Threader	
Stamets #6	8" Finish
Operator Crane #8	8" Finish
Tool Attendant	
Assistant	16" Mill
Operator Uncoiler	16" Mill
Operator Crane #22	16" Mill
Operator Cut-off	
Machines #1, #2, #3, #4 B. & O.	16" Finish
Operator Gag	
Straightener	16" Finish
Operator H.S.S. Saw	16" Finish
Operator Crane #27	16" Finish
Shipper	16" Finish
Operator Crane #38	16" Finish
Operator Assistant #1	
Mill	E.W.T. Mills
Operator Crane #24	E.W.T. Mills
Steel Handler	E.W.T. Mills
Shipper	E.W.T. Finish
Operator End Welder	E.W.T. #4 Mill
Mill Finisher Inspector	E.W.T. #4 Mill
Operator Cut-off	
Greider	E.W.T. #4 Finish
Shipper Stocker	E.W.T. #4 Finish

Inspector Upsetter	Inspection
Inspector Final "B" 16 Finish	Inspection
Inspector Final "A" C.W. #1	Inspection
Inspector Final "B" Seamless Finish #1	Inspection
Inspector Final "B" Seamless Finish #2	Inspection
Inspector Final "B" Cold Draw	Inspection
Inspector Eddy Current Tester E.W.T. Finish	Inspection
Inspector Portable Ultrasonic Operator	Inspection
Tester Operator	Inspection
Inspector Grinder #3 Coupling End	Inspection
Inspector Seamless Finish	Inspection
#3 Pin End Inspector Seamless Finish	Inspection
Inspector Guided Bend Tester Operator 8" Mill	Inspection
Inspector Final "A" Galvanize	Inspection
Loader	Shipping
Operator Crane #1	Shipping
Operator Fork Lift Truck (11 Ton)	Yard Services
Operator Fork Lift Truck (15 Ton)	Yard Services
Truck Driver	Yard Services
Oiler Mechanics	
Helper	Mech. Maint.
Tool Grinder	Mech. Maint.
Operator Surface Grinder	Mech. Maint.
Sub Station Tender	Elec. Maint.

7	Refractory Repairs	C.W. Mill
	Operator Threader #1	Cut Pipe
	Operator Cut-off #3	Cut Pipe
	Operator Cut-off & Threading Machine	Cut Pipe
	Operator Cut-off #2	Cut Pipe
	Operator Hand Threaders	Cut Pipe
	Operator #5, #6, #7, Auto Threaders	Nipple Shop
	Operator Hand Threaders (Small)	Nipple Shop
	Operator Hand Threader (Large)	Nipple Shop
	Operator Cut-off #34	Nipple Shop
	B. & O.	Nipple Shop
	Charger — Hooks	Galvanize
	Operator Straightener	Galvanize
	Pickler/Stocker	Galvanize
	Lead Hand	Galvanize
	Stocker	Seamless Forge
	Furnace Operator	
	Reducing Mill	Seamless Forge
	Refractory Repairs	Seamless Forge
	Spell #2	Seamless Forge
	Operator Reeler	Seamless Forge
	Operator Draw Bench #1 & #3	Cold Draw
	Operator Automatic Cut-off & #4 Modern	Cold Draw
	Operator Cut-off #9	
	B. & O.	8" Finish
	Pipe Repairs	8" Finish
	Stocker	16" Mill
	Attendant Sizing	
	Mill Cut-off	16" Mill
	Relief — Inspection	Inspection
	Inspector Micro	Inspection
	Inspector Continuous- weld Cooling Rack	Inspection

	Inspector Final "A"	
	E.W. Finish	Inspection
	Inspector Final "B"	
	8" Finish #1	Inspection
	Inspection Final "B"	
	8" Finish #2	Inspection
	Inspector Seamless Mill	Inspection
	Inspector E.W. #1 Mill	Inspection
	inspector Crop 8" Mill	Inspection
	Inspector Final "A"	
	C.W. #2	Inspection
8	Operator End Welder	C.W. Mill
	Operator Straightener	C.W. Finish
	Shipper	Nipple Shop
	Operator #1, #2, #3, #4 Auto Threaders	Nipple Shop
	Operator Roll Straightener	8" Mill
	Operator Cut-offs #39	
	B. & O.	8' Finish
	Operator Cut-off	
	Automatic #34 B. & O.	8' Finish
	Operator Furnace	
	Charger	Seamless Forge
	Operator Billet Saw	Seamless Forge
	Operator Centreless Grinder	Seamless Forge
	Operator, Upsetter	Seamless Finish
	Operator Roll Straightener	Seamless Finish
	Operator #2 Draw Bench	Cold Draw
	Operator Hot Swager	Cold Draw
	Operator Slitter	16" Mill
	Shipper — Shed	16' Finish
	Pipe Repairs	16" Finish
	Operator Slitter	E.W.T. Mills
	Operator Bright	
	Anneal Furnace	E.W.T. Finish

	Operator Straightener (Sutton)	E.W.T. Finish
	Operator Axle Tube Cutting Machines	E.W.T. Finish
	Set-up Attendant	E.W.T. #4 Finish
	Inspector Crusher/ Guided Bend Tester	
	16" Mill	Inspection
	Inspector Final "A" 16" Finish	Inspection
	Inspector Final "A" Cold Draw	Inspection
	Inspector Final "A" Seamless Finish #2	Inspection
	Inspector Final "A" Seamless Finish #1	Inspection
	Inspector 8" Mill	Inspection
	Shipper	Yard Services
	Driver Tractor- Trailer Highway	Yard Services
	Operator Locomotive	Yard Services
	Track Repairs	Yard Services
	Oiler Plant General	Mech. Maint.
	Shops — Stocker	Mech. Maint.
	Operator Drill Press	Mech. Maint.
9	Heater	C.W. Mill
	Set-up Attendant	Nipple Shop
	Set-up Attendant — Lead Hand	Nipple Shop
	Pot Repairs	Galvanize
	Heater	Seamless Forge
	Operator Hot Saw	Seamless Forge
	Operator Slitter	8" Mill
	H.S.S. Coordinator	16" Finish
	Operator Tester	16" Finish
	Roll Grinder	E.W.T. Mills
	Operator Assistant #2 Mill	E.W.T. Mills
	Operator Assistant #3 Mill	E.W.T. Mills

	Operator Assistant	
	#4 Mill	E.W.T. #4 Mill
	Inspector Final "A"	
	8" Finish #1	Inspection
	Inspector Final "A"	
	8" Finish #2	Inspection
	Inspector 16" Mill	Inspection
	Electromagnetic Tester	
	Operator Seamless	Inspection
	Shipper	Shipping
	Operator Derrick	Yard Services
10	Rollsetter — Relief	C.W. Mill
	Operator #1 Tube Mill	E.W.T. Mills
	Service Attendant	
	(Tools)	E.W.T. Mills
	Roll Assembly	Seamless Forge
	Operator Sizing/ Piercing Press	Seamless Forge
	Spell #1	Seamless Forge
	#1 Ultrasonic Operator	
	8' Finish	Inspection
	#2 Ultrasonic Operator	
	8" Finish	Inspection
	Inspector Ultrasonic	
	Operator 16" Finish	Inspection
	Conductor	Yard Services
	Carpenter	Mech. Maint.
	Operator Tracer Lathe	Mech. Maint.
	Operator Sutton	
	Straightener	Cold Draw
11	Set-up Roller Bed	Seamless Forge
	Operator Push Bench	Seamless Forge
	Tool Attendant	8" Mill
	Tool Attendant	16" Mill
	Assistant Operator	
	H.F.W. Pipe Mill	16" Mill
	Operator Expander	16" Finish
	Operator Grinders	Mech. Maint.

12	Operator Mill	C.W. Mill
	Operator #2 Tube Mill	E.W.T. Mills
	Operator #3 Tube Mill	E.W.T. Mills
	Operator #4 Tube Mill	E.W.T. #4 Mill
	Rollsetter	Seamless Forge
	Lead Hand	Seamless Forge
	Armature Winder	Elec. Maint.
13	Operator E.R.W. Pipe Mill	8" Mill
	Operator H.F.W. Pipe Mill	16" Mill
	Service Attendant (Tools)	Mech. Maint.
	Mechanic	Mech. Maint.
	Mechanic Lead Hand	Mech. Maint.
	Pipefitter	Mech. Maint.
	Pipefitter —	
	Lead Hand	Mech. Maint.
	Patternmaker	Mech. Maint.
	Patternmaker —	
	Lead Hand	Mech. Maint.
	Rigger	Mech. Maint.
	Maintenance Machinist	Mech. Maint.
	Welder	Mech. Maint.
	Welder — Lead Hand	Mech. Maint.
	Electrician	Elec. Maint.
	Electrician —	
	Lead Hand	Elec. Maint.
	Instrument Repairs	Elec. Maint.
	Operator Utilities Power Plant	Utilities
Utilities Attendant Helper Stationary Engineer — 2nd or 3rd Class	Utilities	
14	Electronics Repairs	Elec. Maint.
	Utilities Attendant	Utilities
	Utilities Attendant — Lead Hand	Utilities

Each of the parties hereto has caused this Agreement to be signed by its duly authorized representatives as of the day and year first above written.

FOR

STELCO PIPE AND TUBE COMPANY
PAGE-HERSEY WORKS

W. A. Hopkins
J. F. Eigner
D. G. White
B. J. Pilgrim

FOR:

UNITED ELECTRICAL, RADIO & MACHINE
WORKERS OF CANADA AND ITS LOCAL 523

M. Menicanin
R. A. McCallion
B. Taylor
R. Pare
J. Gojmerac
B. Smith

FOR:

U.E., R. & M.W.C., (UE)

J. Trufal
D. Barry

Mr. B. Smith, Business Agent
U.E., R. & M.W.C., Local 523
16 Steel Street
Welland, Ontario
L3B 3L9

Dear Sir:

ITEM 1

5/1

Letter of Agreement re: Cost-of-Living Allowance

1. Effective with the first pay period following the release of the Consumer Price Index (1971 = 100 Base) for October, 1984, when compared to the Consumer Price Index (1971 = 100 Base) for July, 1984 for each .3 increase a cost-of-living allowance of one (1) cent per hour will be paid.
2. Effective with the first pay period following the release of the Consumer Price Index (1971 = 100 Base) for each of the following months, when compared to the Consumer Price Index (1971 = 100 Base) for the respective months as shown **below**, for each .3 increase, a cost-of-living allowance of 1 cent per hour will be paid.
 - (i) January 1985 compared to October 1984
 - (ii) April 1985 compared to January 1985
 - (iii) July 1985 compared to April 1985
 - (iv) October 1985 compared to July 1985
 - (v) January 1986 compared to October 1985
 - (vi) April 1986 compared to January 1986
 - (vii) July-1986 compared to April 1986
 - (viii) October 1986 compared to July 1986
 - (ix) January 1987 compared to October 1986
 - (x) April 1987 compared to January 1987
 - (xi) July 1987 compared to April 1987
3. Any increase in the cost-of-living allowance payable, as calculated above, will be added to any cost-of-living allowance payable in the previous quarter. Any such allowance will be paid for straight time hours worked only and will not be paid for overtime hours, premiums or used as a basis for calculation of overtime.

4. The continuance of the cost-of-living allowance shall be contingent upon the availability of the relevant monthly Statistics Canada Consumer Price Index in its present form and calculated on the same basis as the Index for November 1, 1984 (1971 = 100 Base). No adjustment retroactive or otherwise shall be made due to any revision which may be made in the Index by Statistics Canada during the term of this Agreement.
5. Any decreases in the cost-of-living allowance calculated from comparisons of the Consumer Price Indices in any of the quarterly periods specified in paragraph 2 shall reduce the net accumulated cost-of-living allowance, payable under paragraph 3 above, effective at the times specified in paragraph 2.
6. Cost-of-living allowance will be paid for overtime hours worked on Saturday and Sunday provided that such hours worked are paid for solely on the basis of Clause 9.01 (d) (iii) and provided further that such allowance shall not be increased by reason of having been earned in overtime.

ITEM 2

Letter of Agreement re: Supplementary Payment Plan For Bargaining Unit Employees

The Company will establish a Supplementary Payment Plan (hereinafter referred to as the Plan) calculated and paid in accordance with the following:

1. Attached hereto as Appendix "A" is a cents per Labour Grade scale which will be applicable to all jobs.
2. **For** the periods shown in Item 3 below, each employee who qualifies in accordance with Item 4 below shall be paid a Plan payment calculated and paid as follows:
 - (a) Based on the Labour Grade of the job or jobs actually occupied during such period, multiplied by the actual hours worked on

- each such job by the employee during such period, and
- (b) the provisions of Item 5 below shall apply, and
 - (c) the payment shall be paid to an eligible employee in accordance with the dates shown in Item 3 below.
3. Subject to Item 8 below, Plan payments will be paid by the middle of the month following the end of each of the following quarterly periods.

Quarterly Period	Paid During Month Of
November 1, 1984 to January 26, 1985	February 1985
January 27, 1985 to April 20, 1985	May 1985
April 21, 1985 to July 27, 1985	August 1985
July 28, 1985 to October 19, 1985	November 1985
October 20, 1985 to January 25, 1986	February 1986
January 26, 1986 to April 19, 1986	May 1986
April 20, 1986 to July 26, 1986	August 1986
July 27, 1986 to October 18, 1986	November 1986
October 19, 1986 to January 24, 1987	February 1987
January 25, 1987 to April 18, 1987	May 1987
April 19, 1987 to July 25, 1987	August 1987
July 26, 1987 to October 31, 1987	November 1987

4. An employee will be eligible to participate in the Plan:
- (a) Effective on the day following the date he completes three (3) months of continuous employment.

- (b) Provided the employee is on the payroll of the Company on the last day of the quarterly period for which the Bonus is calculated as provided in Item 3 above, except that an employee whose employment is or was terminated before such date for any of the following reasons shall be considered eligible during the quarterly period in which such termination occurs:
- (1) Retirement on a pension under the provisions of the Pension Plan Agreement.
 - (2) Death.
 - (3) Laid off for lack of work as provided under Section 6 of the Basic Agreement, in which event, the employee shall be paid the Plan payment on the first regular Plan payment date following the date of his return to work after recall as provided in the Basic Agreement. If a laid off employee fails to return to work within the period specified in the Basic Agreement or ceases to be entitled to recall, he shall forfeit his entitlement to such Plan payment.
5. The rate applicable under the Plan shall be paid for all hours worked by an employee but shall not be increased by reason of having been earned in overtime. Hours not worked, even though compensated in accordance with a specific provision of the Agreement and deemed to be hours worked for other purposes, shall not be considered to be hours worked for the purpose of this Plan.
6. Payments made to an employee under this Plan shall, commencing on May 17, 1975, be included for purposes of calculating an employee's vacation and statutory holiday pay entitlement in accordance with the terms of the Basic Agreement.

7. In view of the fact that it is the desire of the Company and the Union to provide full and efficient employment, the Company asks and the Union agrees to encourage its members to improve production wherever possible and to reduce absenteeism.
8. This Plan shall continue in effect during the quarterly periods provided in Item 3 above.
9. (a) It is understood and agreed that any employee eligible under the provisions of this Plan who participates in a strike shall forfeit the greater of any entitlement to payment from the date of his participation to the end of such quarterly period or the entitlement to payment for the last two pay periods in such quarterly period.
 (b) Participation in a strike continuing into the next quarterly period will result in the further application of paragraph (a) above.
10. It is understood and agreed that the Basic Agreement shall be read and construed with the necessary changes so as to give full effect to the provisions of this Plan and, in the event of any conflict, the provisions of this Plan shall govern.

PAGE-HERSEY WORKS

Labour Grade	Appendix "A"
1	\$.15
2	.15
3	.16
4	.18
5	.20
6	.22
7	.28
8	.32
9	.38
10	.44
11	.51
12	.58
13	.69
14	.79

ITEM 3

Letter of Agreement re: Page-Hersey Works Attendance Plan

1. Employees shall be paid four (4) cents for each hour worked. Hours not worked, even though compensated in accordance with a specific provision of the Basic Agreement and deemed to be hours worked for other purposes, shall not be considered to be hours worked for the purpose of the Attendance Plan.
2. An employee will be eligible to participate in the Attendance Plan on the day following the date he completes one (1) year of seniority with the Company as defined in the Basic Agreement.
3. Subject to Item 4, Attendance Plan payments will be paid to eligible employees by the middle of the month immediately following the end of each of the following periods:

Period	Paid During Month Of
November 1, 1984 to November 30, 1985	December 1985
December 1, 1985 to November 29, 1986	December 1986
November 30, 1986 to October 31, 1987	November 1987

4. (a) When an eligible employee's employment and seniority are terminated in accordance with the Basic Agreement, he will be paid any monies to which he is entitled under the Attendance Plan as soon as possible following termination.
- (b) When an eligible employee is laid off, he will be paid any monies to which he is entitled under the Attendance Plan during the first month following his recall and return to work unless he notifies the Company in advance of his lay-off that he wishes to receive payment upon lay-off in which event he will be paid any monies to which he is entitled

under the Attendance Plan as soon as possible following his date of lay-off.

5. Payments made under the Attendance Plans shall not be included for the purpose of calculating an employee's vacation or statutory holiday pay entitlement.
6. It is understood and agreed that the Basic Agreement shall be read and construed with the necessary changes **so** as to give full effect to the provisions of the Attendance Plan and, in the event of any conflict, the provisions of the Attendance Plan shall govern.

ITEM 4

Letter of Agreement re: Meal Allowance

The Company submits the following to clarify when a Meal Allowance is paid.

1. When an employee works more than two (2) hours following an eight (**8**) hour shift, he shall be paid a meal allowance.
2. Such allowance will be paid after eight (8) hours if it is known in advance that the overtime will last more than two (2) hours.
3. If the length of the overtime is not known in advance, the meal allowance will be paid as soon as practical after that information is known or as soon after ten (10) hours as possible.
4. If the overtime extends beyond twelve (12) hours, a second meal allowance will be paid after twelve (12) hours if the first meal allowance was supplied after eight (**8**) hours. In any case, the second meal allowance will be paid four (**4**) hours following the first.
5. When an employee works for sixteen (16) consecutive hours, he will be paid a meal allowance after eight (8) hours and a second meal allowance after twelve (**12**) hours.

6. When an employee works four (4) or more hours prior to the start of his regular shift, he will be paid a meal allowance.
7. When an employee works two (2) or more hours prior to the start of his shift and then works beyond the end of his regular shift, he will be paid a meal allowance.
8. A meal allowance will not be paid when an employee works a scheduled eight (8) hour shift on Saturday or Sunday or any other holiday for which overtime rates are paid or where by reason of working a four shift schedule an employee works a sixth or seventh shift on the regular working days Monday through Friday.
9. When an employee works more than two (2) hours in excess of his scheduled hours on Saturday, Sunday, statutory holiday or regularly scheduled days off, he will be paid a meal allowance.

ITEM 5

Letter of Agreement re: Job Definition

For purposes of the Basic Agreement, the term "Job" shall be defined as the job identified and evaluated under the Job Evaluation Programme.

ITEM 6

Letter of Agreement re: Allegation of Discharge

This will confirm the understanding between the parties with regard to grievances in which an employee voluntarily terminated his employment but claims that he was unjustly discharged.

Where such a grievance is filed, the terms of Clause 5.05 of the Basic Agreement will apply, and such grievance must be filed within seven (7) calendar days after the employee notifies the Company that he is voluntarily terminating his employment with the Company.

ITEM 7

Letter of Agreement re: Discipline Record

At the time that an employee is suspended and warned that further discipline would include discharge, the Company will discuss the disciplinary record of such employee with either the Chief Steward or the Shop Chairman. In the event that neither of the above Union representatives is available, the discussion will be with the Deputy of either representative.

ITEM 8

Letter of Agreement re: Certification

As a result of requirements imposed on the Company by customers and/or government agencies, the Company will, from time to time, require an employee performing quality control and other related functions to meet certain physical and technical levels of competency as may be required by such customers or government agencies. An employee assigned to such work will, as a result, be required to satisfactorily complete the required medical examinations, training and tests in order to maintain compliance with such standards. The employee will receive instruction and training and will be tested in the areas covered by such instruction and training.

An employee who occupies a permanent **job** in accordance with the terms of the Basic Agreement and who is unable to meet the required standards will be displaced in accordance with Clause 6.08.

ITEM 9

Letter of Agreement re: Arbitration Procedure

It is the intent and purpose of this Letter to promote the prompt and efficient resolution of grievances which have been referred to Arbitration.

The parties agree that the following procedure shall apply and Clause 5.13 shall be read and construed with the necessary changes so as to give effect to the following:

1. Within fifteen (15) days from the date a grievance is referred to arbitration, the Union shall meet with the Company to review the issue in dispute. At such meeting, the Company will submit a statement of facts which the parties will review for the purpose of determining which facts are agreed to and which are still in dispute. The parties will attempt to reconcile the differences. The agreed to statement of facts will be submitted at the arbitration hearing.
2. The Union's representatives at such meeting will be the Shop Chairman (or his delegate), the Chief Steward (or his delegate) and the Business Agent for Local 523 U.E. (or his delegate) and the Company's representatives will be the Manager of Personnel & Industrial Relations (or his delegate) and one other member from the Industrial Relations Department.

In special circumstances, and by agreement by both parties, persons directly involved in the incident may be invited to attend such meeting for the purposes of clarifying any facts which may be in dispute. An employee who is invited shall be paid for time lost from work at his standard hourly rate.
3. At such meeting, the parties will agree to a Chairman of the Board of Arbitration from amongst those shown on the attached list. In the event the parties cannot reach agreement, a Chairman will be selected on a rotation basis. The parties will

arrange for a representative to attend any Board hearing in the event that such is scheduled.

4. In discipline or discharge cases for **just** cause, the parties may agree that the Arbitrator selected in accordance with paragraph 3. above will act as a single arbitrator. In such cases, the provisions of Clauses 5.13 and 5.14 shall be read and construed with the necessary changes.
5. At the Arbitrator's discretion an oral decision can be issued at the completion of the hearing. In such cases, a written award will be prepared at the request of either party.
6. In the event that either party chooses to process a grievance under the provisions of Section 45 of the Labour Relations Act, 1981, it is understood that the grievance shall not be processed further through the grievance procedure as set forth in Section 5 and this Letter of Agreement shall not apply.
7. This Letter of Agreement shall remain in effect until October 31, 1987 except that it may be terminated by either party upon thirty (30) days' written notice. Such written notices shall be signed by the Shop Chairman and the Business Agent of Local 523 U.E. Any grievance having been referred to arbitration and processed through any part of this Letter shall continue to be processed in accordance with these provisions notwithstanding any notice of termination.

ARBITRATORS

B. Welling
G. Adams
W. Rayner
K. Burkett

ITEM 10

Letter of Agreement re: Clause 9.01 (h)

The Company shall divide overtime work as equitably as practicable among those employees performing the same work.

1. Overtime work on Saturdays and Sundays

As a general rule, Saturday overtime work will be first offered to the employee who performs the work on the same shift the preceding Friday. Sunday overtime work will be first offered to the employee scheduled to perform the same work on the same shift the following Monday.

2. Filling of 'scratch' vacancies

'Scratch' vacancies are those which become known during the shift immediately preceding the vacant shift.

When a 'scratch' vacancy must be filled by an employee working overtime, that overtime work will be offered to employees in the following order:

- A. The employee performing the same work on the shift immediately preceding the shift on which the vacancy occurs.
- B. The employee performing the same work on the shift not scheduled for that day (20 turn schedule).
- C. The employee performing the same work on any other shift.
- D. An employee qualified to perform but not performing the same work on any shift.

If notification of the vacancy does not allow sufficient time to follow the above procedure, any employee who is qualified to perform the work from the shift immediately prior to the shift on which the vacancy occurs may be held over for a period of four (4) hours following which the eligible employee from the shift immediately following will be called in four (4) hours early to fill the remainder of the vacancy.

3. Filling of vacancies known well in advance
Except on a 20 turn schedule, such vacancies will be filled in the same manner as 'scratch' vacancies.
On a 20 turn schedule, an employee performing the same work who is scheduled off on the day on which the vacancy occurs will be offered the overtime work first. The sequence from then on will be as in 2. (A), (C) and (D) above.

ITEM 11

Letter of Agreement re: Clauses 6.01 and 6.05 (f)

The Company and the Union have agreed as follows:

1. Clauses 6.01 and 6.05 (9) of the Basic Agreement shall be read and construed so as to provide that an employee who is laid off work while disabled and receiving weekly compensation payments under the Workers' Compensation Act or receiving Weekly Indemnity payments under the Benefit Plan for Bargaining Unit Employees, and is subsequently recalled but unable to return to work due solely to continuing to be disabled with the same disability which he was suffering at the date of his layoff and receiving weekly payments as specified above, will be deemed to be recalled and reinstated in employment for all purposes of the Agreement on the effective date of his recall.
2. An employee who, while on layoff, becomes disabled due to accident or sickness and is unable to return to work when recalled due solely to being so disabled, will be deemed to be recalled and reinstated in employment on the effective date of his recall for all purposes other than for eligibility under the Agreement for an Insurance Program. However such employee may re-establish Group Insurance coverage from the date of his recall to the date of his actual return to work provided he pays the appropriate premiums for whatever coverage he is eligible to subscribe.

ITEM 12

Letter of Agreement re: Safety Boots

The Company will subsidize the cost of approved regular safety boots to the extent of \$50.00 once per year on the cost of boots. The Company will subsidize the cost of approved safety boots equipped with metatarsal protectors to the extent of \$55.00 once per year on the cost of the boots and will pay 100% of the cost of metatarsal protectors.

ITEM 13

Letter of Agreement re: Union Dues

If Union dues should be changed from a single rate for all employees to a calculation based on employee earnings, the average rate used to calculate statutory holiday pay shall be used.

ITEM 14

Letter of Agreement re: First Aid Slips

The employee concerned will be given a copy of the first aid slip when such a slip is issued by the Nurse or the First Aid Attendant.

ITEM 15

Letter of Agreement re: Vacation Forms

The Company will give to each employee a duplicate copy of his vacation authorization form. It is understood, however, that such form does not constitute a guarantee of vacation or a guarantee of the time of vacation.

ITEM 16

Letter of Agreement re: Safety and Health

At the request of the Union, the Company will meet with the Union twice each year to discuss situations relating to washrooms, changerooms and lunchrooms.

ITEM 17

Letter of Agreement re: Hours of Work

1. When a crew on an operation regularly scheduled on a day shift operation commences a week of day shift immediately following one week of afternoon or night shifts, the crew shall be scheduled for eight (8) hours per day including a fifteen (15) minute paid lunch period for that week only.
2. Paragraph 1. above will not apply to a crew on an operation regularly scheduled on a two or three shift operation which is rescheduled to a day shift operation.
3. When an operation regularly scheduled on a two or three shift operation is rescheduled to a day shift operation for two or more weeks, the scheduled hours for all day shifts will be 7:00 a.m. to 3:30 p.m.
4. When an operation regularly scheduled on a two or three shift operation is rescheduled to a day shift operation for two weeks only, the Company will make every effort to maintain that schedule for the two week period. If there is any indication that the operation may revert to a two or three shift schedule prior to the end of the two week period, then for the first week of that two week period, the employees concerned will be scheduled 7:00 a.m. to 3:00 p.m. rather than 7:00 a.m. to 3:30 p.m.

It must be understood that conditions could arise, unknown to the Company at the time the day schedule was initiated, which would prevent the Company from complying with the above.

ITEM 18

Letter of Agreement re: Armature Winder and instrument Repairs

Employees who are qualified and performing the trade job of Electrician will be paid the appropriate Labour Grade Job Rate for Electrician for all hours worked on the jobs of Armature Winder and Instrument Repairs.

ITEM 19

Letter of Agreement re: Clause 6.12

In applying the provisions of Clause 6.12 during a reduction of working forces, an employee, who holds one of the specified Union positions, other than Department Steward, who on the basis of his actual seniority and subject to Clause 6.01, would be laid off work under the provisions of Clause 6.08, will be deemed to have preferential seniority to the extent that he will be placed, subject to Clause 6.01, on the available job held by another employee who has the least seniority in the Plant.

In the case of an employee who holds the position of Department Steward on a shift, who on the basis of his actual seniority and subject to Clause 6.01, would be transferred off of such shift in accordance with the provisions of Clause 6.08, he will be deemed to have preferential seniority to the extent that he will be placed, subject to Clause 6.01, on the available job on such shift held by another employee who has the least seniority on such shift.

It is further agreed that the granting of preferential seniority to the employees specified above shall not be considered further for the purposes of Clause 6.09 and shall not be used to deny any other employees of their entitlement under the terms of this Agreement.

ITEM 20

Letter of Agreement re: Riggers

The Company and the Union have agreed that the trade job of Rigger will be continued in effect only for the period of time that the existing employees who are currently classified as Riggers continue in employment and are required to be assigned to such job. It is understood that no other employees will be classified as or assigned to the job of Rigger and that if additional rigging work is required to be performed, save as provided below, a Mechanic may be assigned to perform such work.

In the event that an existing Rigger is displaced as a result of a reduction in the level of operations, he shall be entitled to recall to the job of Rigger when operations are increased. Rigging work will not be assigned to Mechanics so as to deny a displaced Rigger.

ITEM 21

Letter of Agreement re: Hot Jobs

520/1

Employees assigned to the jobs listed below will be entitled to payment under the Supplementary Payment Plan on the basis of the applicable rate three labour grades higher than the actual labour grade rate of the job or jobs on which the employee worked.

Seamless Forge

Operator Push Bench
Operator Reeler
Operator Sizing/Piercing Press
Operator Hot Saw
Spell #1
Operator Furnace Charger
Operator Reheat Furnace
Operator Scarfer
Furnace Operator — Reducing Mill
Heater
Rollsetter

Set-up Roller Bed
Operator Scarfer Helper
Roll-in — Reducing Mill
Attendant Rack
Attendant Cooling Rack
Lead Hand Spell #2

Seamless Finish

Operator Upsetter

C.W. Mill

Operator End Welder
Operator Mill
Rollsetter — Relief
Heater
Attendant Burners
Attendant Cooling Rack — West
Skelp Coil Attendant

Galvanize

Charger Hooks
Blower Dump Attendant
Pot Repairs
Heater Skimmer
Helper Pot Repairs

ITEM 22

Letter of Agreement re: Training

Following negotiations, the parties will meet to discuss methods of Training for designated Assigned Maintenance Jobs.

The parties will also discuss sequences of jobs in Mill Operations for purposes of adequate training of those people responsible for Mill Operations.

ITEM 23

Letter of Agreement re: Lunch Period Changes

This will confirm the practice in regard to changing lunch periods at Page-Hersey Works.

1. An employee who is deprived of his normal lunch period by the Company, and no period between the hours of 10:15 a.m. to 12:30 p.m. on the day turn, 6:15 p.m. to 8:30 p.m. on the afternoon turn or 2:15 a.m. to 4:30 a.m. on the night turn is substituted, will be paid for the period during which he normally would eat his lunch at the rate of time and one half.
2. If a period is substituted, and that period begins within the hours stipulated in (1) above, the employee will not be paid for his normal lunch period.
3. The Company does not intend to make wholesale changes in the normal lunch times of its employees and will continue its practice of doing so only when, in its opinion, the change is necessary.
4. An employee who begins his normal lunch period and has that period interrupted by the Company by requiring him to work part of it, will be paid for his normal lunch period at the rate of time and one half.

ITEM 24

Letter of Agreement re: Training Opportunities

The Company is prepared to assist employees in becoming qualified on other jobs so as to afford employment protection in the event of a reduction in working force. Whenever the Superintendent of a department determines there is a need to train additional employees so as to increase the depth of qualified employees who would be available for future vacancy filling, a notice of such training opportunity will be posted on the department bulletin board and interested employees may file a written request to be considered for such training. It is understood that the training of employees will take

place at times determined by the Company and may not be continuous. At the request of the Union, the Company will discuss the basis for offering training to other than the senior applicant.

The Union may request a meeting with the Company prior to the peak vacation period to discuss the jobs for which training may be necessary.

2/14

ITEM 25

Letter of Agreement re: Apprentices

2/14

An employee enrolled in an Apprenticeship Programme shall be given credit for vacation entitlement purposes only, for seniority accumulated in the Bargaining Unit immediately prior to his being hired into the Apprenticeship Programme.

When such employee successfully completes his apprenticeship and is assigned to a Trade and Craft job in the Bargaining Unit, he shall be given credit for all purposes for seniority accumulated in the Bargaining Unit immediately prior to his being hired into the Apprenticeship Programme.

If an apprentice, who had worked in the Bargaining Unit immediately prior to being hired into the Programme, is prevented from completing his apprenticeship due solely to being laid off for adverse business conditions, such person will be eligible to be returned to the Bargaining Unit and if so returned shall be given credit for all purposes for accumulated service out of the Bargaining Unit as well as prior seniority in the Bargaining Unit.

ITEM 26

Letter of Agreement re: Lead Hand Jobs

The Company will pay a special allowance to Lead Hands in the amount of fifty (50) cents per hour in excess of the Labour Grade Rate of the highest job led.

ITEM 27

Letter of Agreement re: Clause 6.08 (d)

In the event of a breakdown as specified in Clause 6.08 (d), any required work which is unrelated to the operations will be performed by the effected employees in order of their seniority.

Yours very truly
STELCO PIPE AND TUBE COMPANY
 Page-Hersey Works

B.J. Pilgrim, Personnel &
 Industrial Relations Manager

From Earlier Settlement

<u>88-01-02</u>	
70 B / 999	71/2
70 C / 999	72/025
70 D / 999	
70 E / 999	75/0997998
70 G / 999	79
70 H / 999	897-992075
70 K / 999	8501-0290
	8601-000305
	8701-229325
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