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Collective Agreement

between



**IMP Group Limited
Aerospace Division, Comox**

and

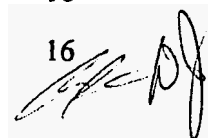


**Public Service Alliance of Canada
UNDE Local 1018**

July 1, 2010 – June 30, 2015

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13428 (03)

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**ARTICLE 1
PURPOSE OF AGREEMENT**

- 1.01 The Purpose of **this** Agreement is to ~~maintain~~ **harmonious** and mutually beneficial relations between the Employer, I.M.P. Group Limited Aerospace Division, at CFB Comox and the Union, the Public Service Alliance of Canada to set forth certain terms and conditions of employment relating to pay, hours of work, employee benefits, and general working conditions affecting employees covered by **this** Agreement; **and to ensure** that all reasonable measures are provided for the safety and occupational health of the employees.

**ARTICLE 2
DEFINITIONS**

- 2.01 For **the** purpose of **this** Agreement

- (a) **“Agreement”** and **“Collective Agreement”** mean this Collective Agreement;
- (b) **“Union”** means the Public Service Alliance of Canada;
- (c) **“Allowance”** means compensation payable to ~~an~~ Employee in addition to his or her regular pay;
- (d) **“Bargaining Unit”** means **all** Employees of I.M.P. Group Limited – Aerospace Division at CFB **Comox, Hangar 14, Lazo, B.C.**, excluding Site Manager, Deputy Site Manager, Production Supervisor, Senior Technical Instructor and Development Manager and Senior Technical instructor and Training ~~Manager~~ (Training instructors).

“Permanent Employee” - means ~~an~~ employee other than a Temporary Employee.

“Temporary Employee” - means a person hired for a period not to exceed one hundred and twenty (120) days **in a** calendar year for the purpose of (i) replacing employees who are away **from** work due to illness or injury or (ii) dealing with unanticipated fluctuations in work load. Where the absence is created **as** a result of a maternity or parental leave then the Temporary Employee may be employed for a period not to exceed the length of the maternity or parental leave. **This** period of one hundred and twenty (120) days **may** be extended for a further period of up to ninety (90) days subject to the mutual agreement of the Employer and the Local President, or designate.

- (e) **“Common-law spouse or partner”** means a **person** that ~~an~~ Employee **has** for a continuous period of at least one (1) year, lived with, has publicly represented to be **his** or her spouse, lives and intends to continue to live with, **as** if that person were **his** or her spouse;



- (f) **"Continuous Employment"** and **"Continuous Service"** mean uninterrupted employment with the Employer; and
- (i) with reference to reemployment of **an** Employee after a **lay off, his or her** employment in the position held **by** him or her at the **time** he or she was laid off and his or **her** employment in the position in which he or she is re-employed, shall constitute continuous employment;
 - (ii) where an Employee ceases to be employed for a reason other than dismissal, resignation, abandonment of position or rejection on probation, and **is** re-employed within a period of 12 months, **his** or her periods of employment for **the** purposes of **sick** leave, vacation leave, **and** vacation travel benefits shall be considered as continuous employment; and
- (g) **"Day"** means **the 24 hour** period commencing at 12:01 a.m.
- (h) **"Day of Rest"** in relation to **an** Employee means a day other than a **holiday** on which that Employee is not ordinarily required to **perform** the duties of **his** or **her** position other than by **reason** of his or her being on leave of absence.
- (i) **"Dependant"** means a person who is that Employee's
- (i) spouse or partner and resides with that Employee, or
 - (ii) child, including **step-child and** adopted child who **is**
 - (a) under nineteen (19) years of age and resides with and is dependant upon that Employee for support; or
 - (b) under twenty-one (**21**) years of age and dependant upon that Employee by reason of **full-time** attendance at an educational institution; or
 - (c) wholly dependant upon that Employee for support by reason of disability, or of **mental** or physical **infirmity**.
- (j) **"Employee"** means a member of the **Bargaining** Unit;
- (k) **"Employer"** means **I.M.P.** Group Limited, Aerospace Division;
- (l) **"Grievance"** means a complaint in writing **as** per Article 30;
- (m) **"Holiday"** means the 24 hour period commencing at 12:01 a.m. of a day designated in this agreement **as a** paid holiday;
- (n) **"Leave of Absence"** means absence **from duty** with the Employer's permission;

- (o) “*CTO*” compensatory time **off** means the equivalent leave with pay taken in lieu of cash payment;
- (p) “*Overtime*” means work performed by **an** Employee in excess of or outside of **his** or her regularly scheduled hours of **work**;
- (q) “*Probation*” means a period of three (3) months **from** the day upon which **an** Employee is **first** hired. If **an** Employee does not successfully complete **his** or her probationary period on transfer or promotion the Employer shall appoint the Employee to **his** or her former position or a position comparable to the one **from** which he or she **was** transferred or promoted.
- (r) “Promotion” means the appointment of **an** Employee to another position, the maximum rate of pay for which exceeds **that** of **his** or her former position;
- (s) “*Rates of pay*” means rates based on **an** Employee’s regular pay expressed **as** an annual **salary**:
 - (i) “*weeklyrate of pay*” means **annual salary** divided by **52**;
 - (ii) “*hourlyrate of pay*” means daily rate of pay divided by the number of the Employee’s regularly scheduled daily hours of **work**, except that, where an Employee **is** paid by **the** hour, the hourly rate of pay shall be the rate of pay established by **the** Employer for that employment;
 - (iii) “*Regularearnings*” or “*regularpay*” means **an** Employee’s rate of pay, not including any overtime, monies paid in lieu of holidays, allowances or any other monies paid in addition to hourly wages;
- (t) “*Representative*” means **an** Employee who has been elected or appointed **as** a shop steward or who represents the **union** at meetings **with** **the** Employer **and** who is authorized to represent the Union;
- (u) “*Spouse*” includes partner or common-law **spouse**;
- (v) “*Transfer*” means the appointment of **an** Employee to another position, which **does** not constitute **a** promotion or a demotion;
- (w) “Week” **means** the seven (7) day period commencing at 12:01 a.m. on Sunday and ending at 12:00 **midnight on** the following Saturday;

Where the masculine gender **is used**, it shall be considered to include the feminine gender, unless **any** provision of this Agreement otherwise specifies.



**ARTICLE 3
RECOGNITION**

- 3.01 The Employer recognizes the Union **as** the exclusive bargaining agent for all Employees in the Bargaining Unit.

**ARTICLE 4
MANAGEMENT RIGHTS**

- 4.01 The Union acknowledges that it is the exclusive right of the Company, subject to the terms of this Agreement, to: determine the policy of the Company; manage and direct its operations; maintain order, discipline and efficiency; and hire, discharge, classify, transfer, promote, demote and layoff employees. All functions, **rights**, power and authority which ~~the~~ Company **has** not specifically abridged, deleted or modified by this Agreement are recognized by the Union **as** being retained by the Company.

**ARTICLE 5
STRIKES AND LOCKOUTS**

- 5.01 During the life of **this** Agreement there shall be no lockout by the Employer and no interference or impeding of work, work stoppage, strike, sit-down, slow-down, or any other interference with production by Employee(s).

**ARTICLE 6
HUMAN RIGHTS**

- 6.01 The Employer and the Union **agree that** there shall be no discrimination, interference, restriction, or coercion exercised or practiced by either party or any persons employed by the Employer by reason of **age**, sex, race, creed, colour, national origin, gender identity or expression, **political** or religious affiliation, union membership or activity nor any other grounds prohibited by law.
- 6.02 The Employer recognizes that it has **a** duty **to** accommodate Employees who become disabled in accordance with applicable legislation.
- 6.03 The employer agrees to post, in a location accessible to all employees, a copy of its policy on Discrimination and Harassment.

**ARTICLE 7
APPOINTMENT OF UNION REPRESENTATIVES**

- 7.01 The Employer acknowledges the right of the Union to appoint Employees **as** representatives. The Union will confirm the appointments in writing within five (5) working days of the appointment.
- 7.02 **Upon** reasonable notice, the Employer will not unreasonably deny a request from **an** accredited representative of the **Union** for **access** to its **work** premises. Access is also subject to approval by DND.

**ARTICLE 8
TIME OFF FOR UNION BUSINESS**

- 8.01** All time spent performing the **normal** day-to-day administration of the Collective Agreement shall be paid for by the Company, provided such business **pertains** to Company meetings, handling of grievances and those meetings specifically called by the Company. Requests for time **off** shall not be unreasonably withheld.
- 8.02** A representative shall obtain **the** permission of his or her immediate Supervisor before leaving his or her work to attend to **union** business, The Union representative shall **report** back to his or her Supervisor before resuming **his** or her normal duties,
- 8.03** Upon reasonable **notice** and **where** operational requirements **permit**, the Employer will grant reasonable leave without pay for duly appointed employees to attend **union** related activities such **as** training, conventions, meetings and conferences.
- 8.04** **The** Employer will grant leave without pay for two (2) employees for the purpose of attending contract negotiations on behalf of the Union for the duration of such negotiations.
- 8.05** The Employer shall continue to pay **the** Employee **his** or her applicable **salary** in accordance with the terms of **this** Collective Agreement. **Upon** invoice by the Employer, the Union shall reimburse the Employer for **the amounts so** paid within thirty (30) days of the date of invoice.

**ARTICLE 9
CHECK OFF**

- 9.01** Effective **thirty** (30) days following **the signing** of **this** Agreement, the Employer will, as a condition of employment, commence deductions from the pay of each Employee of **an** amount equal to the amount of Membership **Fees**.
- 9.02** The Union shall **Warn** the Employer in writing of **the** authorized deduction to be checked of for each Employee.
- 9.03** For the purposes of Article 9.01, deductions shall be made per pay period.
- 9.04** The **amounts** deducted in accordance with Article 9.01 shall be remitted to the Comptroller of P.S.A.C. by cheque no later **than** **thirty** (30) days after deductions are made and shall be accompanied by particulars identifying each Employee and the deductions made on **his** or her **behalf**.
- 9.05** The Employer agrees to identify annually on each Employee's T-4 slip the total amount of Membership Fees deducted for the preceding year.



**ARTICLE 10
INFORMATION**

- 10.01 (a) The Employer agrees to provide the Union on a quarterly basis with information concerning the identification of each member in the **Bargaining Unit**. **This information shall include the name, department, job classification, and employment status** of all Employees.
- (b) The Employer shall indicate which Employees have been hired or transferred and those Employees whose employment has ~~been~~ terminated during the period reported. The Union shall be notified of Employees not paying dues due to leave and the type of leave.
- 10.02 The Employer shall maintain Seniority lists showing the length of continuous service of each Employee. The Seniority Lists shall be kept up to date, copies of which ~~shall~~ be posted ~~on bulletin boards~~ and shall be sent to the Union every ~~6 months~~.
- 10.03 The Employer shall provide the Union ~~with a~~ copy or make available all employer policies applicable ~~to~~ employees.

**ARTICLE 11
SENIORITY**

- 11.01 Seniority refers to the length of **continuous** employment, **as** defined in Article 2 (f), and shall be applied to all permanent Employees.

Probation

- 11.02 ~~On~~ the date ~~of~~ completion ~~of his~~ or her probationary period, a Permanent Employee shall have seniority ~~from the~~ date of employment and thereafter accrue seniority **as** provided in ~~this~~ agreement. When two or more Employees are hired on the same day, their seniority shall **be** determined by ~~the~~ acceptance date of the letter of offer of employment. In the event that there is a requirement to ~~further~~ break a tie, the Employee clock number, at the date of hire, shall govern.
- 11.03 **A** newly hired Permanent Employee ~~shall~~ be **on** probation for ~~three~~ (3) months. The probation period will be extended for ~~an~~ equivalent period **by** any absence from the work site of one week or more. For clarity, **a** period of absence ~~from~~ the worksite shall include **any** period of time the Employee is **on** Type training.

**ARTICLE 12
PROVISION OF BULLETIN BOARD SPACE AND OTHER FACILITIES**

- 12.01 The Employer ~~will~~ provide bulletin board space at the worksite, which is identified for exclusive use by Union officials.
- 12.02 A representative of ~~the~~ Union will be given time to provide each new Employee an orientation of up to thirty (30) minutes.

**ARTICLE 13
DESIGNATED PAID HOLIDAYS**

13.01 The following days are designated paid holidays for Employees covered by **this** Collective Agreement:

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

13.02 A paid holiday shall also be granted to all employees on any statutory holiday proclaimed by the Government of Canada.

Holidays Falling on a Day of Rest

13.03 **When** a day designated **as** a holiday coincides with **an** Employee's day of rest, the holiday shall be moved to the Employee's first working day following **his** or her day of rest.

13.04 When a day designated **as** a holiday for an Employee **is** moved to another day under the provisions of Clause 13.03:

- (a) work performed by **an** Employee **on** the day from which the holiday was moved shall be considered **as** work performed on a day of rest; and
- (b) work performed by **an** Employee on the day to which the holiday was moved, shall be considered **as** work performed on **a** holiday.

13.05 When the Employer requires **an** Employee to **work on** a designated paid holiday, they **will** be paid time and one half their regular rate for hours worked in addition to and at the employee's option either their regular pay for the day or **an** alternate day **off** at a mutually agreeable time.

13.06 Where a day that **is** a designated holiday for **an** Employee falls **within** a period of leave with pay the holiday shall not count **as** a day of leave.

13.07 Where operational requirements permit, **an** Employee shall not be required to **work** both ~~Christmas~~ Day and New Year's Day.



**ARTICLE 14
VACATION**

Accumulation of Vacation Leave

- 14.01** The vacation year shall be from April **1** to March **31** of each year.
- 14.02** (a) **Less than** three (3) years of service by 31 March, two (2) weeks **with** pay
(b) After three (**3**) years of service by 31 March, three (3) weeks **with** pay
(c) After eight (**8**) years of service by **31 March**, four (**4**) weeks **with** pay
- 14.03** Vacation entitlement must be taken in the **fiscal** year immediately following the year it is earned.
- 14.04** (a) By April 30 of each year, Employees will submit their preferences for their full vacation entitlement. By **May 15th**, the Employer will advise employees **as** to their approved selections. The Employer will recognize seniority for granting requested vacation.
(b) Vacation requests shall be considered for approval in the order in which they were received by the Employer, beginning on April **1** of each fiscal year. In the event that two requests are received **on** the same day for the same vacation period, approval shall be based on seniority.
- 14.05** Where vacation dates have **been** approved, subsequent changes to a vacation leave schedule shall be based **on** availability and not **on** seniority.
- 14.06** Where an employee is hospitalized during **a** vacation leave or a death occurs **which** they would be entitled to bereavement leave, they may request to substitute available sick leave **and/or** reschedule that portion of **their** vacation leave.

**ARTICLE 15
SICK LEAVE**

- 15.01** The Company will provide bargaining unit employees with a **maximum** of **six** (6) sick days per fiscal year at the basic hourly rate. These days **will** not be carried over from year to year.
- 15.02** **The** employer reserves the right to require a **certificate** from a qualified physician to cover any period of days of sickness, whether paid or unpaid, and approval of sick leave will be conditional on the employee providing **an** acceptable certificate when so requested. Where the employer requires **an** employee **to** provide a medical report from a qualified physician to support **an** application for short term disability benefits or to support **a** return to work program for attendance management purposes, the employer will reimburse the employee for the physician's cost of preparing the **report** upon presentation of **a** valid receipt confirming payment in full. The cost for obtaining **a**

medical report to support an absence due to sick leave is the responsibility of the employee.

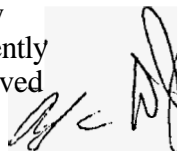
- 15.03 Any fraudulent use of sick leave will result in the absence being unauthorized and may also subject the Employee to disciplinary action.

ARTICLE 16 OTHER TYPES OF LEAVES

- 16.01 An Employee may make written request to the Site Manager for a leave of absence without pay for a period not to exceed **sixty (60)** days. **This** period may be extended by mutual consent of the Employer and the Union. Employees will be required to state the specific reason for the requested leave but shall not engage in other employment without the express consent of the Employer and such requests shall not be unreasonably be denied. Leaves will be considered for approval based on operational requirements. While on approved leave of absence, **an** Employee will retain and continue to accrue seniority and service.
- 16.02 An Employee not returning to work immediately without **an** approved extension on the expiry of a leave will be considered **as** having resigned and their employment will be terminated.
- 16.03 Employees who are required to attend at **jury** selection or to serve **on a jury** will be granted leave with pay to attend. Employees who are summoned or subpoenaed to attend **as** a witness in **any** proceeding in which they are not a party will be granted leave with pay to attend. Employees granted leave under **this** clause will have deducted from **his** or her regular pay any remuneration received by him or her other than remuneration received **as an allowance** for expenses or reimbursement for expenses incurred while performing such service.
- 16.04 Employees who are eligible for maternity or parental leave under the **Canada** Labour Code will be granted such leave in accordance with the **Canada** Labour Code.

Bereavement Leave

- 16.05 (a) When an Employee is absent from work on a regular **work** day due to the death of the Employee's spouse, including common law spouse, or child, **s/he** shall be paid their regular hours at the regular **rate** of pay for each day of such absence for five **(5)** consecutive working days. When an Employee is absent from work on a regular workday due to a death in that Employee's immediate family other than the death of a spouse, including common law spouse, or child, he or she shall be paid their regular hours for **three (3)** working days. The definition of immediate family includes an Employee's father, step-father, mother, step mother, brother, step-brother, sister, stepsister, spouse, child, step-child, father-in-law, mother-in-law, son-in-law, brother-in-law, sister-in-law, daughter-in-law, grandchild, grandparent; and any relative of the Employee permanently residing in the Employee's household or with whom the Employee permanently resides. Two **(2)** additional unpaid days may be requested and will be approved



where travel is required in excess of five hundred (500) kilometers.

- (b) The Employer shall grant one (1) day bereavement leave with pay when an employee is absent from work on a regular work day due to a death of the employee's **aunt**, uncle, niece or nephew.
- (c) Paid bereavement leave will be deemed to have expired at the earlier of i) two **(2)** working days following the date of the **burial/memorial** service or ii) **6 months** following the date of death.

16.06 The Employer will **grant an** employee leave with pay for one (1) working day on the occasion of the birth of **a** child into his or her family.

16.07 Notwithstanding any provisions for leave in this Agreement, the Employer may grant leave of absence with or without pay to an Employee in emergency or **unusual** circumstances.

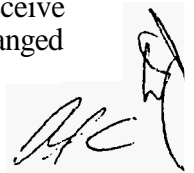
Leave for Personal Needs

- 16.08 (a) Employees may be granted leave with pay to attend **an** appointment with a bank, business, doctor, dentist, lawyer, or school authority **during** working hours. Such requests for leave shall not be unreasonably denied.
- (b) The parties agree that **this** clause is intended to be used for unforeseen, **unusual** or **difficult** circumstances **and** normally appointments would be scheduled outside working hours.
- (c) **An** employee is entitled to up to five **(5)** days of unpaid leave during each employment year to meet responsibilities related to:
 - i. the care, health or education of a child in the employee's care, or;
 - ii. the care or health of **any** other member of the employee's immediate family.

ARTICLE 17 HOURS OF WORK

17.01 The parties agree that the work schedule shall be based upon forty **(40)** hours per week, excluding a lunch period, over a period not to exceed thirteen **(13)** weeks.

17.02 The shift schedule will be posted fourteen **(14)** days in advance **and** no less frequently **than** every thirteen **(13)** weeks. Seven **(7)** days prior to posting, the **Union** will be provided a copy of the proposed schedule for their review and comment. With the exception of deployments, an Employee's schedule will not be changed during that period without the employee having seven (7) **days** notice of the change. If an Employee is given less than seven (7) days advance notice, the Employee shall receive a premium rate of time **and** one **half** (1 1/2) for work performed on the first changed shift.



- 17.03 Under normal circumstances, Employees will be provided with an opportunity of an unpaid, one-half (½) hour lunch period approximately half way ~~through~~ their shift.

**ARTICLE 18
SHIFT EXCHANGE**

- 18.04 ~~Shift~~ exchanges between Employees who have qualifications, authorization and ability to do the work shall be permitted, subject to advance notifications and where there **are** no additional **costs** to the Employer.

**ARTICLE 19
OVERTIME**

- 19.01 For the purposes of ~~this~~ Article 19, "Overtime" is defined **as** time worked by an employee in excess of his/her scheduled hours of work.
- 19.02 **An** employee is entitled to overtime compensation for each completed fifteen (15) minute period of overtime worked by the employee.
- 19.03 Subject to Article 19.04, **an** Employee who is required to work Overtime shall be compensated at the rate of one **and** one-half times (1.5X) the employee's regular hourly rate.
- 19.04 Overtime shall be compensated at the rate of two times (2X) the employee's regular ~~hourly~~ rate for each hour worked:
- (i) **in** excess of twelve (12) hours in any twenty-four (24) hour period; or
 - (ii) after eight hours worked on **the** Employee's ~~first~~ day of rest; and,
 - (iii) For all hours worked on their second or subsequent days of rest.

"First day of rest" is defined **as the twenty-four (24) hour period commencing at midnight of the calendar day on which the Employee completed his last regular shift.** When the first and second or subsequent days of rest are consecutive, "second or subsequent day of rest" is defined **as the period immediately following expiration of the first day of rest and ending two (2) hours prior to the beginning of the Employee's next regular shift.** Employees do not have to work the Saturday in order **to** receive double time (2x) on the following Sunday.

When overtime is worked by an Employee, there shall be an elapsed time of eight (8) **hours** between the end of **the** overtime **and** the time **an** employee reports for his/her regular ~~shift~~, without loss of regular pay.

- 19.05 Where **an** employee is required, without twelve (12) hours notice, to work three (3) or more hours of Overtime immediately following his/her regularly scheduled hours of ~~work~~ **and** the employee is not permitted to leave the workplace, **the** employer shall pay to the employee a meal allowance according to Appendix C – Allowances, Modules 1 2 and 3 ~~from~~ the Treasury Board Directive.

19.06 For overtime not related to a deployment, the Employer shall make every reasonable effort to allocate overtime work on an equitable basis among employees who have the qualifications and ability to do the work and to give an employee reasonable advance notice when the Employee is required to work overtime.

“Scheduled Overtime” is overtime that can be scheduled more than twelve (12) hours in advance of the time on which it is to begin. Scheduled Overtime will be offered by seniority to employees who are available and who have the qualifications and ability to do the work. If there are an insufficient number of volunteers, then the overtime will be assigned by the employer in reverse order of seniority to employees who have the qualifications and ability to do the work.

“Unscheduled Overtime” is overtime that is scheduled less than twelve (12) hours before the work is required. Unscheduled Overtime shall be offered to employees who are available at the site on the same shift and who have the qualifications and ability to do the work. If there are an insufficient number of volunteers, then the overtime will be assigned by the employer in reverse order of seniority to employees who have the qualifications and ability to do the work.

19.07 Employees working overtime may elect, in accordance with article 19.08, to bank the overtime hours (Compensatory Time Off “CTO”) in lieu of receiving payment. CTO accumulates in the bank at a rate of 1 overtime hour worked = 1.5 hours in CTO except for overtime hours accumulated in accordance with article 19.04 which accumulates in the bank at a rate of 1 overtime hour worked = 2 hours in CTO. CTO shall be taken by the employee subject to operational requirements and at a time convenient to both the employer and the employee. Requests to use CTO must be received in writing and approval will not be unreasonably denied

19.08 On April 1st of each year, employees will be permitted to request that overtime be placed in an overtime bank in the form of CTO. An employee may change their selection at the beginning of any month. CTO shall not exceed an annual maximum of one hundred (100) hours at any one time. Any balance remaining at March 31st will be paid out unless an employee advises of his or her intent to carry over CTO prior to March 1st in any year. Employees shall have the right to carry over a maximum of eighty (80) hours from one fiscal year to another.

A handwritten signature in black ink, appearing to be 'H.C. [unclear]', is located in the bottom right corner of the page.

ARTICLE 20
PAY

- 20.01 Classifications, progressions, and rates of pay are as detailed in Appendix "A" to this agreement.
- 20.02 Employees will be paid bi-weekly. Should a payday be on a Designated Holiday pay cheques will be released on the day immediately preceding the Holiday.

Acting Pay

- 20.03 When an Employee is required, at the request of the Company, to perform the duties and take the responsibility of a higher classification level on an acting basis, he or she shall be paid acting pay at the first level of the new classification that provides an increase, or their current level of pay, whichever is greater. Acting pay will be paid on all hours worked by the employee in the acting position when the employee is assigned to the acting position for one (1) calendar day.

Wage Progression

- 20.04 Progression through all classifications listed in Appendix A, with the exception of CSH Technician-AVN, CSH Technician-AVS, CSH Technician-ACS, and Apprentice Technician, is as follows:
- (i) Level C is achieved on the date of hire;
 - (ii) Level B is achieved after six (6) months of continuous service with the Company in the classification;
 - (iii) Level A is achieved following twelve (12) months of continuous service with the Company in the classification.
- 20.05 Progression through the classifications of CSH Technician-AVN, CSH Technician-AVS, and CSH Technician-ACS, is as follows:
- (i) Level D is achieved on the date of hire;
 - (ii) Level C is achieved after six (6) months of continuous service with the Company in the classification;
 - (iii) Level B is achieved after twelve (12) months of continuous service with the Company in the classification.
 - (iv) Level A is achieved following twelve (12) months of continuous service with the Company in the classification and upon the employee receiving an MRA authorization,

**ARTICLE 21
PREMIUMS**

21.01 Premiums shall be paid for the following:

ARA (Aircraft Release Authority)

Employees who are granted **an** ARA authorization shall receive a premium in addition to **their** basic hourly rate of pay. The ARA authorization may be revoked by the Company where the employee has not had to **use** it over **a** period of **six (6)** months.

Dual Trade MRA (Maintenance Release Authority)

Employees who are granted **an** MRA designation in two or more of the AVN, ACS, **and** AVS trades shall receive a premium in addition to their basic hourly rate of pay provided they utilize the MRA designation in two **(2)** or more of the AVN, ACS, and AVS trades.

The **amounts** of the premiums paid **shall** be **as** follows:

July 1, 2010 - \$2.20/hour

July 1, 2011 - \$2.25/hour

July 1, 2012 - \$2.30/hour

July 1, 2013 - \$2.35/hour

July 1, 2014 - \$2.42/hour

21.02 Employee(s) who (i) accompany **a** Cormorant flight with **an** aircraft crew **as** part of their job classification duties or who (ii) are **a** passenger on a DND aircraft in support of deployed operations for the **MOB** shall receive \$25/per day.

21.03 A premium of **\$10.00** per **day** shall be paid to each qualified employee who is assigned to a **fuel tank team** to perform the **actual tasks** inside the fuel tanks. The premium will only be paid to the assigned qualified employees **working** inside the tank.



**ARTICLE 22
CALL IN PAY**

- 22.01** The term "call-in" refers to the recalling of **an** Employee to work **once** that Employee **has** left work and/or worksite for the day and/ or on their day(s) **off**. For clarity, once the Employee has completed the task that they were called in for and has left the worksite and in the event they are called in again, each time would constitute another call-in entitlement.
- 22.02** **An** Employee on call-in shall be paid the greater of:
- (a) compensation for all hours worked at the appropriate overtime rate; or
 - (b) compensation equivalent to **four (4)** hours pay at straight time rate.
- 22.03** When **an** Employee reports for work on call-in, they will be paid the kilometer and meal allowance rate according to Appendix C - Allowances – Modules **1, 2** and **3** of the Treasury Board Directive. The meal allowance reimbursement will be paid upon presentation of a receipt up to the **maximum** allowed expense according to Appendix C - Allowances – Modules **1, 2** and **3** of the Treasury Board Directive.

**ARTICLE 23
STANDBY**

- 23.01** Where the Employer requires **an** Employee to be available on standby for a full calendar week during **his** or her off-duty hours, **they** will receive:
- (a) One day **off** in the week following the week where the employee was required to stand-by, **and**
 - (b) Fifteen dollars (**\$15.00**) per **shift** on standby effective July **1, 2006**.
- The day **off** referred to in (a) will not be eligible for the overtime bank.
- 23.02** Except in the case of **an** emergency, standby schedules will be posted seven (**7**) calendar days in advance of the standby assignment.
- 23.03** All employees on standby shall be provided **with** a cellular phone and shall be available to return for duty **as** quickly **as** possible when called. In designating Employees for Standby, the Employer will endeavor to provide for the equitable distribution of standby duties **among** readily available **qualified** Employees who are normally required, in their regular duties, to **perform** that work.
- 23.04** Where **an** employee reports for duty while on Standby, he or she will be paid in accordance **with** Article 23. No standby payment will be granted if **an** Employee is unable to **report** for duty when required.

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**ARTICLE 24
TECHNOLOGICAL CHANGE**

24.01 In accordance with the Canada **Labour** Code, the Employer will give the Union **sixty** (60) calendar days' notice of any technological changes. During the notice period, the Employer will meet **with** the Union to explain the technological change and discuss any effect it will have on Employees, with a view to minimizing such effects.

**ARTICLE 25
PAY FOR TRAVEL ON BEHALF OF THE EMPLOYER**

- 25.01 Travel inside or outside the local area on **the** Employer's business that is either completed during **an** employee's shift or exceeds the employee's **shift** will be eligible for reimbursement according to Appendix C - Allowances - Modules 1, 2 and 3 **from** the Treasury Board Directive,
- 25.02 The Employer will normally **arrange** for payment for commercial transportation **and** accommodation. If it **is** necessary for **an** Employee to pay for these expenses, a receipt shall be presented for reimbursement.
- 25.03 When Employees **are** required to travel on **any** day including Saturdays, Sundays or Statutory Holidays, they will be entitled **to** straight time rates for all time **spent** traveling. **Hours** traveled for commercial transportation includes **a** two (2) **hour** check-in period at **airports**, bus depots or **train** stations, **as** well **as** two (2) hour check-out period **at** **each** over night stopover **and** at the final destination. **Hours** traveled **also** include time spent waiting for connection **flights**, **trains**, or **buses** but is exclusive of overnight stopovers.

**ARTICLE 26
LAY-OFF, JOB SECURITY AND SEVERANCE PAY**

- 26.01 Employees will be laid off, **when** necessary, on the **basis** of reverse order of **Seniority** **and** classification of work,
- 26.02 (a) An employee who is to be laid off will receive two (2) weeks notice of layoff or two (2) weeks wages at his/her **regular** rate of wages in lieu of notice.
- In** the event the provisions of the Canada Labour Code are increased during the term of the Collective Agreement then the increased provision shall apply effective **thirty (30)** days following the effective date of the legislative change.
- (b) **An** employee who **has** completed twelve months of continuous employment **with** the Company shall receive severance of one (1) weeks' pay for each completed year of service upon termination with the Company.
- 26.03 Before laying **off** any employee **with** **seniority**, any probationary employees in the affected classification will be terminated.

26.04 Employees who are laid **off** will retain recall rights in accordance with the following:

- (a) Employees with less than 1 year of seniority - 6 months
- (b) Employees with 1 to 3 years of seniority - 12 months
- (c) Employees **with** over 3 years of seniority - 18 months

26.05 Recall **from** lay **off** will be made on the basis **of** Seniority and classification of work. In recalling employees, the Employer will give notice personally or by receipted delivery. The Employee will **return** to work **within** seven (7) calendar days **of** receipt of the notice. Failure to return to work once recalled will result in the employee losing seniority **and** their employment will be terminated.

26.06 **An** employee **who has** one (1) year or **more** of continuous employment **and** who is laid **off** is entitled to be paid severance pay at the rate of one (1) weeks' pay for each completed year of service.

ARTICLE 27 STATEMENT OF DUTIES

27.01 When **an** Employee is first **hired** or when **an** Employee is reassigned to another position in the **Bargaining Unit**, the Employer shall, before the Employee is assigned to that position, provide the Employee with a current and accurate written statement of duties of the position **to** which he or she is assigned.

ARTICLE 28 EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES

28.01 When a formal review of **an** Employee's **performance** is made, the Employee concerned **shall** be given the opportunity to discuss its contents. **The** Employee shall **also** be given the opportunity **to** provide written comments to be attached **to his** or her performance appraisal.

28.02 Upon Written request of **an** Employee, the Personnel file of **that** Employee **shall** be made available for **his** or her examination **at** reasonable time in the presence of **an** authorized representative of the Employer.

28.03 Any document or written statement related to disciplinary action which may have been placed on the personnel file of **an** Employee, shall be **removed** after eighteen (18) months have elapsed since the disciplinary action **was** taken provided that no **further** disciplinary action of a similar nature **has** been recorded during **this** period.



ARTICLE 29
GRIEVANCE PROCEDURE

29.01 The Employer and the Union recognize that grievances may arise in each of the following circumstances:

- (a) by ~~the~~ interpretation or application of:
 - (i) a direction or other instrument ~~made~~ or issued by the Employer dealing ~~with~~ terms or conditions of employment;
 - (ii) a provision of this Agreement;
- (b) disciplinary ~~action~~ resulting in demotion, suspension, or a financial ~~penalty~~;
- (c) letters of discipline placed on ~~an~~ Employee's personnel file;
- (d) dismissal.

The procedure for the ~~find~~ resolution of **grievances** is to arbitration.

29.02 If the **time** limits set ~~out~~ in Level 1 or Level 2 of the grievance procedure ~~are~~ not complied with, then the grievance will be considered ~~as~~ being abandoned, unless the parties have ~~mutually~~ agreed, in Writing, to extend ~~the~~ time ~~limits~~.

29.03 If ~~the~~ Employer fails to meet a time limit, the Union, at its option, may either advance the grievance ~~to~~ the next Level or await the Employer's response, in which case no time limit shall apply against the Union until it has received the Employer's response.

29.04 If ~~an~~ Employee ~~so~~ desires, he or she may be assisted and represented by the **Union** when presenting ~~a~~ grievance at ~~any~~ level.

29.05 Levels of the Grievance Procedure

Level 1

Within ten (10) working days of **becoming** aware of the matter giving rise to the complaint, the Grievor may submit a written grievance ~~to~~ the Shop Steward who will submit it to the Site Manager who will hear the grievance.

Within ten (10) working days of ~~the~~ receipt of the grievance, the Employer representative will provide a Written response to the Grievor.

Level 2

If a satisfactory answer ~~has~~ not been obtained, the Grievor may ~~within~~ ten (10) working **days** of receipt of the decision at Level 1 advance the grievance to the Director of ~~Human~~ Resources. The Employer will provide its decision in writing ~~within~~ ten (10) working days.

When the Employer dismisses **an** employee, **a** grievance may be initially presented at Level 2. No employee shall be dismissed **without** first being given notice in writing together with **a** statement of the **reasons**.

- 29.06** In the event of a conflict of interest at any level **and/or** a complaint of harassment the Union shall have the right to initiate and present **a** grievance commencing at Level 2.
- 29.07** No proceedings under **this** Article are invalid by reason of any defect of form or any technical irregularity such **as an** incomplete grievance form, spelling error, or **similar** irregularity.

Arbitration


- 29.08** If the grievance is not satisfactorily settled at Level 2, the grievance may be referred to arbitration, within twenty **(20)** working days after the decision received at Level 2.
- 29.09** **The** parties agree that grievances will be heard by **a** single arbitrator **who** will be mutually agreed upon by the parties. If mutual agreement is not reached by the parties to choose **a** single arbitrator **within** thirty (30) calendar days from the date that either party receives notification of **a** wish to proceed to arbitration, the Minister of **Labour** shall be asked to appoint an arbitrator. **This** appointment shall be accepted by both parties.

The Arbitrator **has** all the powers granted to arbitrators under **the Canada** Labour Code, in addition to any powers which **are** contained in **this** Agreement but shall not have the authority to alter or amend any of **the** provisions of **this** Agreement nor to substitute any new provisions in lieu thereof, nor to render any decision contrary to the terms and provisions to **this** Agreement, nor to increase or decrease wages.

The Employer and the Union shall each pay one **half** of the remuneration and expenses of the Arbitrator and each party shall **bear** its **own** expenses of every arbitration. **The** decision of the Arbitrator will be **binding on both** parties.

ARTICLE 30 LABOUR/MANAGEMENT COMMITTEE

- 30.01** A Labour/Management **Committee** shall be formed to consult on matters of **mutual** interest, consisting of two **(2)** representatives chosen **by** the Union and two (2) representatives chosen by the Employer or, by **mutual** consent, more members, provided that **an** equal number of representatives shall be chosen by each party. **The** Labour/Management Committee shall meet at least once every three (3) **months** and at the request of either party.



**ARTICLE 31
HEALTH AND SAFETY**

- 31.01 (a) A joint Health and Safety Committee shall be formed to provide a principal forum for constructive and meaningful consultation on health and safety matters, consisting of two (2) representatives chosen by the Union and two (2) representatives chosen by the Employer or, by mutual consent more members, provided that an equal number of representatives shall be chosen by each party,
- (b) The Health and Safety Committee shall be guided by the provisions of this Article and the Canada Labour Code.
- (c) The joint Health and Safety Committee will develop recommended policies and procedures in the following related areas: First Aid, Accident Investigation, Hazard Identification. The Employer will ensure that the resulting approved policies and procedures are communicated to all employees.

Right to Refuse Dangerous Work

- 31.02 (a) An Employee shall have the right to refuse to work in dangerous situations.
- (b) Subject to this Article, an Employee may refuse to do any particular act or series of acts at work which he or she has reasonable grounds to believe are dangerous to his or her health or safety, or the health or safety of any other person at the place of employment, until sufficient steps have been taken to satisfy him or her otherwise, or until the Health and Safety Officer or his or her designated representative has investigated the matter and advised him or her otherwise.
- (c) A refusal under sub-article two (2) must be documented by the Employee's supervisor and/or the Employee within twenty-four (24) hours from the time of the refusal stating the grounds on which the refusal is based.
- (d) An Employee may not refuse to do any particular act or series of acts where the refusal puts the life, health or safety of another person directly in danger or where the danger referred to in the refusal is inherent in the Employee's work or is a normal condition of employment.
- (e) Prior to the investigation and decision of a safety officer or his or her designated representative, the Employer may require the Employee concerned to remain at a safe location near the place in respect of which the investigation is being made or may assign the Employee reasonable alternate work; and the Employer shall not assign any other Employee to use or operate the machine or thing or to work in that place, unless that other Employee has been advised of the refusal or shown the written refusal if any, of the Employee concerned.

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Transportation of Injured Workers

- 31.03 (a) The Employer shall provide, at no expense to the Employees, appropriate ~~transportation~~ to the nearest physician or medical facility, **and** from there to his or her home or place of work depending on the decision of the attending physician, when such **services are** immediately required for **an** Employee **as a** result of injury or serious ailment occurring in the workplace.
- (b) If **the** Employee receives compensation **from any source** for expenses incurred on the Employee's behalf by the Employer with regard to transportation referred to in sub-article one (I), the Employer **may** recover from **the** Employee the amount of that compensation.

Protective Clothing and Equipment

- 31.04 (a) The Employer shall provide and pay for all reasonable protective devices, clothing and other equipment **necessary** to properly protect Employees from injury and unhealthy conditions in the performance of their work.
- (b) The Employer shall make provisions for the proper cleaning and maintenance of all safety equipment, devices and clothing at no cost to the Employees.
- 31.05 The Employer shall make available to Employees an updated copy of applicable Health and Safety Legislation, Regulations, Policies **and Standards** including, but not limited to:
- (a) Handbook of Occupational Health and Safety
 - (b) ~~Part II Canada~~ Labour **Code** and Regulations; or
 - (c) relevant Statutes of British Columbia
- 31.06 Without detracting from existing **rights** and obligations of the parties recognized in other provisions of **this** agreement, the Company and the **Union** agree to co-operate in encouraging Employees with **drug** or alcohol addiction affecting their work performance to seek assistance **and** to resolve the problem **as soon as possible**, **These** problems are recognized by **the** parties to **be** diseases which have available treatments.

The **Union** may appoint one (1) Representative to act **as** a liaison with a designated Management representative on the above matters.



ARTICLE 32
SAR OPS/DEPLOYMENT SUPPORT

32.01 For MRP/SAR Ops deployment, the Employer ~~will~~ endeavour for ~~an~~ equitable distribution of duties for all replacement crews subject to the requirement that all employees on the replacement crew(s) have the ability, qualifications, ~~and~~ authorizations required to ~~perform~~ the specific duties required for that deployment.

Entitlement

32.02 Notwithstanding the allowances detailed in Article ~~25~~ employees who travel pursuant to a deployment will receive the allowances outlined in the ~~Treasury~~ Board directive which will include any changes made in the directive during the term in this Agreement.

ARTICLE 33
SUSPENSION AND DISCIPLINE

33.01 The Employer shall have the right to suspend with or without pay and/or discharge ~~an~~ Employee for just and sufficient cause. Prior to suspending or discharging ~~an~~ Employee, ~~the~~ Employer shall consider several factors such ~~as~~ the seriousness of the offence, the Employee's length of service and other relevant mitigating factors.

33.02 When ~~an~~ Employee is to be suspended or discharged ~~from~~ duty, ~~the~~ Employer shall ~~notify~~ the Employee ~~and~~ the ~~union~~ in ~~writing~~ of the suspension or ~~discharge~~.

33.03 When ~~an~~ Employee is required to attend ~~an~~ investigation, which could result in disciplinary action, or ~~a~~ meeting where a disciplinary decision concerning the Employee is to be taken by the Employer, the Employee is entitled to request ~~and~~ to have the Local President, or designate, attend the meeting. The meeting should be scheduled to enable the Local President, or designate, to attend and the Employer shall advise the Employee of their right to have ~~the~~ Local President, or designate, attend. At ~~the~~ request of the Local, ~~any~~ ~~union~~ official may attend the scheduled meeting if he/she is available.

33.04 When ~~an~~ Employee is suspended without pay or is discharged, ~~a~~ grievance may be initiated at ~~the~~ Second Level ~~as~~ per the Grievance Procedure set out in Article 29, within the time ~~limits~~ specified.

ARTICLE 34
VACANCIES

34.01 If ~~a~~ bargaining unit position becomes vacant at short notice, the Employer shall make every reasonable effort to provide temporary coverage to avoid changes to approved leave.

34.02 Every vacancy for a Bargaining Unit position expected to be of more than ~~six~~ (6) months duration and every newly created position shall be posted on the ~~Union~~ notice

board. The job posting shall state the job classification, rate of pay, shifts, required qualifications for the position and the closing date for applications. **An** Employee who wishes to apply for a posted position shall do **so** before the closing date **as** advertised on the **posting**. All vacancies will be advertised internally for one (1) week prior to the external advertising.

- 34.03 In making selections, promotions **and** appointments within the Bargaining Unit, where **the** required qualifications, skills and abilities of **an** applicant demonstrably exceed those of applicants with more seniority, that applicant may be awarded **the** position. Otherwise, the qualified applicant with **the** greatest seniority shall be awarded the position.
- 34.04 Upon completion of a competition **and** when a candidate has been **offered** and accepted a position, the unsuccessful candidates will be notified, in writing and advised **as** to the successful candidate. Unsuccessful candidates **may make** inquiries **as** to their own candidacy.
- 34.05 **No** Employee shall **be** transferred to **a** position within, or outside of, the **Bargaining** Unit without his/her consent.
- 34.06 No employee in the bargaining unit shall be transferred to a supervisory position within the bargaining unit **without** his/her consent.
- 34.07 New Employees shall not be hired when there are Employees on Lay **off** who **are** qualified and willing to perform the job.

ARTICLE 35 BENEFITS

- 35.01 Employees will continue on Benefit Plan B, which shall include Employer payment of 100% of the BC Medical Coverage to **the** employee. The Employer will reimburse the employee upon presentation of proof of payment for 100% of the amount paid by the employee for BC Medical Coverage. **The** Employer will always be the second payor where the employee **has** access to BC Medical Coverage **through** another payor.
- 35.02 All employees with one year of service **with** the Company **are** eligible to receive a company matching contribution of **2%** of their basic rate of pay, **as** established on **April 1st** of each year. The company matching contribution shall be increased to **3%** for employees who have five (**5**) years of service **with** the Company **as** of **April 1st**.
- 35.03 Effective December **1st, 2007** employees shall have the option of selecting one of the following:
- (a) To not add dental coverage.
 - (b) Add dental coverage with a premium contribution of **50% from** the Company and 50% from the Employee, **a** co-pay of 20% and a **maximum** benefit of **\$1500** per year for basic and major services combined.

- (c) Add dental coverage with a premium contribution of 50% from the Company and 50% from the Employee, a co-pay of 20% and a maximum benefit of \$1500 per year for basic and major services combined; move from any prescribed drug plan to a managed drug plan with a 20% co-pay to a maximum of \$35.00 per prescription; move from annual \$1500 paramedical coverage to \$800 annual paramedical coverage and move from 2x annual wage for life insurance coverage to 1x annual wage for life insurance coverage.

**ARTICLE 36
TRADES AND MAINTENANCE**

- 36.01 Employees are not required to provide their own tools and equipment used in the performance of their duties.
- 36.02 Employees will be provided with lockable lockers as required.
- 36.03 Every twelve (12) months, Employees deemed by the Employer to require safety boots, will be reimbursed up to a maximum of one hundred dollars (\$100.00) for CSA approved safety boots upon presentation of a receipt.

**ARTICLE 37
RE-OPENER OF AGREEMENT**

- 37.01 This Agreement may be amended by mutual consent of the parties.

**ARTICLE 38
DURATION AND RENEWAL**

- 38.01 The term of this Agreement shall be from July 1, 2010 to June 30, 2015.
- 38.02 Notwithstanding the preceding, the provisions of this Agreement, shall remain in effect during the negotiations for its renewal and until a new Agreement becomes effective.
- 38.03 Within four (4) months preceding the termination of this Agreement, either party may, by written notice, require the other party to commence bargaining collectively with a view to the conclusion, renewal or revision of the Collective Agreement.
- 38.04 Where notice to commence collective bargaining has been given under Clause 38.03, the Employer shall not without consent by or on behalf of the Employees affected, increase or decrease salaries or alter any other term or condition of employment of Employees in the Bargaining Unit which was in force on the day on which the notice was given until a renewal or revision of the Agreement, or a new Collective Agreement has been concluded in accordance with Section 50 of the Canada Labour Code Part I.



LETTER OF AGREEMENT #1

BETWEEN

**THE PUBLIC SERVICE ALLIANCE OF CANADA
UNDE LOCAL 1018**

AND

I.M.P. GROUP LIMITED, AEROSPACE DIVISION, COMOX

Where an employee **who has** occupied the position of Storesperson for **at least 12 months and is required to perform** the duties and **take** the responsibility of a Senior Storesperson on an acting **basis** in accordance with Article 20.03 then that employee shall **begin at** Level B of the Senior Storesperson wage scale.

Where **an** employee who **has** occupied the position of Maintenance Planner for at least **12 months and is required to perform** the duties and **take the** responsibility of a Senior Maintenance Planner on **an acting** basis in accordance **with** Article 20.03 then that employee shall **begin at** Level B of the Senior Maintenance Planner wage **scale**.



**APPENDIX "A"
RATES OF PAY**

Effective July 1, 2010 - 3.0%
 Effective July 1, 2011 - 2.25%
 Effective July 1, 2012 - 2.25%
 Effective July 1, 2013 - 2.25%
 Effective July 1, 2014 - 3.0%

Premium July 1, 2010 \$2.20/hr
 July 1, 2011 \$2.25/hr
 July 1, 2012 \$2.30/hr
 July 1, 2013 \$2.35/hr
 July 1, 2014 \$2.42/hr

Apprentice Technician	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
	A	20.73	21.35	21.83	22.32	22.82	23.50
	B	19.99	20.59	21.05	21.52	22.00	22.66
	C	19.24	19.82	20.27	20.73	21.20	21.84
	D	18.50	19.06	19.49	19.93	20.38	20.99
	E	17.77	18.30	18.71	19.13	19.56	20.15
	F	17.04	17.55	17.94	18.34	18.75	19.31
	G	16.28	16.77	17.15	17.54	17.93	18.47
	H	15.55	16.02	16.38	16.75	17.13	17.64
I	14.81	15.25	15.59	15.94	16.30	16.79	

CSH Technician AVN	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
After 12 months and MRA authorization	A	25.19	25.95	26.53	27.13	27.74	28.57
After 12 months	B	24.67	25.41	25.98	26.56	27.16	27.97
After 6 months	C	24.06	24.78	25.34	25.91	26.49	27.28
Date of Hire	D	23.46	24.16	24.70	25.26	25.83	26.60

CSH Technician AVS	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
After 12 months and MRA authorization	A	25.19	25.95	26.53	27.13	27.74	28.57
After 12 months	B	24.67	25.41	25.98	26.56	27.16	27.97
After 6 months	C	24.06	24.78	25.34	25.91	26.49	27.28
Date of Hire	D	23.46	24.16	24.70	25.26	25.83	26.60

CSH Technician ACS	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
After 12 months and MRA authorization	A	25.19	25.95	26.53	27.13	27.74	28.57
After 12 months	B	24.67	25.41	25.98	26.56	27.16	27.97
After 6 months	C	24.06	24.78	25.34	25.91	26.49	27.28
Date of Hire	D	23.46	24.16	24.70	25.26	25.83	26.60

Crew Chief	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
	31.59	32.54	33.27	34.02	34.79	35.83

Deputy Crew Chief	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
	26.87	27.68	28.30	28.94		

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Maintenance Planner	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
After 12 months	A	22.85	23.54	24.07	24.61	25.16	25.91
After 6 months	B	22.18	22.85	23.36	23.89	24.43	25.16
Date of Hire	C	21.49	22.13	22.63	23.14	23.66	24.37

Senior Maintenance Planner	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
After 12 months	A	24.90	25.65	26.23	26.82	27.42	28.24
After 6 months	B	23.51	24.22	24.76	25.32	25.89	26.67
Date of Hire	C	22.86	23.55	24.08	24.62	25.17	25.93

Storesperson	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
After 12 months	A	20.54	21.16	21.64	22.13	22.63	23.31
After 6 months	B	20.12	20.72	21.19	21.67	22.16	22.82
Date of Hire	C	19.50	20.09	20.54	21.00	21.47	22.11

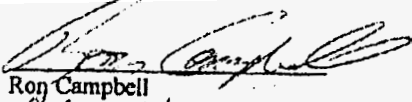
Senior Storesperson	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
After 12 months	A	21.76	22.41	22.91	23.43	23.96	24.68
After 6 months	B	21.34	21.98	22.47	22.98	23.50	24.21
Date of Hire	C	20.74	21.36	21.84	22.33	22.83	23.51

Administrative Assistant	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
After 12 months	A	16.30	16.79	17.17	17.56	17.96	18.50
After 6 months	B	16.14	16.62	16.99	17.37	17.76	18.29
Date of Hire	C	15.99	16.47	16.84	17.22	17.61	18.14

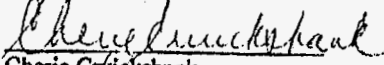
CPT/FCE Support Supervisor	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
		34.15	35.17	35.96	36.77	37.60	38.73

CPT/FCE Support Technician	Level	Base	01-Jul-10	01-Jul-11	01-Jul-12	01-Jul-13	01-Jul-14
		29.80	30.69	31.38	32.09	32.81	33.79

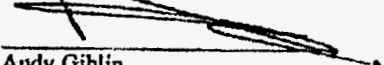
I.M.P. Group Limited
Aerospace Division, Comox, B.C.



Ron Campbell

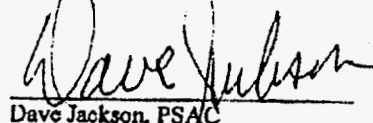


Cherie Crjickshank

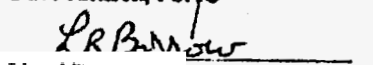


Andy Giblin

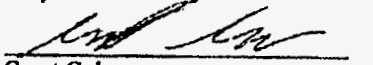
Public Service Alliance of Canada



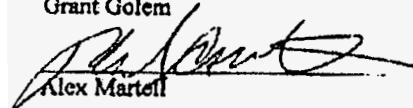
Dave Jackson, PSAC



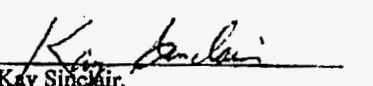
Lloyd Barrow



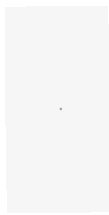
Grant Golem



Alex Martell



Kay Sinclair,
Regional Executive Vice President BC



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