

A G R E E M E N T

between

**THE CANADIAN SALT COMPANY LIMITED
--OJIBWAY MINE--**

and

**THE NATIONAL AUTOMOBILE, AEROSPACE,
TRANSPORTATION AND GENERAL WORKERS
UNION OF CANADA (C.A.W.) AND ITS LOCAL
1959**

**Signed: February 16, 1996
Effective: February 16, 1996
Expiring: February 15, 1999**

Any disputes arising over any interpretation of the language printed in this booklet, the original signed collective agreement papers will be consulted, and if any differences or discrepancies occur between the two, then the original signed collective agreement will prevail over the printed words in this booklet.

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TABLE OF CONTENTS

ARTICLE	SUBJECT	PAGE
	Memorandum of Agreement	1
1	Recognition	1
2	Union Representation	4
3	Co-operation	12
4	Seniority	18
5	Job Posting	24
6	Hours of Work	35
7	Overtime	44
8	Wages, C.O.L.A. and Classification	67
9	Layoff and Recall	71
10	Vacation	78
11	Paid Holidays	89
12	Bereavement, Jury Duty, Leaves of Absence	96
13	Safety and Health	103
14	Health and Welfare Benefits	114
15	Skilled Trades	123
16	Employment of Hoistpersons	136
17	Contracting Out	140
18	Discipline and Grievance Procedure	141
19	Arbitration	152
20	Termination of Agreement	155
21	Notices	156
	Letters of Understanding	
	No. 1 - Day of Mourning	158
	No. 2 - Utility Qualifications	158
	No. 3 - Training	160

No. 4 - Sexual Harrassment	162
No. 5 - Lockers	164
No. 6 - Packaging & Loading	164
No. 7 - Work Schedule	165
No. 8 - Double Shifts - Mill	166
No. 9 - Overtime Meals	167
No. 10 -Article 6.5.5	168
No. 11 - T-4 Slips	168
No. 12 - Drug & Alcohol	169
No. 13 - Pregnancy/Parental/Adoption	170
No. 14 - Contracting Out To Other Sources	171
No. 15 - Job Standards	173
No. 16 - Right To Privacy	174
No. 17 - Leave Of Absence	175
No. 18 - LHD and Other Duties	176
No. 19 - Skilled Trades Working Alone (Underground)	177
No. 20 - Hoistperson Duties	178
No. 21 - Rotesco	178
No. 22 - Disability Wage Dispute Mechanism	179
No. 23 - Special Assignments	180
No. 24 - Skilled Trades Persons Using Scaler- Forklift	180
No. 25 - Right To Refuse	181
Sign Off Sheet	183
Schedule "A" -- Hourly Wage Rates	184
Schedule "B" -- Master Seniority List	188
Schedule "C" -- COLA Tables	196
Index (pages)	iii

INDEX

TOPIC	SECTION	PAGE
Absence From Work		
- Notifying Company	6.7.0	38
Acting Foreperson, Time Limits	4.5.0	20
Arbitration Procedure	19.1.0	152
Bargaining Unit - Recognition	1.2.0	1
Benefits		
- Plan	14.1.0	114
- Employees	14.2.0	115
- Retirees	14.3.0	121
Benefit Continuation	14.2.11	120
Bereavement Leave, Immediate Family	12.1.0	96
Bereavement Leave, Other	12.1.1	97
Bereavement Leave, Overtime	12.3.0	98
Bereavement Leave, Vacation	12.2.0	97
Birthday		
- 24 Hour Period	11.5.0	95
- Mid Week	11.6.1	96
-Weekend, Holiday	11.6.0	95
- Overtime	11.5.1	95
- Exclusion From Work	11.5.0	95
Bulletin Boards, Location, Restrictions	3.3.0	14
Call-in Pay	7.4.0	46
Change of Starting Time	7.5.0	47
Classification, New	8.1.0	67
Classification, Schedule "A"	8.2.0	68
Classification Change	8.3.0	68
Collar To Collar Variation	6.5.0	38
Company Recognition	1.3.0	1

Contracting Out		
- Discussion	17.2.0	140
- No Layoff	17.1.0	140
- Unionized Contractors	17.2.3	141
- Warranty/Specialty Work	17.2.2	141
Cost Of Living Allowance	8.11.0	70
Credit Union Deductions	3.1.0	12
Criminal Code Offence	4.4.0	20
Coveralls - Skilled Trades	15.12.0	133
Dental Plan	14.2.4	116
Disability Wage Plan	14.2.9	118
Discharge		
- Grievance Procedure	18.4.0	146
- Notification to Union	18.7.0	147
- Right to Union		
Representation	18.8.0	148
Discipline		
- Notice To Representative	18.8.0	148
- Prior Infractions	18.9.0	149
Discrimination	1.6.0	3
Drug Plans	14.2.1	115
Duty To Accommodate, Medical	13.9.0	112
Early Leaving Penalty	6.8.1	39
Employee Definition	1.1.0	1
Employee Handbook	14.5.0	122
Extended Health Plan	14.2.5	116
Forepersons Working, Exceptions	6.9.0	40
Front End Loader & Bulldozer Operators	8.7.0	69
Grievance		
- Appeal/Reply Time Limits	18.1.0	141
- Attendance, Company	18.11.4	151

- Attendance, Grievor	18.11.2	150
- Attendance, Others	18.11.3	150
- Attendance, Plant Committee	18.11.0	149
- Definition of	18.1.0	141
- Discharge and Suspension	18.4.0	146
- Employee or Group Settlement	18.11.7	152
- Probationary Restriction	18.3.0	146
- Procedure	18.1.0	141
- Referral to Arbitration	18.6.0	147
- Settlement Earnings	18.5.0	146
- Time Limits, Exclusion, Extension	18.10.0	149
Headframe Premium	8.6.0	69
Health & Safety		
- Annual Medicals	13.5.0	107
- Committeeperson Functions	13.3.0	105
- Compliance to Act	13.4.0	107
- Medical Release	13.5.1	108
- National Representative	13.5.3	108
- Notice of Meeting	13.6.0	108
- Other Equipment	13.6.1(b)	110
- Paid Time	13.3.2	107
- Plant Chairperson	13.3.1	106
- Results	13.5.2	108
- Safety Glasses	13.6.1(a)	109
- Safety Shoes	13.6.1(a)	109
- Safety Shoes, Second Pair	13.6.1(a)	109
Hiring, Temporary Classification	9.8.1	76
Hoistpersons		
- 12 Hour Break	16.6.0	139
- Day Off	16.5.0	139
- Definition	16.1.1	136
- Job Posting	16.7.0	139

- Overtime Distribution	16.4.0	137
- Pay Rate	16.1.0	136
- Training	16.8.0	140
Holidays		
- Attached to Vacation	10.11.0	87
- Changed	11.3.0	94
- Eligibility	11.2.0	93
- Listing	11.1.0	89
-Worked, Lieu Day	11.4.0	94
-Worked, Pay Rate	7.6.0	47
Hours		
- Collar to Collar	6.5.0	38
- Normal Work Week	6.1.0	35
- Changes	6.1.3	36
- Not Guarantee	6.1.1	35
- Interchangability	6.11.0	43
Interpretation, Gender	1.7.0	3
Job Assignment, Utility	4.6.0	21
Job Assignment,Temporary Shutdown	4.7.0	22
Job Postings		
- 1 Permanent, 1 Temporary	5.9.0	32
- Return to Work, 48 Hours	5.11.0	33
- Permanent Vacancies	5.1.0	24
- Permanent, Assignment	5.1.4	26
- Permanent, Eligibility	5.1.1	25
- Permanent, Placement	5.1.2	25
- Permanent, Training	5.1.5	26
- Temporary Vacancies	5.2.0	26
- Temporary, Assignment	5.2.2	27
- Temporary, Eligibility	5.2.1	27
- Temporary, Skilled Trades	5.3.0	28
- Temporary, Non-Skilled		

Maintenance	5.4.0	30
- Temporary, Return	5.6.0	31
- Shutdown Period	5.10.0	32
- Notification	5.5.0	30
- Application Withdrawl	5.5.1	31
- Fail To Qualify, Return	5.12.0	34
- Job Transfer, Departmental	5.13.0	34
Journeyperson		
- Definitions	15.4.0	125
- Supplemental Employees	15.2.0	123
- Requirement	15.2.0	123
Jury Duty		
- Pay for	12.4.0	98
- Eligibility	12.4.4	99
- Overtime Availability	12.4.1	98
Labour Management Committee	3.17.0	17
Lateness - Penalty for	6.8.0	39
Layoffs		
- Notice to Plant Chairperson	9.8.2	77
- Procedure	9.3.0	72
- Emergency	9.6.0	75
- Complete Shutdown	9.9.0	77
- Training	9.4.0	74
Leaves of Absence		
- Criminal Conviction	12.11.0	103
- Displacient Period	12.9.0	102
- Maximum Allowed	12.7.0	100
- Personal	12.7.0	100
- Union Business	12.10.0	102
- Union Election/Appointment	12.6.0	100
Letters of Understanding	1.8.0	3
Life Insurance	14.2.7	116

Light Duty Jobs	13.10.0	113
List of Supervision	6.9.2	40
Literature Distribution	3.4.0	14
LOA Short-Term Benefit Continuation	14.7.0	122
Lockout	3.6.0	15
Loss of Seniority	4.3.0	19
Loss of Seniority, Supervision	4.5.0	20
Long Term Disability	14.2.10	119
Lunch Period		
- Double Shift Boatloading	6.3.1	37
- included in Working Hours	6.4.0	37
- Not Included in Working Hours	6.3.0	36
- Relief, Boatloading	6.4.3	37
Management's Rights Clause	1.3.0	1
Medicals	13.5.0	107
Medical Records	13.5.1	108
Mine Rescue		
- Insurance	14.2.7(e)	65
- Overtime	7.18.0	65
- Pay Rates	7.18.3	66
Mutual Exchanges	6.10.0	41
Mutual Exchange, Overtime	7.17.0	64
Negotiating Committee Pay	2.10.0	11
New Installation or Assembly	17.2.1	141
New Location Rights	1.5.1	2
Overtime		
- Advanced Notice	7.14.0	64
- Eligibility	7.10.9	56
- Maintenance	7.11.0	59
- Mill	7.9.0	48
- Mine	7.10.0	51
- Mine, Modified	7.10.6	53

- Requirement To Call	7.1.2	44
- Meals	13.7.0	111
- ineligible, Regular Hours	7.19.0	67
- Ineligible, Bereavement	7.16.0	64
- Restriction, Hours	7.2.1	45
-Wrong Assignment	7.1.3	44
Overtime Pay		
- Regular Work Week	7.2.0	45
- First Shift Schedule Change	7.4.0	46
- No Pyramiding	7.7.0	47
- On Statutory Holiday	7.6.0	47
- Saturday and Sunday	7.3.0	46
- Mutual Exchange	7.17.1	65
Overtime Record		
- Availability	7.13.0	63
- Chemsal Club	7.12.2	62
- Employee Transfer, Mill	7.9.2	49
- Employee Transfer, Mine	7.10.2	52
- Employee Transfer, Maintenance	7.11.2	60
- New Employee, Mill	7.9.1	48
- New Employee, Mine	7.10.1	52
- New Employee, Maintenance	7.11.4	60
- Hours	7.13.1	63
- Weekend Schedule	7.15.0	64
- Hours Charged	7.12.0	61
- Hours Refused	7.12.1	61
- Hours Zeroed	7.12.0	61
Paid Educational Fund	3.2.0	13
Paid Educational Leave	3.2.1	13
Pension	14.2.8	118
Pensioners - Medical Coverage	14.3.0	121
Personal Protective Equipment	13.6.1	108

Probationary Period	4.1.0	18
Probationary Rate	8.5.0	69
Posting of Notices	3.3.0	14
Recall, Procedure	9.8.0	76
Recall, Skilled Trades	15.14.4	135
Reports of Accidents/Incidents	13.2.0	104
Rest Period, Unpaid Lunch	6.3.0	36
Rest Period, Paid Lunch	6.4.0	37
Rules/Regulations	1.4.0	2
Re-Employment, Windsor Facility	1.9.0	3
Safety Committee		
- Responsibility	13.3.0	105
Safety Glasses , Prescription	13.6.1(a)	109
Safety Shoes	13.6.1(a)	109
Seniority		
- Accumulation of	4.1.0	18
- Posting Lists	4.2.0	19
- <i>Loss of</i>	4.3.0	19
- Students	4.1.2	18
- Utility	4.6.0	21
- Temporary Shutdown	4.7.0	22
Shift Premiums	8.8.0	70
Skilled Trades		
- Classifications	15.1.0	123
- Dues	15.7.0	131
- Assignment	15.5.0	126
- Assisting	15.5.0	126
- Bumping Rights	15.14.3	134
- Bumping Rights, Other Trade	15.14.2	134
- Seniority and Layoff	15.14.0	134
- Seniority Listing	15.13.0	133
- Seniority and Recall	15.14.4	135

- Supplemental Employees	15.2.0	123
- Training	15.6.0	128
- Hoist Inspection	15.11.0	133
- Coveralls	15.12.0	133
- Ineligible Overtime	15.9.1	132
- Overtime Distribution	15.9.0	132
- Breakdown Continuation	15.10.0	132
- Tool Replacement	15.8.1	131
- Metric/Specialty Tools	15.8.0	131
Strike Provision	1.7.0	3
Successor Rights	1.5.0	2
Supervisors Working	6.9.0	40
Termination of Agreement	20.1.0	155
Underground Premium	8.9.0	70
Union Bulletin Boards	3.3.0	14
Union Business		
- During Working Hours	3.16.0	17
- Definition of	2.6.3	9
Union Committee		
- Recognition	2.1.0	4
- Stewards	2.2.0	4
- Notification to Company	2.3.0	5
- Alternates, Absence	2.4.0	5
- Plant Chairman, Off Site	2.5.1(a)	6
- Regular Duties	2.5.0	6
- Time Allowance	2.5.1	6
- WCB Designate	2.5.2	7
- Weekend Hours	2.6.0	7
-Weekday Hours	2.8.0	9
- Right To Post	2.8.3	10
Union Dues		
- Deduction of	3.11.0	16

- Payment of	3.12.0	16
Union Membership	3.8.0	15
Union Office	2.9.0	11
Vacations		
- Eligibility	10.1.0	78
- Calculation of Pay	10.2.0	78
- Payment of	10.4.0	81
- Pro-Rated	10.5.0	81
- Rate Used	10.2.0	78
- Reinstatement After Termination	10.12.0	88
- Termination Entitlement	10.13.0	89
- Requests, Jan - Apr 15	10.9.2	85
- Requests, Apr 16 - Dec 31	10.9.3	a5
- Scheduling	10.9.4	86
- Assignment	10.9.5	86
- Normal Vacation Week	10.10.0	86
- Overtime Exclusion	10.10.0	86
- Paid Holiday, Prior or Following	10.11.0	a7
- Paid Holiday, During	10.11.3	88
Wage Rates		
- New Classification	8.1.0	67
Existing Classifications	Schedule "A"	84
- Temporary Assignment	8.3.0	68
-Working Leader	8.4.0	69
Warranty/Specialty Work	17.2.2	141
Wash Up Period	6.3.0	36
WCB Claim Belay	13.2.1	104
Schedules:		
"A" Wage Rates		184
"B" Seniority Listings		188
"C" Cost Of Living Payments		196

MEMORANDUM OF AGREEMENT

AGREEMENT entered into this 16th day of February, 1996.

BETWEEN:

THE CANADIAN SALT COMPANY LIMITED

hereinafter called the "COMPANY"

and

THE NATIONAL AUTOMOBILE, AEROSPACE, TRANSPORTATION AND GENERAL WORKERS UNION OF CANADA (C.A.W.) AND ITS LOCAL 1959

hereinafter called the "UNION".

WITNESSETH THAT: WHEREAS the Company is operating a Salt Mine and Mill, located at Windsor, Ontario, known as the Ojibway Mine and hereinafter referred to as the "said Mine", and WHEREAS, the Company and the Union wish to cooperate in obtaining efficient and unrestricted production of the said Mine, in maintaining a harmonious relationship between the Company and its employees and in providing a method of settling in an amicable manner any differences or grievances which may arise from time to time at the said Mine.

NOW, THEREFORE, in consideration of the mutual covenants and agreements hereinafter contained, the parties hereto have agreed as follows:

ARTICLE 1 – RECOGNITION

- 1.1.0 This agreement shall be pursuant to the laws of the Province of Ontario and covers all employees of the Company employed at the said mine save and except, shift bosses or forepersons, assistant forepersons, acting forepersons and persons above the rank of shift boss or foreperson, office staff and security guards.
- 1.2.0 The Company recognizes the Union during the term of this agreement as the exclusive bargaining agent of the employees for the purpose of collective bargaining in respect of wages, hours, seniority, grievance procedure and other working conditions.
- 1.3.0 The Union recognizes the right of the Company to manage the said mine and direct the working forces including the right to hire, promote or transfer any employee and to demote, suspend, discipline or discharge any employee for just cause. In the interest of the efficient operation of the said mine, the Union agrees that the Company may change hours of work, determine or change work assignments or methods and select the materials to be handled, processed

or manufactured and to determine all other matters concerning the operation of the Company's business not specifically dealt with elsewhere in the agreement. **Any** such action of the Company shall not be inconsistent with the express terms of this agreement and any such action which results in individual hardship or injustice, shall be subject to the grievance procedure.

- 1.4.0 The Union further recognizes the right of the Company to make and to alter from time to time rules and regulations to be observed by the employees, which rules and regulations shall not be inconsistent with the provisions of this agreement or laws of the Province of Ontario and shall be written and posted whenever practicable. The Company agrees to discuss, with the Union, changes in such rules and regulations before posting.
- 1.5.0 This agreement shall be binding upon the successors to and the assigns of the Company in the same way and to the same extent as if such successors or assigns were parties of this agreement.
- 1.5.1 **It is agreed that should the Company close the said mine and relocate to some other location in Ontario that seniority**

employees may be transferred to the new location, if they so desire, provided they have the necessary qualifications.

- 1.5.2 It is also agreed that employees so transferred would retain existing service and Company benefits.
- 1.6.0 The Company and the Union agree that neither will discriminate against any employee on account of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, handicap, political affiliation, record of offences or Union membership.
- 1.7.0 Words importing the masculine gender include females as well as males unless the contrary intention appears.
- 1.8.0 The Letters of Understanding exchanged between the parties on the signing of this collective agreement and to be printed with the agreement are part of the collective agreement and are binding upon the parties hereto during the term of this agreement.
- 1.9.0 Employees who were laid off or resigned from employment at Windsor Works and subsequently entered employment at

Ojibway Mine within a period of twelve(12) months shall be credited with time worked at Windsor Works in calculating pension and vacation eligibility.

ARTICLE 2 – UNION REPRESENTATION

- 2.1.0 The Union shall elect or appoint and the Company agrees to recognize a Union Plant Committee of six (6) members. One (1) shall be the Plant Chairperson and four (4) shall be Committeepersons, one (1) from each of the following departments: Mine, Mill, Surface Maintenance and Underground Maintenance. The sixth shall be a National Representative, provided further that the Local President may attend, if required.
- 2.2.0 The Union shall elect or the Union shall appoint and the Company agrees to recognize one(1) Steward for each shift worked in each department which is not represented by a Cornmitteeperson on the day shift, a steward **may** be appointed by the Union to act in the place of a Committeeperson when the latter is absent from the mine site.

- 2.2.1 The Company agrees to recognize the Plant Union Committee and a National Representative of the Union and the Local Union President or his/her alternate as the Union Negotiating Committee.
- 2.3.0 The Union shall notify the Company in writing of the names of the Plant Chairperson, Committeepersons and Stewards and the effective dates of their elections or appointments.
- 2.3.1 The Union Plant Committee has the sole authority to designate all geographic area representation for the Union within the confines of the Ojibway Mine Facility, of the Canadian Salt Company Limited.
- 2.3.2 The Union shall notify the Company, in writing, of the names of Members of the Local Union Executive Board and the effective dates of their elections or appointments.
- 2.4.0 Should a designated representative of the Union be absent the Company shall recognize an alternate representative provided the Company has been notified in writing concerning such appointment.

- 2.5.0 It is understood and agreed that the Plant Chairperson/Local Union President, Committeepersons and Stewards have their regular duties as employees to perform. Such a representative shall, however, after proper notification to his/her foreperson, be permitted within one (1) hour during his/her working hours and without loss of time or pay (including premiums) to leave his/her regular duties for the purpose of Union Business.
- 2.5.1 It is agreed that a reasonable amount of time with pay will be allowed for this purpose, not to exceed: In the case of:
- (a) Plant Chairperson/Local Union President - forty (40) hours per week of which he/she shall be permitted to be absent from the plant twenty (20) hours in each week provided written notice is given to the Manager of Human Resources prior to leaving. During these absences no replacement Chairperson will be appointed.
 - (b) Underground Committeeperson - a maximum of eighteen (18) hours in a two (2) week period.

- (c) Surface Committeeperson - a maximum of thirteen (13) hours in a two (2) week period.
- (d) Underground Steward - a maximum of eight (8) hours in a two (2) week period.
- (e) Surface Steward - a maximum of eight (8) hours in a two (2) week period.

2.5.2 One (1) Committeeperson so designated by the Union in writing shall be given up to an additional eight (8) hours per week for the purpose of handling Workers' Compensation matters. Only the Chairperson/Local Union President and the designated Committeeperson shall be permitted time off for the purpose of handling Workers' Compensation matters.

2.6.0 On weekend work, reasonable time off with pay for Union Business will be allowed up to a maximum: In the case of:

- (a) Plant Chairperson - four (4) hours.
- (b) Underground Committeeperson one and one-half (1 1/2) hours.

- (c) Underground Steward - one (1) hour.
 - (d) Surface Committeeperson - one (1) hour.
 - (e) Surface Steward - one (1) hour.
- 2.6.1 The Union undertakes that time taken for Union Business on the weekend days will not be misused when modified production shifts or boatloading shifts are working.
- 2.6.2 The aforementioned time limits shall be applicable to each separate weekend day (Saturday, Sunday) and such time limits shall be noncumulative. It is clearly understood that the normal weekly time limits cannot be borrowed from or carried into weekend days nor can the Saturday allowance be carried over into Sunday. Each weekend day stands absolutely on its own. These time limits shall be exclusive of time spent with Company representatives at scheduled grievancemeetings, Labour Management meetings and safety meetings. It is also agreed that additional time off without pay may be granted to the Plant Chairperson and Committeeperson after

suitable arrangements have been made in advance with the Company.

- 2.6.3 For the purpose of this Article, Union Business is defined as the handling of employee complaints and grievance arising out of the administration of the Collective Agreement or individual employee problems arising out of their employment with the Company. With respect to the Chairperson and the designated Committeeperson, Union Business shall include time spent on Workers' Compensation problems as set out in 2.5.2.
- 2.7.0 Each foreperson shall maintain, on special forms to be supplied by the Company, a record of the actual time at which the Chairperson, Committeeperson or Steward leaves his/her regular duties to handle employees' complaints and grievances and of the actual time when he/she returns and resumes his/her regular duties. The foreperson and Union representative shall initial each entry of time on the said form.
- 2.8.0 The Plant Chairperson/Local Union President and the Committeepersons shall be permitted to work on the day

shift. The Plant Chairperson/Local Union President and Committeepersons will be permitted to return to the regular job they held immediately prior to their elected office or appointment unless the job is occupied by an employee having greater seniority who is occupying the job as the result of a reduction in the workforce.

- 2.8.1 A Committeeperson shall have the option to work on the day shift from 8:00 a.m. to 4:00 p.m. on the day when Company-Union meetings are scheduled.
- 2.8.2 Should a Committeeperson be transferred to a lower classification for a temporary period, he/she shall retain the rate of his/her regular classification during such temporary transfer.
- 2.8.3 It is understood and agreed that nothing contained in Article 2.8.0 shall be construed to restrict a Plant Chairperson/Local Union President's or Committeeperson's right to apply for a permanent vacancy during his/her tenure in office, or restrict his/her right to be placed on such job at the end of his/her term in office, should he/she be the successful applicant.

- 2.9.0 The Company agrees to continue to make available to the Plant Chairperson/Local Union President and Committeepersons, an office equipped with a desk, chairs, private telephone line with 2 phones and filing cabinets and air conditioner located on surface, for the purpose of dealing with complaints or grievances arising out of the administration of the agreement or individual employee problems arising out of their employment with the Company, along with required services.
- 2.10.0 The Company shall pay for the first eight (8) days, to a maximum of sixty-four (64) hours at straight time, for each employee member of the Union Negotiating Committee, for time spent in contract negotiations. In addition to the above time allowance the Plant Chairperson shall be paid up to an additional eight(8) days, to a maximum of sixty-four (64) hours at straight time, for time spent in contract negotiations.
- 2.11.0 If the elected President of CAW Local Union 1959 is a member of the Ojibway Mine bargaining unit, the Company will recognize the Local Union President as Chairperson of the

Ojibway Plant Committee during his/her term of office, pursuant to the terms of the Local Union/Plant Unit bylaws. Where the term "Plant Chairperson" appears in this collective agreement it is deemed to mean Local Union President.

- 2.11.1 If the elected President of CAW Local Union 1959 is a member of the Windsor Evaporation Facility bargaining unit, a Plant Chairperson will be elected at Ojibway pursuant to the terms of the Local Union/Plant Unit bylaws and the Company will recognize this person as the Chairperson of the Plant Committee, at Ojibway.
- 2.11.2 In the event of the absence of the Plant Chairperson/Local Union President, a member of the Ojibway Mine Plant Committee may be appointed by the Union as acting Chairperson for the duration of this absence, subject to the provisions of Article 2.5.1 (a).

ARTICLE 3 --- CO-OPERATION

- 3.1.0 The Company agrees to make weekly equal deductions in amounts of five

(\$5.00) dollars or more per deduction, rounded off to the nearest dollar, upon receipt of a duly signed authorization form. The aforementioned monies shall be remitted to The Windsor Family Credit Union Limited, 2800 Tecumseh Road East, Windsor, Ontario, N8W 1G4 on a weekly basis when deducted.

3.2.0 Effective February 16, 1987, the Company agrees to **pay** into a special fund, two(2) cents per hour per employee for all hours worked for the purpose of providing paid educational leave. Such paid educational leave will be for the purpose of upgrading employees' skills in all aspects of Union functions. Such monies shall be paid on a quarterly basis into a trust fund established by the National Union, C.A.W. and sent by the Company to the C.A.W. Paid Educational Leave Training Program, P.O. **Box** 897, Port Elgin, Ontario, NOH 2C0.

3.2.1 The Company further agrees that a maximum of two (2) members of the bargaining unit at a time selected by the Union to attend such courses, shall be granted a leave of absence without pay for a maximum of twenty-five(25) days per year. Employees on such leaves of

absence shall continue to accrue service and seniority

- 3.3.0 The Company agrees to erect lockable bulletin boards for the use of the Union in each department and in the gatehouse. The subject matter of such notices posted therein shall be restricted to matters pertaining to recreational or social activities, notices of meetings, notices of Union sanctioned rallies, notices of education classes, notices or results of elections in connection with affairs of the Union and provided further that no notice shall be posted which contains advertising or political matter.
- 3.4.0 The Union agrees that it will not distribute or post any pamphlets, advertising or political matter, cards, notices, or any kind of literature within the said mine or its appurtenances except as herein provided.
- 3.5.0 The Union agrees that it will not cause, authorize or sanction, nor permit its members to cause or take part in, any sitdown, stay-in, or slowdown in any department or any strike or stoppage of any of the Company's operations or any curtailment of work or restriction or interference with production or any

picketing of the Company's premises during the term of this agreement.

- 3.6.0 The Company agrees that it will not cause or sanction a lock-out during the term of this agreement.
- 3.7.0 All employees who are members of the Union as at the date of this agreement will be required to continue to be members of the Union as a condition of employment with the Company.
- 3.8.0 Any employee who is hired subsequent to the date of this agreement shall become a member of the Union within thirty (30) days of his/her hiring and will be required to continue to be a member of the Union as a condition of his/her employment.
- 3.9.0 The Company will deduct from the pay of each employee who is a member of the Union the monthly dues, initiation fees and other assessments and dues authorized by the Constitution of the Union and the By-laws of the Local Union. Union dues will be deducted from regular pay and vacation pay.

- 3.10.0 It is agreed that T-4 slips will show union dues deductions from the previous year's earnings.
- 3.11.0 The Company will deduct from the pay of each employee who is not a member of the Union as at the date of this agreement the monthly dues for general union purposes as authorized by the Constitution of the Union. It shall be a condition of remaining in the employ of the Company that such employee authorize the Company to make such deduction.
- 3.12.0 All sums deducted as above together with a record of those from whose pay deductions have been made and the amounts of such deductions shall be remitted by the Company to the Financial Secretary of the appropriate Local by the end of the month in which the deductions were made. The remittance shall be by cheque.
- 3.13.0 The monthly Union dues list submitted to the Financial Secretary will also show the name of each employee from whose pay deductions for Union dues or assessments have not been made and the reasons no deductions were made.

- 3.14.0 The recording in the books of the Company of the amounts so deducted shall constitute such amounts as money held by the Company in trust for the appropriate Local.
- 3.15.0 Any employee shall have the right to become a member of the Union by paying the entrance fee and complying with the Constitution and By-laws of the Union.
- 3.16.0 No employee shall, however, conduct union activities during working hours except as specifically permitted in this agreement.
- 3.17.0 Labour Management Committee - In order to provide a more harmonious and continuing dialogue between the Company and the Union, it is agreed that a meeting between the parties will be arranged to take place each month to discuss items of mutual interest or concern. A list of items to be discussed shall be exchanged between the parties at least twenty-four (24) hours in advance of the proposed meeting. Should there be no items for discussion the meeting will be cancelled.

ARTICLE 4 – SENIORITY

- 4.1.0 An employee shall acquire seniority status after he/she has been in the employ of the Company for an aggregate probationary period of ninety (90) days during any twelve (12) month period. The seniority of any employee shall date from three (3) months prior to the date on which he/she acquires seniority status.
- 4.1.1 Any employee hired after February 16, 1993 shall acquire seniority status after he/she has been in the employ of the Company for an aggregate probationary period of Five Hundred(500) straight time hours (exclusive of any and all overtime hours) during any twelve(12) month period, after which he/she shall acquire seniority and be placed on the seniority list with his/her original date of hire as his/her seniority date.
- 4.1.2 Notwithstanding any provisions of Article 4, students may be hired for a period not to exceed 120 aggregate days during any twelve month period. Such employees shall be considered probationary and shall not acquire seniority. After an aggregate period of

five hundred(500) hours' employment, such students shall be eligible for all company benefits including holiday pay while actively employed. Benefits shall cease in the event of layoffs or termination of employment. Where possible, the Company will give preference in the hiring of students to dependents of Company employees.

- 4.2.0 The Company shall post a master seniority list in the gatehouse and shall revise this list each month. Six (6) copies of the list will be given to the Plant Chairperson every six (6) months. The seniority rank of each employee shall be as indicated in Schedule "B".
- 4.3.0 Seniority rights of an employee shall cease for any one of the following reasons:
 - (a) If the employee quits the employ of the Company.
 - (b) If the employee is discharged for just cause.
 - (c) If the employee is absent from work for five (5) consecutive normal working days without notifying the

Company giving a satisfactory reason for such absence.

- (d) If the employee fails to notify the Company within three (3) working days, excluding Saturday, Sunday or Holidays, after being advised by registered letter of his/her intention to return to work. Also for failure to return to work within seven (7) calendar days after notification, unless a valid reason for any delay is given.
- (e) When any employee is laid off for a period of twenty-four (24) months, or for the period equal to his/her accumulated seniority, whichever is the greater.

4.4.0 The appointment or selection of employees for supervisory positions or any position not subject to the provisions of this agreement, is not governed by this agreement. An employee promoted to any position other than acting foreperson shall thereupon lose his seniority.

4.5.0 An employee promoted to the position of acting foreperson shall retain his/her seniority, provided that the period of

such employment does not exceed ninety (90) days in any twelve (12) month period. Any such employment in excess of this maximum period shall be deducted from the employee's accumulated seniority.

- 4.6.0 At the commencement of their shift, Utility employees in the Mine Department or Utility employees in the Mill Department shall have their choice, by seniority, in the selection of jobs vacant due to any absence not requiring a posting pursuant to Article 5.2.0. in their respective departments, except those jobs being filled by employees working on overtime, providing they are willing and qualified to perform the work.
- 4.6.1 In the event of only one qualified Utility employee on shift to fill a specific job, the supervisor may assign that employee to that specific job. Such preference is not applicable to those persons who punch in late or to any subsequent jobs that may arise during the shift.

NON-SKILLED TEMPORARY SHUTDOWN:

4.7.0 For the purpose of applying Article 4.7.0, these provisions will apply seven (7) days per week, unless the parties mutually agree to do otherwise.

(1) When an employee's job(s) is shutdown at any time prior to the end of the first half hour of his/her shift, the employee(s) shall be permitted to exercise his/her plantwide seniority on classifications listed in Schedule "A" in his/her respective department(s), provided he/she is qualified to perform all of the functions of the classification.

(1a) Any employee(s) affected by paragraph(1) above shall automatically return to the job he/she held prior to the implementation of paragraph(1) above, when the job is started up.

(2) When an employee's job(s) is shutdown after the first half hour of his/her shift, the employee(s) may be assigned to other work in his/her respective department for the remainder of that shift, provided

he/she is qualified to perform all of the functions of the assigned classification(s). The Company will not abuse this provision.

- (2a) Any employee(s) affected by paragraph(2) above shall automatically return to the job he/she held prior to the implementation of paragraph(2) above, when the job is started up.
- (3) When an employee's job is shutdown for any period of time in excess of one full shift, up to a maximum of one(1) week (herein defined as five (5) working days, Monday to Friday, unless the parties agree to do otherwise) commencing from the initial shutdown date, the employee(s) will be allowed to exercise his/her seniority on a job classification of his/her choice within his/her respective department(s), providingthathe/she is qualified to perform all of the functions of the classification.
- (3a) Any employee(s) affected by paragraph (3) above shall automatically return to the job he/she held prior to the

implementation of paragraph (3) above, when the job is started up.

- (4) If one or more job(s) is shutdown, seniority shall be the governing factor at all times, in the order of job selection, by all employees affected, until conclusion of the bumping process. The parties agree that this paragraph applies to paragraph 1, 2, & 3 above.

ARTICLE 5 — JOBPOSTING

PERMANENT JOB POSTINGS:

- 5.1.0 When a new position, permanent job opening or permanent vacancy occurs in a department, it shall be posted in that department and plantwide simultaneously for a period of forty-eight (48) hours. The successful applicant will be the most senior applicant from the employees in the department where the vacancy occurs first. In the event there are no applicants from within the department the successful applicant will be the most senior applicant on a plant wide basis. Hereinafter, where the terms "new position", "permanent job opening" or "permanent vacancy" are

used in Article 5, they are deemed to be the same.

- 5.1.1 All seniority employees, except those laid off from work and except those recalled under 9.8.1, are eligible to apply in writing for new positions, permanent job openings and permanent vacancies in accordance with this article. However skilled trades employees are not eligible to apply for non-skilled trades jobs, except as provided in Article 15.14.0, 15.4.1
- 5.1.2 Should the successful applicant be qualified for the permanent vacancy, he/she shall be placed on the job within fourteen(14) days from the posting termination date or the date that the posting becomes effective, subject to Article 5.8.0.
- 5.1.3 Should the successful applicant not be qualified for the permanent vacancy, the next most senior qualified applicant, from the Department where the vacancy occurred, who desires the position shall take the job vacancy on a temporary basis until the successful applicant has been trained.

- 5.1.4 Should none of the applicants be qualified for the permanent job vacancy, the Company shall place the most junior qualified employee in the department in the vacancy on a temporary basis until the successful applicant has been trained.
- 5.1.5 Training of the successful applicant shall begin within fourteen (14) days of the posting termination date, unless the employee has to fulfill his/her obligations on a temporary posting. In such cases training shall commence forthwith upon completion of the temporary posting. The training of an employee on a permanent posting will be continued until completion, except with respect to employees being trained in the Utility classification.
- 5.1.6 If there are no applicants for the position, the Company will fill the vacancy in accordance with the provisions of Article 9.8.0, 9.8.1.

TEMPORARY JOB POSTING:

- 5.2.0 When a temporary vacancy or temporary job opening occurs for any reason other than casual absence (herein defined as any absence up to seven (7) calendar

days), it shall be posted forthwith in that department for a period of **twenty-four** (24) hours unless the posting takes place on a Friday when it will be posted for thirty-two (32) hours. The successful applicant shall be the highest seniority qualified applicant. Hereafter, where the terms "temporary vacancy" or "temporary job opening" are used in Article 5, they are deemed to be the same.

- 5.2.1 All seniority employees in that department, except those laid off from work and except those employees recalled under 9.8.1, are eligible to apply in writing for temporary vacancies or temporary job openings in accordance with Article 5. Employees may withdraw their application for a posting at any time prior to the notification of the successful applicant to the Union by the Company in writing.
- 5.2.2 Should there be no qualified applicants for the vacancy, it will be assigned to the most junior qualified employee in the department.
- 5.2.3 As a result of any initial temporary vacancy, not more than two (2) positions will be posted, the original

vacancy and the position vacated **by** the successful applicant.

- 5.2.4 Successive subsequent vacancies will be filled by a qualified departmental employee who desires to fill the position. Seniority and qualifications will be the deciding factors should more than one (1) employee wish to be considered.
- 5.2.5 Should a temporary vacancy exceed six (6) months, it will be reposted as a temporary vacancy.
- 5.2.6 The Company shall not **pay** overtime if an employee voluntarily switches shifts as a result of such a move.
- 5.3.0 **Skilled Trades -Temporary Job Postings**

When a temporary skilled trades vacancy occurs for any reason other than casual absence (herein defined as any absence up to seven (7) calendar days) the Company will post the vacancy in the Maintenance Departments simultaneously for a period of twenty-four (24) hours unless the posting takes place on a Friday when it will be posted for thirty-two (32) hours. The most senior tradesperson in the classification in the department where

the vacancy occurred who desires the position will be the successful applicant. Should there be no applicant from that department the successful applicant will be the most senior tradesperson in the classification from the other Maintenance Department who applied for the vacancy.

- 5.3.1 The successful applicant will assume the shift schedule of the vacated position. The Union will be notified in writing of the successful applicant as the result of the posting. If no one desires the position, it will be assigned to the most junior tradesperson in the classification in the Maintenance Departments. There will be no requirement to post the opening created by such assignment.
- 5.3.2 A skilled trades employee will be permitted to hold a permanent job and one temporary job in the same classification.
- 5.3.3 If no one desires the position, it will be assigned to the most junior tradesperson in the classification in the Maintenance Departments. There will be no requirement to post the opening created by such assignment.

5.4.0 Non-Skilled Maintenance - Temporary Job Postings

When a non-skilled temporary vacancy occurs in a Maintenance Department it shall be posted in that department and plant wide simultaneously for a period of twenty-four (24) hours. The successful applicant will be the most senior qualified applicant from the employees in the department where the vacancy occurs first. In the event there are no qualified applicants from within the department , the successful applicant will be the most senior qualified applicant on a plant wide basis.

5.4.1 Should no one desire the job the most junior active qualified employee in the bargaining unit shall be assigned on the job.

5.5.0 Applications for job postings shall be completed in duplicate, initialled by the foreperson and a copy shall be given to the applicant. The foreperson shall provide the committee person with a written copy of the posting identifying the successful applicant. In cases of temporary job vacancies where only a canvassing of the department is required, the foreperson shall inform the

committeeperson in writing of the successful candidate.

- 5.5.1 Employees may withdraw their application for a posting at any time prior to the notification in writing of the successful applicant to the Union by the Company.
- 5.6.0 Successful applicants for temporary job postings shall return to their former department and classification when the regular employee returns to work.
- 5.7.0 Nothing will restrict an employee's right to apply for a permanent job vacancy during the term of the temporary posting. Should he/she be the successful applicant, he/she will be placed on the permanent job at the end of the term of the temporary posting. In this event, the Company will place the most junior qualified employee in the Department in the vacancy on a temporary basis until it can be fulfilled by the successful applicant.
- 5.8.0 If no one expresses a desire to fill the position it will be assigned to the most junior qualified employee in the department.

- 5.9.0 An employee may only hold one (1) permanent and one (1) temporary job at the same time. An employee who is holding a temporary job vacancy may not apply for another temporary job vacancy until he has completed the first temporary job assignment, unless it is a shutdown temporary job vacancy pursuant to Article 5.10.2 or is to continue an existing six(6) month temporary vacancy he/she presently occupies.
- 5.9.1 No employee will be permitted to hold a permanent job and a temporary job in the same classification, unless it is a shutdown temporary vacancy pursuant to Article 5.9.0, 5.10.0, 5.10.1 and 5.10.2.
- 5.10.0 In the event that the Company schedules a shutdown pursuant to Article 10.8.0, Mine, Mill and Non-Skilled Trades Maintenance Department jobs to be worked during a shutdown will *be filled by* temporary job postings.
- 5.10.1 These postings will be for the shutdown period only and will be open to all Non-Skilled Trades seniority employees, except those laid off

employees not at work. Employees will be allowed to apply for any or all Non Skilled Trades postings for which they are qualified. The applicants will be given their choice of the posted job classifications by seniority, beginning with the most senior applicant.

5.10.2 Employees who are on a temporary job vacancy may post for a shutdown temporary job vacancy, notwithstanding the provisions of Article 5.9.0. **An** employee on a temporary job vacancy shall return to his/her former temporary job vacancy at the end of the shutdown unless the former temporary vacancy has ended, in which case he/she shall return to his/her permanent job classification.

5.11.0 In the event of a permanent, temporary, or temporary shutdown vacancy or opening an employee who was absent from work for any reason other than layoff from work during the time the job was posted will be contacted by the Company and shall have the opportunity to apply for the posted position. In the event that the Company cannot contact the employee, or the employee does not make a decision, he/she shall have the

opportunity to apply for the posted position, in writing, within forty-eight (48) hours after his return to work, in accordance with Articles 5.1.0, 5.2.0, 5.3.0, 5.4.0 or 15.3.0.

- 5.11.1 If the position was filled in accordance with Articles 5.1.0, 5.2.0, 5.3.0, 5.4.0 or 15.3.0, and should the employee returning become the successful applicant for the position, he/she will be awarded the position. All employees who posted to a **new** position as a result of the original posting shall be returned to their previous positions.
- 5.12.0 Employee failing to qualify for the position shall return to their former positions within thirty (30) days and shall retain their seniority. An employee successfully posting to a job in a different department will be allowed to resign the position and return to their former position within five (5) working days, and shall retain their seniority.
- 5.13.0 Whenever a job is transferred from one department to another department, the employee on the job will be given preference.

ARTICLE 6 – HOURS OF WORK

- 6.1.0 The normal hours of work for all employees shall be eight (8) hours per day; the normal working week shall be forty (40) hours, Monday to Friday inclusive.
- 6.1.1 The normal hours of work are stated solely for the purpose of calculating overtime and shall not be construed as a guarantee of any minimum nor as a restriction on any maximum number of hours to be worked. For the purpose of payment, time shall be calculated to the nearest interval of six minutes worked.
- 6.1.2 For the purpose of shift premium only, the following shifts are defined:

A day shift is a shift scheduled to commence between 4:00 a.m. and 11:59 a.m.

An afternoon shift is a shift scheduled to commence between noon and 7:59 p.m.

A midnight shift is a shift scheduled to commence between 8:00 p.m. and 3:59 a.m.

- 6.1.3 The Company agrees to discuss with the Union Plant Committee any proposed reduction or increase in the normal hours of work or any changes to shift schedules before such a change becomes effective.

REPORTING PAY - REGULAR SHIFT:

- 6.2.0 An employee who reports for work at the Mine gatehouse, on his/her scheduled shift, (including any scheduled overtime shift), and for whom there is no work at his/her regular or scheduled classification will be offered at least four (4) hours' employment at other work at his/her appropriate rate of pay, or at the Company's option, will be paid for four (4) hours' time at his/her regular straight time rate. This provision shall not apply when such lack of work is due to the lateness of the employee, a labour dispute, fire, flood, power shortage, mechanical or electrical breakdown, which was beyond the control of the Company.
- 6.3.0 An employee whose lunch period is not included in his/her working hours shall be granted two (2) rest periods of ten (10) minutes each during each shift and five (5) minutes washup period before

his/her luncheon period and a five (5) minute washup period before the end of his/her normal working day. An employee engaged in unusually dirty work will be allowed extra washing time at the discretion of his/her foreperson.

- 6.3.1 Employees working double shifts on boatloading operations will remain at work for an additional 7 1/2 hours on the second shift. They will receive a one-half hour paid lunch period and will be paid for eight (**8**) hours of work at the applicable overtime rate.
- 6.4.0 An employee whose lunch period is included in his/her working hours shall be granted one rest period of ten (10) minutes during the first half of his/her shift.
- 6.4.1 Rest periods shall be taken at a time and location that will not result in production delays.
- 6.4.2 **All** lunch periods may be taken in a lunchroom provided that no employee shall be required to work more than five (5) hours without a lunch period.
- 6.4.3 Arrangements will be made for employees engaged in boatloading

operations to have their lunch in the lunchroom. The Company also agrees to provide additional personnel for this purpose when necessary.

- 6.4.4 Where boatloading operations are continuing on more than one shift and there is a delay in relieving employees on the previous shift, an allowance of such delay shall be provided at the discretion of the foreperson.
- 6.5.0 Hoisting and lowering schedules for underground employees will be arranged to provide eight (8) hours from collar to collar for each shift, but variations from such schedules, not exceeding fifteen (15) minutes which do not occur consistently, shall be disregarded. Delays in such schedules in excess of fifteen (15) minutes shall be considered time worked.
- 6.6.0 It is understood that Mill and other surface employees shall be at their working place and ready to assume their duties at the commencement of their working day.
- 6.7.0 An employee, who will be absent from work, shall notify the Company by calling the gatehouse before the

commencement of his/her regular shift on the first day of absence, unless circumstances make it impossible to do so. Employees returning to work after extended periods of sickness, injury, vacations or leave of absence shall contact their supervisor, or the gatehouse on the day before returning to work.

- 6.8.0 If, at the commencement of his/her scheduled working period, an employee is late, he/she shall be penalized to the extent of six minutes for lateness of one to six minutes, and to the extent of a further six minutes for each succeeding period of lateness of one to six minutes. The entries on the employee's time card shall govern the application of this clause.
- 6.8.1 If such an employee leaves his/her working place before the end of any scheduled working period he/she will be penalized to the extent of twelve (12) minutes for early leaving for the first twelve minutes or less and six(6) minutes for every additional six(6) minutes or fraction thereof included in the period between the time when the employee left his/her working place and the end of such scheduled working period.

- 6.9.0 It is the express policy of the Company that forepersons, assistant forepersons, acting forepersons and supervisors shall not perform the regular work of a member of the bargaining unit except:
- (a) In the case of emergency where immediate action is necessary in order to protect personnel or equipment;
 - (b) for the purpose of instruction or training including demonstrating the proper method to accomplish the task assigned;
 - (c) for the purpose of developing a method or technique;
 - (d) for the purpose of checking operating conditions.
- 6.9.1 The hours of work of any member of the bargaining unit shall not be reduced by any work performed by supervisory personnel.
- 6.9.2 A list of forepersons, acting forepersons, assistant forepersons and supervisors of departments shall be given to the Union Committee and Stewards. The list shall

be posted in the departments and the Union will be notified of any changes.

- 6.10.0 An employee may, with the approval of the Company, arrange for a change of shift with another employee, in the same Department, provided such change does not result in additional overtime pay. Each employee involved in the exchange of shift shall work on the regular Monday to Friday job classification and hours of the other employee, or the scheduled overtime job classification and hours of the other employee, provided he/she is qualified to do the work involved. Such a change shall not unreasonably be withheld.
- 6.10.1 No mutual exchanges of shift will be allowed where a straight time shift is being exchanged with a premium shift.
- 6.10.2 All mutual exchanges shall be as follows:
 - i) straight time shift for straight time shift
 - ii) Saturday shift for Saturday shift

iii) Sunday shift for Sunday shift

iv) Holiday shift for Holiday shift

6.10.3 The employees involved in a mutual exchange of shifts must sign the form provided for approval of the mutual and complete the overtime exclusion book. The mutual will not be valid unless the form and the overtime exclusion book are signed by a foreman, supervisor or superintendent of the department of the employees concerned. Each employee involved in a mutual exchange of shifts will receive a copy of the signed form.

6.10.4 Such a mutual change of shift must be completed in no more than two (2) consecutive pay periods.

6.10.5 When an employee is the only person in a job classification, he/she may arrange for a change of shift providing that:

(i) the mutual exchange form is completed and signed by the employee and is signed by his/her foreperson;

- (ii) the employee is limited to one(1) change in any one(1) pay period;
 - (iii) the need for a helper, if required, will not result in overtime pay.
- 6.10.6 Changes of shift for employees in job classifications with more than one employee in the classification, where all employees work the same shift, will be allowed once in any pay period. Such changes of shift will be subject to the efficient operation of the department and the approval of the supervisor.
- 6.11.0 In the past the Company has recognized the right of an employee to work on his/her particular job within his/her particular job within his/her general classification, when such work is available to him/her. On other occasions the employee has been required to perform other work in his/her general classification.
- 6.11.1 In agreeing to list occupations separately as now appears in Schedule "A" the Company is undertaking to carry out such past practice during the term of this agreement.

- 6.11.2 The Union also agrees to the past practice of interchangeability as here described, being continued.

ARTICLE 7 - OVERTIME

- 7.1.0 The Company will distribute overtime equally among the employees normally performing the work to be done in accordance with the provisions of Article 7.
- 7.1.1 Overtime shall be offered first to the available employee who is qualified and lowest in credited overtime. If two or more such employees are equally low in overtime, the overtime shall be offered first to the senior employee.
- 7.1.2 For overtime on the immediately succeeding shift, where the credited overtime of the lowest employee is more than sixteen (16) hours below that of the next employee and such employee is not at work when the overtime is required, subject to the conditions of Article 7.12.3, he/she shall be called by telephone for the overtime assignment.
- 7.1.3 If an employee alleges that he/she has been bypassed in administering equal opportunity, and such allegation is

substantiated, he/she shall be paid an amount equal to the amount he/she would have earned had he/she worked overtime on the missed opportunity.

- 7.2.0 The Company shall pay time and one-half calculated to the nearest interval of six (6) minutes worked for all hours worked in excess of eight (8) hours in any continuous period of twenty-four (24) hours, excluding Sunday. No employee will be required or permitted to work more than sixteen (16) hours in any twenty-four (24) hours period.
- 7.2.1 Notwithstanding any other provision of Article 7, no employee will be requested to work more than twenty-four (24) hours in a forty-eight (48) hour period until the available overtime has been offered to all other qualified employees in that department who can immediately be contacted either personally or by telephone.
- 7.2.2 **An** employee will not be charged for refusing an overtime assignment that would require the employee to work more than twenty-four (24) hours in any forty-eight (48) hour period.

- 7.3.0 The Company shall pay time and one half for all hours worked on Saturday and double time for all hours worked on Sunday.
- 7.3.1 However, an employee shall be paid at his/her straight time hourly rate for his/her first regularly scheduled shift of the week.
- 7.3.2 Should his/her first scheduled shift of the week fall on a holiday as outlined in Article 11.1.0, he/she shall be paid at the appropriate rate of pay as outlined in Article 7.6.0.

CALL-IN PAY:

- 7.4.0 An employee who is called in by the Company to perform work outside of his/her scheduled hours of work, shall be paid at the rate of time and one half if the work is performed from Monday to Saturday, and at the rate of double time if the work is performed on Sunday, or a maximum of three (3) hours at his/her straight time rate, whichever is the greater. However, no minimum payment shall apply when the hours so worked are continuous with the employee's regularly scheduled working hours. Should the call-in involve a change of

shift schedule, the employee shall be paid the premium rate for the first shift of the new schedule.

CHANGE OF NEXT SCHEDULED STARTING TIME PAY:

- 7.5.0 An employee who is notified after he/she has left the plant that his/her next scheduled starting time has been changed shall receive an allowance equal to two (2) hours at his/her regular rate of pay.
- 7.6.0 in addition to the payment to an employee, for a eligible Paid Holiday, an employee shall be paid at the rate of time and one half for all hours worked on the Paid Holidays.
- 7.7.0 No provision in this agreement shall entitle an employee to more than one overtime premium payment for the same hours worked.
- 7.8.0 Hours worked in excess of eight (8) hours in one day or forty-eight (48) hours in one week shall be voluntary except:

- (a) Where boat loading operations in progress would be delayed or interrupted.
- (b) Where emergency maintenance work is necessary in order to prevent injury to personnel, or damage to equipment or to restore operations which have been interrupted by a breakdown of equipment or accident.
- (c) If sufficient volunteers from among the employees who normally perform the work to be done (as described in clauses (a) and (b)) are not available, the Company may assign the necessary work to be done to the most junior qualified employees of the department concerned.

MILL DEPARTMENT:

- 7.9.0 The procedure outlined below shall be followed in distributing overtime.
- 7.9.1 New employees hired into the Mill department, shall assume the overtime hours of the highest credited overtime employee in the department, plus one.

- 7.9.2 All Non-Skilled Trades employees transferring from any department to Mill department, for any reason, shall assume the average overtime hours of the employees in their destination department, or shall retain their credited overtime hours whichever are the greater.
- 7 9 3 If such a transfer was not made through a permanent job posting, upon return to his/her original department, the employee's overtime record shall be adjusted to reflect only the overtime hours worked or charged in the other department in addition to the overtime hours he/she had at the time of the transfer.
- 7.9.4 Overtime will be offered in the Mill Department by job classification. In order to further equalize overtime in the Mill Department, overtime work involved in the loading of boats and barges and reclaiming salt shall be distributed among the employees in the department who are lowest and qualified to perform the job requirements and duties with respect to boatloading, barge loading and reclaiming salt operations. The Company will provide the Union with a

letter outlining the job requirements and duties with respect to boatloading, barge loading and reclaiming salt operations. This letter will be updated from time to time if the requirements and duties change.

- 7.9.5 Employees engaged in the loading of boats and barges shall be paid at the bulk loader's rate. Heavy equipment operators will be paid the Heavy Equipment Operator rate.
- 7.9.6 If boat and barge or reclaiming operations have employees working on overtime and employees working on straight time, the employees who are classified as heavy equipment operators who are working on straight time, will have the choice of heavy equipment operation.
- 7.9.7 In addition to the above provisions the following procedure shall apply in arranging overtime in the Mill Department.
 - 1. An employee working on overtime shall not be allowed to displace another employee working his/her regular classification on his/her regularly scheduled shift.

2. An employee will not be charged for overtime if not fully qualified to **do** the work. Any Mill employee who has been offered training in the job requirements and duties of boatloading, barge loading and reclaiming operations, and who has refused such training, will be charged for every instance that the employee would have been offered the overtime due to his/her accumulated overtime hours.
3. A junior employee will not be allowed to displace a senior employee.
4. An employee who reports for work late shall not be permitted to exercise his/her seniority to displace other employees engaged in boat loading, barge loading or in reclaiming salt.

MINE DEPARTMENT:

- 7.10.0 Scheduled overtime in the Mine Department where a full shift is working shall be assigned according to classification.

- 7.10.1 New employees hired into the Mine department, shall assume the overtime hours of the highest credited overtime employee in the department, plus one (excluding Shaftsmen and Shaftsmen's helper overtime hours).
- 7.10.2 All Non-Skilled Trades employees transferring from any department to Mine department, for any reason, shall assume the average overtime hours of the employees in their destination department, or shall retain their credited overtime hours whichever are the greater.
- 7.10.3 If such a transfer was not made through a permanent job posting, upon return to his/her original department, the employee's overtime record shall be adjusted to reflect only the overtime hours worked or charged in the other department in addition to the overtime hours he/she had at the time of the transfer.
- 7.10.4 If overtime is not scheduled on a full shift basis, the employee in the department who is lowest in overtime hours shall be asked to work, provided he/she is qualified in the classification.

- 7.10.5 Where there is overtime in more than one classification, the senior employee shall be given his/her choice of classification, provided he/she is qualified, subject to the right of the Company to assign the junior qualified employee to do the work in the classification.
- 7.10.6 The Company and the Union will develop a mutually acceptable job preference system by seniority for modified overtime crews.
- 7.10.7 For overtime on the immediately succeeding shift, the Company shall first offer the overtime to the employee in the department who is lowest in overtime hours who is on shift, unless the overtime differential is more than sixteen (16) hours subject to Article 7.10.8. Employees will be paid at the rate of the classification of the work being done.
- 7.10.8 In addition to the above provisions, the following procedure shall apply in distributing overtime in the Mine Department.

1. a) An employee who accepts overtime shall be assigned the work to be done in the job classification for which the overtime assignment was accepted, except;
 - i) in the event of equipment breakdown that prevents the employee from working in that job classification on overtime.
- b) An employee who accepts overtime on a modified crew on the weekend shall be assigned the work to be done in the job classification for which the overtime assignment was accepted, except;
 - i) in the event of equipment breakdown that prevents the employee from working in that job classification on overtime,

or
 - ii) in the event one or more employees scheduled to work on the modified crew fails to report for work, in which case

the selection of job classifications will be in accordance with the job preference system.

2. An employee who reports for work late on modified crew overtime shall not be permitted to exercise his/her seniority to displace other employees engaged in their assignments.
3. If more than one employee accepts overtime, the most senior employee will be given his/her choice of classification, provided he/she is qualified.
4. A senior employee on his/her regular shift may not exercise his/her seniority to displace a junior employee working overtime.
5. In no event will a junior employee be permitted to displace a senior employee.
6. In no event will a senior employee working overtime be permitted to exercise his/her seniority to displace a junior employee working on

his/her own classification on a regularly scheduled shift.

7. An employee will not be charged with overtime in the case where he/she is not fully qualified in all aspects of the job classification.
8. Notwithstanding Article 7.10.8, overtime in the Shaftperson and Shaftperson Helper classifications will first be offered to the employees occupying the job classifications. Should he/she/they refuse the overtime it will be offered to other qualified employees in the Mine department in accordance with the provisions of this article subject to Article 7.10.8.

7.10.9 For the purposes of this collective agreement, an employee shall be available for overtime in the following circumstances:

1. An employee must be able to work the overtime assignment without exceeding the hours of work limitations prescribed in Articles 7.2.0, 7.2.1 and 7.18.0 of the Collective Agreement.

2. The employee must be able to work all but one (1) hour of the overtime assignment. (By way of example, an employee whose regular shift ends at 4:00 p.m. will be eligible for an overtime assignment of eight (8) hours duration commencing at 3:00 p.m., but not one commencing at 2:00 p.m.). The employee will only be paid overtime for the actual overtime hours worked.
3. An employee not at work will be considered available if:
 - a) the difference of his/her accumulated overtime hours is more than sixteen (16) hours lower than that of the lowest qualified employee at work; and,
 - b) provided he/she satisfies 1 and 2 above.
4. An employee at work will be considered available if:
 - a) The difference of his/her accumulated overtime hours is 16 or less than that of the lowest employee at home who has not

yet refused the overtime assignment, and;

- b) If the employee satisfies the conditions 1 and 2 above, and;
- c) provided the overtime work is to commence no more than one (1) hour before the end of his/her shift, or no more than two (2) hours after the end of his/her shift, or provided the overtime work is to commence more than seven (7) hours after the end of his/her shift.

If the employee accepts the overtime assignment and if the overtime is to commence at any time up to one (1) hour after the employee's shift, he/she will commence working the overtime assignment immediately following his/her shift so as to not exceed the hours of work restrictions prescribed in Article 7.2.0.

If the employee accepts the overtime assignment and if the overtime assignment is to commence more than one (1) hour following the end of the

employee's shift, he/she will be required to punch out and return to work at the commencement of the overtime assignment.

5. An overtime assignment to replace an employee who is absent for any reason is deemed to commence at the time the absent employee was scheduled to commence work and this starting time cannot be amended for the purpose of this Article.

MAINTENANCE DEPARTMENT:

- 7.11.0 Maintenance overtime occurring underground or on surface shall be distributed by classification among employees normally performing the work to be done, pursuant to Article 7. This provision shall not preclude the temporary assignment of duties in one area to employees normally working in the other area.
- 7.11.1 An employee in the Maintenance Department will not be eligible, nor will the employee be charged for an overtime assignment, which by

working, would make the employee ineligible to work his/her regular shift or previously scheduled overtime shift, except where no other employee is available to work the assignment.

- 7.11.2 Employees transferring to Skilled or *Non-Skilled* Trades classifications in the Maintenance Department shall assume the average overtime hours in their destination classification or shall retain their present level of credited overtime, whichever is greater.
- 7.11.3 If such a transfer was not made through a permanent job posting, upon return to his/her original department, the employee's overtime record shall be adjusted to reflect only the overtime hours worked or charged in the other department in addition to the overtime hours he/she had at the time of the transfer.
- 7.11.4 New Skilled Trades employees hired into the Maintenance Department, shall assume the overtime hours of the highest credited overtime

employee in the classification, plus one(1).

- 7.12.0 Overtime hours worked or charged shall be recorded in equivalent straight time hours in accordance with the following:

e.g. 8 hours at time and one half = 12 hours

8 hours at double time = 16 hours

Change Starting Time(7.5.0) = 2 hours

Call-In(7.4.0) = 3 hours

All employees' credited overtime hours accrued throughout the term of this agreement shall return to zero on February 16, 1999, upon the expiration of this agreement.

- 7.12.1 Overtime refused by an employee, while on shift or when contacted personally by telephone, shall be recorded and charged on his/her overtime record. If any overtime hours are cancelled, reduced or increased,

the record of overtime hours refused or accepted will be adjusted according to the actual number of hours worked on the overtime assignment.

7.12.2 It is agreed that members of the Chemsal Club Executive and Retirement Committee will be excused from overtime obligations and will not be charged when participating in posted Chemsal Club or Retirement Committee activities on that day(s) when the overtime arises. For the purpose of this exclusion, day will mean the twenty-four(24) hour period on that date. The Union shall provide the Company with the names and dates of those employees who are excused from such overtime.

7.12.3 Employees shall only be charged with overtime missed as a result of:

- (a) disability due to illness, accident or Workers' Compensation;
- (b) leaves of absence, as defined in Article 12.7.0;

- (c) layoff.
 - (d) Employees shall be charged with overtime worked or missed as a result of working as an acting foreperson, whichever is the greater.
- 7.12.4 The above mentioned periods {a,b,c and d), shall terminate when the employee reports on his/her next scheduled shift.
- 7.13.0 Overtime records for all employees shall be available to the Union Representative and to individual employees. The overtime records shall be kept current and any changes posted on the lunchroom bulletin boards daily. The committeeperson or recognized Steward shall take up with the foreperson, any inequities which appear to be developing in the distribution of overtime.
- 7.13.1 The overtime record shall be maintained by the foreperson for each employee.

- 7.14.0 As far as reasonably practicable the Company shall give forty-eight (48) hours posted advance notice to production and maintenance workers of scheduled weekend work. This shall not apply in cases of emergencies or unforeseen circumstances.
- 7.15.0 When weekend overtime shifts are scheduled prior to 12:01 A.M. Thursday and subsequently other overtime is required, employees may be selected from those not previously scheduled.
- 7.16.0 Employees who are absent due to bereavement leave will not be eligible for overtime or charged for any overtime from the commencement of their bereavement until their return on their next regularly scheduled shift after the period of bereavement.
- 7.17.0 An employee working on a mutual exchange of shift will be asked to work overtime on the basis of his/her credited overtime, provided he/she is not required to work more than

sixteen (16) hours in any twenty-four (24) hour period or more than twenty-four (24) hours in any forty-eight (48) hour period until the available overtime has been offered to all other qualified employees in that department who can immediately be contacted either personally or by telephone.

- 7.17.1 Employees who agree to work on a mutual exchange of shift pursuant to Article 6.10.0 will be paid at straight time for such shift, except as provided in Article 7.3.0.
- 7.18.0 An employee engaged in Mine Rescue activities shall not be charged for refusing overtime on the shift preceding or following such activities.
- 7.18.1 Should such employee be required to change his/her shift to participate in such activities and thereby be paid overtime, he/she shall be charged only the premium portion of the overtime shift.

7.18.2 In cases where a Mine Rescue person is engaged in those activities on Saturday or Sunday, his/her overtime hours will be adjusted as hours paid

7.18.3 Employees engaged in Mine Rescue operations will be paid at their straight time hourly rate upon arrival at the mine site. They will then be rotated on a twelve hour cycle and will be paid as follows until such time as they are off duty:

4 hours under oxygen - 2 x hourly rate

4 hours clean up - 1½ x hourly rate

4 hours resting - straight time hourly rate

Employees under oxygen will be paid 2 x hourly rate for four (4) hours even if they are not under oxygen for the full four (4) hours.

7.18.4 Employees working on Mine Rescue activities will be paid in accordance with Article 7 of the collective agreement.

- 7.19.0 An employee in the Mine Department or in the Mill Department will not be eligible, nor will the employee be charged for an overtime assignment, which by working, would make the employee ineligible to work his/her regular shift or previously scheduled overtime shift, except where no other employee is available to work the assignment.

**ARTICLE 8 — WAGES, C.O.L.A.
AND CLASSIFICATION**

- 8.1.0 The classification of the employees and the classification of new occupations shall be done by the Company. The Company agrees to discuss such new classifications with the Union. If the Company and the Union cannot agree that a job can be properly placed in an existing classification, the Company and the Union will negotiate, within five (5) days after normal operations have been established, to determine a new classification and a new rate of pay for the job. In the event no agreement is reached the matter may then be referred to Step 3 of the grievance procedure

and any new rate established shall be retroactive to the date of commencement of normal operations.

- 8.2.0 The classification of all occupations and the wage rates appearing in Schedule "A" attached hereto, is made part of this agreement and is signed for identification by the parties hereto. **Any** new occupation established during the term of the agreement shall be deemed to be included in Schedule "A".
- 8.2.1 Classifications that contain more than one(1) job function are known as multi-function classifications. An employee must be fully qualified to perform all of the functions of such a multi-function classification.
- 8.3.0 An employee assigned to temporary work on a higher classification shall receive the higher rate of pay. An employee assigned to temporary work on a lower classification shall receive his/her regular rate as long as work is available on his/her own job classification.

- 8.4.0 A working leader shall receive ten (10) cents per hour more than the rate of the highest ranking job in the group being led.
- 8.4.1 A working leader is a member of the bargaining unit who leads and coordinates the activities of a number of persons in carrying out the work assignment in an amicable manner, as directed by the foreperson, while exercising no disciplinary authority.
- 8.5.0 During the probationary period as defined in 4.1.1, an employee, other than a Skilled Tradesperson, shall be paid at a rate of 10¢ per hour less than the rate shown in Schedule "A".
- 8.6.0 Employees working on the headframe will receive a premium of 25¢ per hour over their usual rate while performing this work.
- 8.7.0 It is agreed that an employee assigned to operate a front end loader or bulldozer shall be paid the Heavy Equipment classified rate for a minimum of one hour.

- 8.8.0 Employees working on the afternoon shift will be paid 35¢ per hour as a shift premium. Employees working on the midnight shift will be paid 50¢ per hour as a shift premium.
- 8.9.0 A premium of 20¢ per hour will be paid for work performed below surface.
- 8.10.0 An employee shall receive a premium of 10¢ per hour for all hours assigned as a trainer of other employees.
- 8.11.0 During the life of this agreement the rates shown in Schedule "A" shall be adjusted on the basis of one(1) cent per hour for each .125 change in the Consumer Price Index (1981 = 100) published by Statistics Canada, calculated on the base of 1'77.2 in accordance with the procedure outlined below, provided that in no event shall a decline in the Consumer Price Index below 177.2 provide a basis for the reduction of the wage rates shown in Schedule "A".

The Company will fold-in existing COLA float and will establish a new base for the beginning of this Agreement.

Adjustments in the Cost of Living Allowance shall be as follows:

Effective Date

Based on of Adjustment C.P.I.

16 February	January
16 May	April
16 August	July
16 November	October

ARTICLE 9 – LAY-OFF AND RECALL

- 9.1.0 For the purpose of this Article, the word "plant" shall be defined as the Mine, Mill and Non-Skilled Departments collectively.
- 9.2.0 With respect to layoff procedures, it is recognized that employees holding permanent jobs have seniority within their job classification based on their plantwide seniority date detailed in the most current Schedule "B" - Master Seniority List.

9.2.1 It is further recognized that such employees have seniority within their department and seniority on a plantwide basis, except as outlined in the provisions of Article 15.13.0, based on their plantwide seniority.

9.3.0 When the Company has decided that circumstances require the reduction of the working force in any department, employees will be laid off by classification on the basis of their plantwide seniority. The most junior employees in the affected classification shall be displaced.

1. A displaced employee(s) will be permitted to exercise his/her plantwide seniority within his/her department, on any job classification with junior employees for which he/she is qualified.

The employee exercising his/her seniority shall assume his/her seniority within his/her destination classification based on his/her plantwide seniority and the most

junior employee(s) within this classification will be displaced.

2. Should a displaced employee not be qualified to perform the work of any junior employee in his/her department, he/she will be allowed to exercise his/her seniority to any job classification in another department, provided that he/she is qualified to do the work in question and there are junior employees within the job classification. The most junior employee within the destination classification will be displaced.

3. Should the employee not be qualified to perform the work of any junior employee in any department, he/she will be allowed to displace the most junior employee in his/her department and will be trained on that job. If more than one employee is being laid off and more than one employee reaches this step of the layoff procedure, the choice will be given in order of seniority beginning with the most senior employee.

4. Should there be no junior employee in his/her department, the employee will be allowed to displace the most junior employee in the plant and be trained on that job. Finally, should there be no junior employees, he/she will be laid off. If more than one employee is being laid off and more than one employee reaches this step of the layoff procedure, the choice will be given in order of seniority, beginning with the most senior employee.

9.4.0 There will, however be no requirement for the Company to perform any common core training pursuant to this Article. Furthermore the Company will not be required to train on the following jobs pursuant to this Article:

1. Hoistperson/Relief Hoistperson
2. Undercutter Operator
3. Jumbo Operator
4. Analyst

5. Dispatcher

9.5.0 The Company shall notify the Plant Chairperson or his/her alternate shall be advised in writing, prior to any layoffs.

9.6.0 In the event of an emergency, employees may be laid off without regard to seniority for a period not to exceed three (3) scheduled working days.

"Emergency" shall be defined as any condition beyond the control of the Company.

9.6.1 Employees shall be recalled to their former department and classification immediately upon resumption of such operation as if such layoff did not occur.

9.7.0 In the event of a layoff, or annual shutdown as defined in 10.8.0, notwithstanding their seniority status, the Plant Chairperson/Local Union President shall be continued at work as long as work is being done in the bargaining unit and a Committeeperson shall be continued at work as long as

work is being done in his/her jurisdiction which he/she is qualified to do.

9.8.0 Whenever the Company decides to increase the workforce, the Plant Chairperson or his/her alternate will be advised in writing and the following procedure will be followed:

- (a) Committeepersons on layoff shall be recalled first as long as work is being done in their jurisdiction which they are willing and qualified to do.
- (b) Employees will be recalled on the basis of plantwide seniority providing they are willing and qualified to do the work available.
- (c) The recall of employees on layoff shall be by telephone and registered letter to the telephone number and the address on record with the Company.

9.8.1 Recall from Layoff/Hiring of New Employees:

Prior to the exhaustion of the posting procedure in Article 5.1.0, employees may be recalled from layoff to Warehouse General in the Mill Department or Clean Up Work in the Mine Department, and if there are no laid off employees, new employees may be hired into these classifications. However, these persons will not be allowed to apply for any postings until the provisions of Article 5.1.0 have been satisfied.

- 9.8.2 The Company shall notify the Plant Chairperson or his/her alternate shall be advised in writing, in advance of any recall and also the names of new employees in their respective order and dates of hiring.
- 9.9.0 It is understood and agreed that in the event of a complete shutdown of hoisting operations caused by fire, flood, power shortage, mechanical or electrical breakdown or lack of bulk salt storage space, employees shall be transferred or laid off in accordance with plant wide seniority (except as prescribed in Article 9.6.0).

- 9.9.1 Provided the shutdown or layoff does not exceed eight(8) consecutive calendar days, employees transferred or laid off because of the foregoing shall return to their former department and classification or occupation immediately upon resumption of such operation as if such transfer or layoff did not occur.
- 9.9.2 Layoffs in excess of eight(8) days will be recalled in accordance with Article 9.8.0, 9.8.1.

ARTICLE 10 -- VACATION

- 10.1.0 Eligibility *for* vacation with pay during any current calendar year shall be determined on the basis of service or seniority, whichever is the greater prior to 1st January.
- 10.2.0 Vacation pay shall be calculated on the basis of forty (40) hours' pay calculated at the employee's regular straight time rate, including wage premiums, for each week of vacation or **as** a percentage of total gross pay in the previous calendar year, whichever is the greater.

10.3.0 Vacation eligibility and vacation pay shall be as follows:

- (a) Less than 12 months' service or seniority - a vacation allowance equal to one-twelfth of regular pay per month of service or 4% of total gross pay, whichever is greater with the equivalent time off.
- (b) 1 year service or seniority - 2 weeks' vacation with 80 hours' pay or 4% of total gross pay, whichever is the greater.
- (c) 5 years' service or seniority - 3 weeks' vacation with 120 hours' pay or 6% of total gross pay, whichever is the greater.
- (d) 12 years' service or seniority - 4 weeks' vacation with 160 hours' pay or 8% of total gross pay, whichever is the greater.
- (e) 20 years' service or seniority - 5 weeks' vacation with 200 hours' pay or 10% of total gross pay, whichever is the greater.

- (f) 25 years' service or seniority - 6 weeks' vacation with 240 hours' pay or 12% of total gross pay, whichever is the greater
- 10.3.1 **Any** employee whose 5th, 12th, 20th or 25th years' service or seniority falls within the current vacation year shall be permitted to take the corresponding number of vacation weeks, at the applicable rate of pay, beginning January 1st of the current vacation year.
- 10.3.2 In the case of employees who are celebrating their first year's anniversary, he/she must have completed twelve (12) months of service before becoming eligible for two (2) weeks' vacation.
- 10.3.3 If, however, the employee should resign or is otherwise terminated prior to his/her anniversary date, he/she will be required to reimburse the Company for the extra week of vacation he/she was granted in advance of his/her actual entitlement to the additional week in question.

- 10.4.0 Vacation pay must be drawn by an employee on the last working day before the commencement of his/her vacation, provided arrangements have been made with his/her foreperson not later than the previous Friday.
- 10.5.0 An employee who has completed the prescribed period of service as defined in Article 10.3.0 and has worked less than 1,000 hours in the previous calendar year shall be granted vacation with pay or vacation allowance in lieu of vacation on the basis of the applicable percentage of the total gross pay received in the previous calendar year. For the purposes of calculating the 1,000 hours worked, time paid for in the form of vacation pay, recognized holiday pay and periods covered by disability wages, including the waiting period, shall be counted as time worked. Periods of absence covered by W.C.B. and Union Business shall also be counted as time worked up to a maximum period covered by disability wages.

- 10.6.0 Subject to the conditions outlined below, it shall be mandatory that all vacations be taken between 1st January and the following 31st of December in any year. An employee who is unable to take his/her vacation during the calendar year because of illness or disability shall be paid the amount of his/her vacation allowance at the end of the calendar year.
- 10.6.1 Employees who take vacation during the Christmas week will be allowed to extend paid holidays into the first week of the next calendar year on continuous days they are scheduled to work.
- 10.7.0 in planning annual vacations, one or more of the following alternatives shall apply:
1. Reduced production schedules on a one shift basis from June 15th to August 31st.
 2. A production shutdown for one or more weeks for major repairs between June 15th to August 31st.

3. Staggered vacations in all departments.
- 10.8.0 In the event of a shutdown, scheduled by the Company prior to 1st April to occur between June 15th to August 31st, vacations for employees affected shall be scheduled to take place during the shutdown. In the event of any other shutdown, the employees affected by the shutdown may consider the shutdown as a layoff.
 - 10.8.1 An employee entitled to two (2) weeks' annual vacation may be allowed to take one (1) week of vacation between January 1 and March 31 in any year subject to seniority and the efficient operation of his/her department.
 - 10.8.2 In the event the Company has an annual shutdown in excess of one (1) week, those employees with two (2) weeks' vacation who have received one week of vacation between January 1 and March 31 in that year will be allowed to take the last week

of the shutdown as a leave of absence or layoff. Such leave shall be included in the employee's annual entitlement prescribed in Article 12.7.0. At the end of such leave or layoff the employees affected will return to the department and job classification from which they were laid off or took leave.

10.9.0 Subject to the efficient operation of the departments concerned, vacations shall be scheduled by seniority to take place during, but not limited to, the months of June, July, August and September and shall be arranged as far as possible to coincide with the wishes of the employees.

10.9.1 The number of employees in the mine department, mill department and non-skilled maintenance department that will be allowed on vacation each week will be posted by the Company prior to the vacation periods outlined in Article 10.9.2, 10.9.3. The number of employees in each skilled trades classification that will be allowed on vacation each week will be posted by

the Company prior to the vacation periods outlined in Article 10.9.2, 10.9.3.

- 10.9.2 Vacation requests for the period from January 1st to April 15th shall be submitted prior to the previous December 1st. The tentative vacation schedule for this period will be posted by the Company within four (4) days, by seniority. Upon posting, employees displaced will be allowed three (3) working days to reschedule their vacation request for this period, by seniority. Once the vacation schedule for the period January 1st to April 15th is finalized, all other vacations during this period will be scheduled in the order of their submission by the employees in writing and approval by the Company, in writing.
- 10.9.3 Vacation requests for the period from April 16th to December 31st shall be submitted prior to the 1st of April. The tentative vacation schedule will be posted **by** the Company within four (4) days, by seniority. Upon posting, employees displaced will be allowed

three (3) working days to reschedule the balance of their vacation entitlement, by seniority.

- 10.9.4 Vacation schedules, once approved by the Employer shall not be changed, other than in cases of emergency, except **by** mutual agreement between the Union and the Employer. Once the vacation schedule for the April 16th to December 31st period is finalized, all other vacations during this period will be scheduled in the order of their submission by the employee, in writing, and approval by the Company. If an employee has not scheduled his/her vacation by September 1st, the Company shall assign such vacation at that time.

- 10.9.5 If an employee has not scheduled his/her vacation by September 1st, the Company shall assign such vacation at that time by seniority.

- 10.10.0 Vacations shall normally start on Monday and end on Sunday. Provided he/she gives seven (7) days' prior notice in writing to his/her supervisor, an

employee will be excused from overtime obligations for the period of time, from the end of his/her last scheduled shift of his/her normal working week, until he/she reports on his/her next scheduled shift following such vacation. In such cases only, the employee will not be eligible to work or be charged overtime for those days.

10.10.1 An employee's vacation shall be deemed to start at the end of an employee's last regularly scheduled shift prior to a vacation.

10.11.0 Where a paid holiday occurs either immediately preceding or following an employee's vacation and it has been scheduled for work, the employee shall consider the day as an extension to his/her vacation, unless the employee has notified his/her foreperson he/she is available for work. The employee's vacation shall be deemed to start at the end of the employee's last regularly scheduled shift.

10.11.1 Where a paid holiday immediately follows an employee's vacation it shall

be deemed to be an extension of his/her vacation.

10.11.2 Where a paid holiday immediately precedes an employee's vacation, and the employee elects to use the day as an extension of his/her vacation, the employee's vacation shall be deemed to start at the end of the employee's last regularly scheduled shift.

10.11.3 Where a paid holiday or holidays occurs during an employee's vacation, he/she shall be entitled to take an additional day or days either immediately preceding or following his/her vacation as an extension of his/her vacation provided arrangements have been made with his/her foreperson at least one (1) week prior to the commencement of his/her vacation.

10.12.0 Where a former employee has been re-employed, his/her vacation pay shall be reduced by the amount of any statutory or other vacation payment received by him/her on any termination of employment in respect of his/her service during the twelve (12) month period

immediately preceding the 1st of January on which he/she became entitled to the vacation.

10.13.0 In any termination of employment an employee shall receive a vacation allowance of one-twelfth of the regular vacation pay calculated as above, for each complete month worked after January 1st. In the event that the employee has not taken his/her vacation for the current year he/she shall receive vacation pay in lieu of any vacation to which he/she is entitled for service prior to January 1st.

ARTICLE 11 - PAID HOLIDAYS

11.1.0 An employee shall, subject to Article 11.2.0, be paid an amount equivalent to eight (8) hours' pay at his/her straight time hourly rate (excluding shift and overtime premiums) for the following holidays whether or not he/she works on such holidays to be observed during the term of this agreement on the following dates:

1996

April 5, Friday - Good Friday
April 8, Monday - Easter Monday
May 20, Monday - Victoria Day
July 1, Monday - Canada Day
August 5, Monday - Civic
Holiday
September 2, Monday - Labour Day
October 14, Monday -
Thanksgiving Day
November 11 Monday -
Remembrance Day
December 24 Tuesday - Day Before
Christmas
December 25 Wednesday -
Christmas Day
December 26 Thursday - Boxing
Day
December 31 Tuesday - Day Before
New Year's
Employee's Birthday

1997

January 1, Wednesday- New
Year's Day
February 3, Monday - First
Monday in February

March 28,	Friday - Good Friday
March 31,	Monday - Easter Monday
May 19, Monday	- Victoria Day
June 30,	Monday - Canada Day
August 4,	Monday - Civic Holiday
September 1,	Monday - Labour Day
October 13,	M o n d a y - Thanksgiving Day
November 11	T u e s d a y - Remembrance Day
December 24	Wednesday- Day Before Christmas
December 25	Thursday - Christmas Day
December 26	Friday - Boxing Day
December 31	Wednesday- Day Before New Year's
Employee's Birthday	

1998

January 1,	Thursday - New Year's Day
February 2,	Monday - First Monday in February
April 10,	Friday - Good Friday

April 13,	Monday - Easter Monday
May 18,	Monday - Victoria Day
July 3,	Friday - Canada Day
August 3,	Monday - Civic Holiday
September 7,	Monday - Labour Day
October 12,	M o n d a y - Thanksgiving Day
November 11	W e d n e s d a y - Remembrance Day
December 24	Thursday - Day Before Christmas
December 25	Friday - Christmas Day
December 28	Monday - Boxing Day
December 31	Thursday - Day Before New Year's
Employee's Birthday	

1999

January 1,	Friday - New Year's Day
February 1,	Monday - First Monday in February
Employee's Birthday	

11.2.0 However, an employee shall not be entitled to be so paid:

- (a) If he/she does not work on any such holiday when he/she has been required or scheduled to do so unless a valid reason is given for such failure.
- (b) If he/she is absent without good cause on the scheduled working day immediately preceding or succeeding such holiday. However, it is understood that if an employee is given permission by supervision to be off on either or both of the above days, this will count as time worked for the purpose of qualifying for holiday pay.
- (c) Also in the case of illness certified by medical certificate or leave of absence, an employee shall receive his/her full holiday pay if his/her absence did not commence more than fifteen (15) calendar days prior to the holiday in question. An employee shall be entitled to holiday pay for any recognized holiday that

occurs within fifteen (15) calendar days of a layoff due to a shortage of work.

(d) If he/she has not acquired seniority status under Article 4.1.1.

11.3.0 If another day is substituted by statute or decree or by mutual agreement between the parties for the observance of any of the holidays listed in clause 11.1.0 the day of observance so substituted shall be deemed to be the holiday for the purpose of this article.

11.4.0 If an employee is compelled to work on a paid holiday, (save and except for the employee's birthday), such employee shall be given, subject to the efficient operation of the department, the option to the day off without pay at a time mutually acceptable to the Company and the employee. The substitute day shall be taken within sixty (60) days of the paid holiday worked and will not be taken in conjunction with another paid holiday.

11.5.0 Employees will not be required to work on their birthday. For the purposes of this Article, an employee's birthday shall be defined as the twenty-four (24) hour period of the birthday (or the date observed as the birthday) and shall commence at 12:01 a.m. on that date. Employees will not be asked to work or be charged overtime on their birthday.

11.5.1 An employee whose Birthday falls on a Monday or a Friday or who elects to observe his/her Birthday on a Monday or a Friday will be excused from overtime obligations from the end of his/her last regularly scheduled shift of his/her normal working week, until he/she reports on his/her next regularly scheduled shift of the next work week, provided he/she gives seven (7) days' prior notice in writing to his/her supervisor. In such cases only, the employee will not be eligible to work or be charged overtime for those days.

11.6.0 In the event that an employee's birthday falls on a recognized holiday

or weekend, he/she shall take the working day off immediately preceding or following such recognized holiday or weekend.

- 11.6.1 Upon application in writing at least two (2) weeks in advance, an employee whose birthday falls on Tuesday, Wednesday or Thursday of his/her work week shall have the option of observing that holiday on the Monday or Friday of that same work week. Whether the employee chooses to observe the holiday on the Monday or Friday will depend on how many employees may be observing the same day as their birthday. Such cases will depend on the efficient operation of his/her department.

**ARTICLE 12 — BEREAVEMENT, JURY DUTY,
LEAVES OF ABSENCE**

- 12.1.0 The Company will grant, to a seniority employee four (4) consecutive scheduled non-overtime days' leave of absence with pay at straight time due to the

death of the employee's child, current spouse or stepchild of current spouse.

- 12.1.1 The Company will grant, to a seniority employee three (3) consecutive scheduled non-overtime days' leave of absence with pay at straight time rate due to the death of the employee's parent or step parent, parent or step parent of current spouse, brother or step brother, sister or step sister.
- 12.1.2 In the event of the death of an employee's brother-in-law, sister-in-law, grandparents or grandchildren, or grandparents of current spouse, or grandchildren of current spouse, the Company will grant one (1) day's leave of absence with pay at straight time provided the funeral takes place on a scheduled working day.
- 12.2.0 If the death occurs while an employee is on vacation, an equal period of vacation will be rescheduled at a time to be approved by the Company and which does not interfere with the scheduled vacations of other employees.

- 12.3.0 Employees who are absent due to bereavement leave will not be eligible for overtime or charged for any overtime from the commencement of their bereavement until their return on their next scheduled shift after the period of bereavement.
- 12.4.0 An employee who is summoned and reports for jury duty or is subpoenaed as a witness shall be paid by the Company for any straight time earnings lost.
- 12.4.1 Employees will not be required to work their scheduled shift or overtime on the date or dates they appear as a subpoenaed witness or on jury duty. The employee may qualify for weekend overtime prior to the end of the jury duty or subpoenaed term only if he/she notifies his/her foreman of their availability.
- 12.4.2 If an employee is on jury duty or is subpoenaed as a witness during an employee's vacation or leave of absence (as defined in article 12.7.0.), or on a paid holiday as listed in article

11.1.0., the employee's leave of absence or vacation or observance of the paid holiday will be extended by the number of days required to complete these duties.

12.4.3 This provision does not apply if an employee is subpoenaed as a witness to a proceeding involving the Company and the Union or any bargaining unit employee of the Company, unless subpoenaed by the Company.

12.4.4 In order to qualify for such payment, the employee will be required to give the Company prior notice that he/she has been summoned for jury duty or subpoenaed as a witness and to furnish satisfactory evidence that jury duty was performed or that he/she attended as a witness on the days for which he/she claims such allowance.

12.4.5 Any payments received by the employee from the courts shall be deducted from the employee's wages over the same period that they were received.

- 12.5.0 Application for leave of absence for personal reasons shall be made on forms supplied by the Company. A copy of the application showing the *final* decision of the Company shall be supplied to the Plant Chairperson/Local Union President.
- 12.6.0 An employee, who is elected or appointed to a full-time or part-time position with the Union, or an affiliate, shall be granted a leave of absence without pay or benefits, not to exceed twenty-four (24) months. Upon written application, thirty (30) **days** prior to the twenty-four (24) month period, where practical, or any subsequent twenty-four (24) month period, the leave of absence will be extended for an additional *twenty-four (24) months*. Said employee shall continue to accumulate service, pension credits and seniority while on such leave.
- 12.7.0 Members of the bargaining unit, not exceeding six(6) in number at any one time(one from Mill, one from the Mine and one from each Skilled Trade to a

maximum of four(4) from Surface and Underground Maintenance Departments combined), shall be granted upon request, a leave of absence without pay not to exceed five(5) weeks during the life of this agreement. It is expressly understood and agreed that an employee shall not be granted a leave of absence in excess of two (2) weeks in any one year and also that such leave of absence shall not be granted when the leave of absence requested interferes with the vacation rights of other employees.

- 12.7.1 Application for such leave of absence must be submitted to the employee's supervisor at least two (2) weeks prior to the commencement of such leave.
- 12.7.2 Leaves of absence during the prime vacation time (June 15th to September 15th, the month of October and the 15th December to the 15th January) will be subject to the efficient operation of the section or department.

- 12.8.0 An employee who is off work with permission for a period not exceeding three (3) working days shall not be considered to be on a leave of absence.
- 12.9.0 When a leave of absence has been approved no other employee may displace such leave of absence within a ninety (90) day period prior to commencement of the approved leave.
- 12.10.0 Members of the Union not exceeding two (2) in number (or up to five (5) members of the negotiating committee), or any members of the Local Union Executive Board, at the request of the National Representative, or Local Union, at any one time shall be granted reasonable leave of absence without pay for the transaction of business for the Union, provided that such leave of absence shall not in any event exceed ten (10) months in the aggregate during the term of the agreement. The Company will be provided at least one (1) months' notice of any leave in excess of three (3) months, where practicable.

- 12 11.0 An employee convicted of an offence under the Criminal Code arising out of the operation of a motor vehicle and who is absent from work as a result of such conviction for a period not to exceed sixty (60) calendar days, shall be treated as though he/she were on a leave of absence without pay.

ARTICLE 13 – SAFETY AND HEALTH

- 13.1.0 The Company recognizes its responsibility to provide a safe and healthy working environment for all the employees at the mine.
- 13.1.1 The Company and the Union mutually recognize their obligation to cooperate in the maintenance of safe and healthy working conditions and safe work practices.
- 13.1.2 The Company shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment.

- 13.1.3 Nothing contained in this Article shall be construed to restrict any employee's rights under Provincial Legislation covering health and safety.
- 13.2.0 Any injury which occurs in the course of employment shall be reported immediately by the employee to the nearest first aid attendant and to the foreperson as soon as practicable. Any accident, hazard or unsafe condition shall be reported immediately by the employee to his/her foreperson. The health and safety representative shall receive copies of safety recommendation forms and W.C.B. Form 156 related to the above as soon as possible. The employee shall be provided with a copy of the mine hospital sheet, when requested by the employee.
- 13.2.1 Should the W.C.B. claim of an employee be delayed beyond seven (7) days for any reason, the Company and the Union Representatives agree to meet and discuss the possibility of paying disability wages pursuant to

the terms and conditions of the Disability Wage Plan.

13.2.2 The payment of disability wages will be conditional upon the employee signing a waiver suitable to the Company.

13.3.0 In addition to the functions referred to in Article 2 of this agreement, it is agreed that each Committeeperson shall perform the following functions with respect to matters pertaining to safety and health:

- (1) Inspect his/her department or working area each month with his/her foreman and make joint recommendations to the Superintendent.
- (2) Attend the monthly meetings of the General Safety Committee as the representative of the employees of his/her department or working area. In addition, he/she may attend monthly departmental safety meetings if he/she so desires.

- (3) Accompany the Inspector of the Ministry of Mines on any regular inspection *of* his/her department or working area.
- (4) Receive copies *of* accident investigation reports of safety incidents that occur in his/her department or working area.
- (5) Participate in the formal investigation of lost time, medical aid injuries and safety related incidents or concerns that occur in his/her department or working area and to receive copies of all signed statements made at such meetings.
- (6) A formal health and safety related incident investigation shall not commence without the Union Health and Safety Representative present.

13.3.1 It is recognized that there may be some occasions when the Plant Chairperson and/or Local Union President may be required *to* attend any of the above mentioned functions

and in these instances the Company agrees to such requests in conformity with past practice.

- 13.3.2 Time spent in the performance of these functions shall be paid for by the Company at the appropriate rate of pay and shall not be counted as time spent on Union Business as provided in Article 2 of this agreement.
- 13.4.0 The Company and the Union agree to abide by the provisions of Chapter 83, Parts 5 and 6, of the Occupational Health and Safety Act dated 1978 (effective October 1, 1979) during the course of this agreement.
- 13.5.0 The Company shall provide annual medicals, at no cost to its employees. Such medicals shall include chest x-rays, audiograms and lung function tests. Should an employee desire to have such a medical performed by another physician of his/her choice it is expressly understood and agreed that any costs incurred shall be the responsibility of the employee.

- 13.5.1 Upon receipt of written authorization by an employee, test results or medical records will be released or made available to *his/her* family physician.
- 13.5.2 The Company agrees to provide copies of, or access to, the results of tests involving the research or measurement of harmful or toxic substances to which an employee may be exposed.
- 13.5.3 A Skilled Trades or Occupational Health and Safety representative from the National union shall be allowed to enter the plant property when requested by the Union Committee provided proper written notification has been given to the Mine Manager.
- 13.6.0 A notice of safety meetings shall be sent to each representative not less than two (2) working days in advance of the meeting.
- 13.6.1 The Company further agrees:

- (a) Whenever the Company requires the use of additional personal safety equipment it will make such equipment available to employees requiring such equipment at no cost. The Company also agrees to pay all employees:

Effective March 1, 1996	\$100.
Effective February 16, 1997	\$105.
Effective February 16, 1998	\$110.

per year toward the cost of safety shoes and to pay the full cost of approved safety glasses and prescription safety glasses to a maximum of one pair every two (2) years and to replace such glasses which are broken or damaged on the job and not replaced by the Workers Compensation Board.

In addition to the above all employees classified as welders and permanent hand scalers will receive a second payment in the same amount, by

August 16 of each calendar year, upon satisfactory proof of purchase. Employee who have completed a six(6) month temporary assignment as a hand scaler will also be eligible for such second payment.

- (b) To pay the full cost of miners' belts, hard hats and hearing protection required on the job.
- (c) To provide waterproof coveralls for employees engaged in mixing "blue treatment" and mucking in the sump and regular coveralls for powdermen, permanent undercutter operators, permanent jumbo operators and employees engaged in excavation work in new underground construction, roof bolt drilling with jack leg drill and as fuelers, oilers and greasers.
- (d) To provide regular coveralls for employees holding the classification of clean-up on a five(5) pair rotation.

- 13.7.0 The Company agrees to provide overtime meals to the value of \$6.00 if an employee is required to work more than ten (10) hours in one shift and an overtime lunch to the value of \$4.00 if this employment continues in excess of thirteen (13) hours. An employee who is required or scheduled to work more than thirteen (13) hours may as an alternative be provided with a meal to the value of \$10.00.

An employee who does not receive an overtime meal will be paid the amount above relative to the hours of overtime that he/she worked, and he/she shall not be permitted to defer the meal.

- 13.7.1 The Company realizes that the price of meals may increase due to inflation and agrees to continue to provide meals comparable in quantity, quality and selection to those supplied under past practice should costs change.
- 13.7.2 In addition to applying for overtime shifts continuous with an employee's regular shift, this Article will apply to

those employees returning to work for a shift starting up to two (2) hours from the end of their last shift worked.

- 13.7.3 The Company agrees that one member of the Plant Committee will be present when negotiating meals with the supplier.
- 13.8.0 Safety representatives will not be required to act as witnesses against bargaining until employees in instances of discipline or discharge related to safety violations.
- 13.9.0 Should any employee become medically unfit to perform the duties of his/her classification the Company will consult with the Union in an effort to place the employee in another classification which he/she is capable of performing. Should there be no such work available the Company will review the status of the employee with respect to his/her entitlement to Company benefits under the Industrial Relations Plans. Should he/she not be

eligible for benefits under such plans, he/she shall be laid off.

- 13.9.1 Should he/she subsequently become medically fit and able to return to work, he/she shall be permitted to return without loss of seniority, in line with the provisions of Article 4.3.0, to a position his/her seniority entitles him/her to and will be trained, if necessary.
- 13.10.0 While working on surface on a light duty job, an underground employee will continue to receive the underground premium for all hours worked.
- 13.10.1 The Company agrees to continue a light duty program on the Mine site consisting of handling and sharpening undercutter and jumbo bits where there is sufficient work available.
- 13.10.2 The Company and the Union by mutual agreement may designate additional jobs or duties, not inconsistent with the particular disability of the person, which shall be governed by the following conditions.

- 13.10.3 Preference will be given to the most senior temporarily disabled person able to perform such jobs or duties, and who is able to assume his/her regular duties within sixty (60) days of assignment to the job. Upon return to his/her regular duties, the position will be filled by the next most senior temporarily disabled person able to perform such jobs or duties. Should there be no one eligible, the Company may consider retaining the person on the light or modified duties until another person becomes eligible.
- 13.10.4 Overtime occurring on these jobs will be offered first to the person on the job. That person will not be eligible for overtime in any other job. This provision shall not apply to non-disabled employees who are performing such duties.

**ARTICLE 14- HEALTH AND WELFARE
BENEFITS**

- 14.1.0 It is agreed that the application of the Industrial Relations Plans comprising the Group Life Assurance Plan, the Pension Plan (as amended 15th

February 1984 in regards to curing of service for layoffs only from 1955 to February 15th, 1984 for those persons on payroll only as of February 15th, 1984 and the curing of service for strike time in the 1975 and 1990 strikes for current employees, effective January 1, 1990, the Ontario Health Insurance Plan, if applicable, and the Disability Wage Plan and Health and Welfare benefits as listed in 14.2.0, shall continue in respect of the employees of the said works.

- 14.2.0 The Company will provide all employees and their eligible dependants with the following health and welfare benefits, effective the first of the month following the completion of three (3) months' service:
 - 14.2.1 Green Shield Apoth-A-Care Plan 3 (\$1.00 co-pay with Product Selection)
 - 14.2.2 Ontario Health Insurance Plan (if applicable)

- 14.2.3 Green Shield Semi-Private coverage.
- 14.2.4 Green Shield Dental Plan 74.
- 14.2.5 Green Shield Extended Health Services U-5 Plan (with out-of-Province coverage) or arrangement of Green Shield Plans that provide equivalent benefits to the U-5 plan.
- 14.2.6 Greenshield Medex Deluxe
- 14.2.7 Life Insurance will be provided in the amount of \$32,500 for all Non-Skilled Trades employees and \$36,000 for all Skilled Trades employees.
 - (a) Commencing April 1, 1996 the Company will pay the premium on \$29,000 of the face value of the policy. Effective February 16, 1997 this amount will be increased to \$30,000. Effective February 16, 1998 this amount will be increased to \$31,000.
 - (b) Under the terms of the Insurance Policy administered by Sun Life Assurance Company of Canada

under Policy 50216-G Part A or a policy providing identical benefits with another carrier, a totally disabled employee has the option to elect to receive Installment Disability Benefits commonly known to the Company and Union as "Payout of the Life Insurance", *or* to elect to receive Long Term Disability Plan benefits.

- (c) Upon retirement, an employee's life insurance will be reduced to a \$5,000 Company paid policy, unless the employee is in receipt of Installment Disability Benefits where the amount of the insurance has been totally paid out.
- (d) The Company will pay the premium for life and accidental death and dismemberment insurance for all active members of the Mine Rescue Team to a maximum of twenty (20) persons.
- (e) The members of the Mine Rescue Team will be covered while in attendance at Mine Rescue

Competitions, in Transit from, or to, a call to perform, or having performed, "Mine Rescue work." The insurance coverage for these employees will be a flat \$50,000 benefit.

14.2.8 Canadian Salt Company Limited Employees' Pension Plan, administered by The Sun Life Assurance Company of Canada under Group Annuity Policy No. 11881-G and registered with The Ontario Pension Commission as C-7616/08 as amended from time to time.

14.2.9 Disability Wage Plan, providing Sickness and Accident Benefits from the first day of hospitalization or after seven(7) consecutive days of disability as follows:

- (a) For employees who have attained seniority status but have less than one year of seniority, $66 \frac{2}{3}\%$ of regular wages for a maximum period of 20 weeks.

- (b) For employees with one or more years of seniority, payment shall be as follows:
 - (i) In respect of non-occupational disability, an employee will be paid a minimum of \$260.00 per week or 80% of regular wages, whichever is greater, for a maximum period of 26 weeks and 50% of regular wages for a further maximum period of 26 weeks.
 - (ii) For the purpose of this Plan, the regular wages of an employee paid by the hour shall be his/her hourly rate as established for Industrial Relations Plan purposes multiplied by the standard work hours that have elapsed during the period for which payment is being made; if he/she is paid by the day, week or month, his/her regular daily, weekly or monthly rate, respectively, shall be used.

14.2.10 Long Term Disability Plan, providing Monthly Indemnity Benefits from Sun

Life Assurance Company of Canada under Policy 50216-G Part A or a policy providing identical benefits with another carrier, in the amount of \$1,200.00 per month with no carve out.

- 14.2.11 The Company agrees to pay fringe benefit premiums for a period of thirty-six(36) months in cases of sickness or accident except for life insurance for which the Company will pay its portion of the premium.
- 14.2.12 Employees absent due to Sickness or Accident or Workers Compensation or Long Term Disability shall continue to accumulate seniority.
- 14.2.13 Employees absent due to Sickness or Accident or Workers Compensation or Long Term Disability shall continue to accumulate service in accordance with the Pension Plan.
- 14.2.14 The company agrees to amend these Plans in accordance with the Memorandum of Settlement dated February 16,1996 and also agrees they will continue without further change

during the term of this Agreement unless changes are agreed to between the Company and the Union.

14.3.0 The Company will provide all pensioners, their spouses and eligible dependents with the following health and welfare benefits:

1. Green Shield Apoth-A-Care Plan 3 (.35¢ co-pay with Product Selection).
2. O.H.I.P. (if applicable).
3. Green Shield Semi-private coverage.
4. E.H.S. H.D. - No deductible.
5. Audio H-1.
6. Vision - \$120/24 months.
7. Medex Deluxe.
8. Basic Dental Plan 10.

14.4.0 It is also agreed that written copies of the health and welfare benefits plans will be made available to each employee and in the event of violation of any of these plans the employee shall have the right to grieve under this agreement.

- 14.5.0 The Company will print the Employee's Handbook in the back of the collective agreement booklet. The Handbook will not, however, form part of the collective agreement.
- 14.6.0 In the event of the death of an employee or pensioner, the Company agrees to continue to pay the premiums for applicable health insurance coverage for a dependent surviving spouse and eligible dependents, for a maximum of thirty-six (36) months, unless the person qualifies for premium free coverage or coverage through another employer before that time.
- 14.7.0 The Company will continue to pay all benefits under the industrial relations plans covered in the Collective Agreement for an employee on short term leave, not to exceed two (2) months in a calendar year, provided there is no duplication of any benefits while on such leave and provided the Local Union gives the Company written notice of the leave of absence, where practical.

ARTICLE 15 — SKILLED TRADES

- 15.1.0 For the purpose of this Article, the words "Skilled Trades" shall refer to the following classifications: Machine Repairperson, Welder, Electrician, Carpenter and Painter.
- 15.2.0 Any further employment in the Skilled Trades occupations after the signing of this agreement shall be limited to Journeypersons, except that during the period when Journeypersons are unavailable, it is agreed that non-journeyman employees, whose duties shall be to assist Journeypersons, may be reclassified on a temporary basis to supplement the work force in a Skilled Trades classification. Such non-journeyman employees shall be classified as supplemental employees. Vacancies for supplemental employees shall be posted plantwide and filled in accordance with the applicable provisions of Article 5.

- 15.2.1 A supplemental employee shall not accumulate seniority in the Skilled Trades department.
- 15.3.0 Any vacancy for a Skilled Trades employee shall be posted in the Maintenance Department for a period of forty-eight(48) hours. If it cannot be filled from within the department, it shall be posted plantwide for a period of forty-eight(48) hours. Applications will only be accepted from employees who qualify under Article 15.4.0, in the same classification as noted in the posting. The most senior tradesperson will be the successful candidate.
- 15.3.1 The successful candidate shall be placed on the job within fourteen(14) days from the posting termination date. Any permanent Skilled Trades openings not filled in accordance with Article 15.3.0 shall be filled as follows:
- (a) by the most senior laid off employee qualified in the classification required;

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- 15.3.0 Any vacancy for a Skilled Trades employee shall be posted in the Maintenance Department for a period of forty-eight(48) hours. If it cannot be filled from within the department, it shall be posted plantwide for a period of forty-eight(48) hours. Applications will only be accepted from employees who qualify under Article 15.4.0, in the same classification as noted in the posting. The most senior tradesperson will be the successful candidate.
- 15.3.1 The successful candidate shall be placed on the job within fourteen(14) days from the posting termination date. Any permanent Skilled Trades openings not filled in accordance with Article 15.3.0 shall be filled as follows:
- (a) by the most senior laid off employee qualified in the classification required;

(b) by a new hire;

Prior to hiring, the Skilled Trades Committee person shall be given an opportunity to review the credentials of candidates claiming Journey person status.

15.3.2 When a Journey person becomes available either by hire or transfer, in a skilled classification to which a supplemental employee has been assigned, such Journey person shall replace the supplemental employee who shall then be laid off or returned to his/her original department.

15.3.3 Temporary Skilled Trades vacancies will be filled pursuant to Article 5.3.0.

15.4.0 The term "Journey person" shall mean any person:

(a) Who is now classified as a Skilled Trades person at Ojibway Mine, or

(b) Who holds a C.A.W. Journey persons card in one of the

classifications listed in Article 15.1.0, or

- (c) Who has 8 years of practical experience in the Skilled Trades classification in which he/she claims Journeyperson's designation and can produce satisfactory documentary evidence to substantiate his/her claim, or
- (d) Who has served a bona fide apprenticeship recognized by the Ontario Ministry of Labour in one of the Skilled Trades listed in paragraph 15.1.0, and holds a certificate which substantiates his/her claim to such service, or
- (e) Who in the case of an Electrician or a Mechanic holds a valid license as prescribed by law.

15.5.0 Work which is normally performed by Skilled Trades employees shall be assigned to Journeyperson tradesperson or supplemental employees as defined in clauses 15.2.0 and 15.4.0; however, it is understood and agreed that:

- (a) Labourers in the Maintenance Department shall continue to *assist* Skilled Tradespersons by performing non-skilled work associated with the work of the tradespersons.
- (b) Members of one Skilled Trade shall continue to assist members of another Skilled Trade, when so required.

However, when modified Maintenance crews are working on overtime, the Company shall utilize two members of a Skilled Trade to perform the work rather than having a member of one Skilled Trade assist a member of another Skilled Trade when so required, where there is no possibility of work being required *in more* than that trade. This paragraph does not apply to Skilled Trades employees in Skilled Trades classifications with only one employee.

The Company will also keep a Skilled Trades employee on to work overtime at the end of his/her shift

(other than to replace an employee who is absent on the following shift) to assist a member of the same skilled trade where there is no possibility of work being required in more than one trade. This paragraph does not apply to Skilled Trades employees in Skilled Trades classifications with only one employee.

- (c) Available maintenance work underground or on surface shall be distributed by classification among employees normally performing the work to be done in their respective departments.

15.6.0 The Company will train Skilled Trades employees to perform work in their trades in the maintenance of new equipment and the skills necessary to maintain existing equipment.

15.6.1 Furthermore, the parties agree that with the introduction of new techniques and technologies, it is important that advance planning be made to anticipate skills, needs and

training required so that skilled trades employees can perform the duties of their trade.

- 15.6.2 The Company agrees to continue its present practice of affording the workers affected by the introduction of new technologies the opportunity to apply themselves to the new skills and the new technology so that they can perform the duties of their trade.
- 15.6.3 The Company will continue to pay the cost of the training to afford Bargaining Unit employees (who have the basic knowledge and ability to be trained) the opportunity to keep current with new methods, tools, machines and new technology affecting their work and job security.
- 15.6.4 The Company will notify the Union sixty (60) days in advance of any introduction in new technology and will notify the Union in advance of the introduction of new techniques so as to give the affected Bargaining Unit employee (who has the basic knowledge and ability to be trained)

the opportunity to become acquainted with the new skill needs so that he will be available to perform the work when needed.

- 15.6.5 During his/her regularly scheduled work week all hours involved on training shall be considered as hours worked and the Company agrees to pay the employees attending such courses the appropriate rate of pay as outlined in Article 7.2.0 and approved expenses, less any monies received from other sources.
- 15.6.6 Should such training take place on the employee's day(s) off, he/she shall be paid straight time wages for the hours spent at such training except when he/she would have been called to work overtime in which case he/she will be paid in accordance with Article 7.3.0.
- 15.6.7 Hours spent on training off the mine site will be paid a maximum of eight (8) in any calendar day.

- 15.7.0 The Company will deduct, from the pay of each Journeyperson, as defined in Article 15.4.0 the annual Skilled Trades dues, as directed by the Union. Such deductions will be made from the same pay period as the deduction of the Union initiation fee and thereafter, on an annual basis, from the second Pay period in January, such dues shall be remitted to the appropriate Local Union along with a list of each Journeyperson designating his classification and the amount deducted.

- 15.8.0 The Company shall supply metric and specialized tools for use by Skilled Trades employees when required in the performance of their work.

- 15.8.1 The Company will continue its past practice of repairing or replacing employees' tools that have been damaged while performing assigned maintenance work. Lost tools will also be replaced by the Company at no cost to the employee if such loss is reported to the employee's supervisor within a reasonable time and with a

reasonable explanation as to the circumstances surrounding the loss.

- 15.9.0 Maintenance overtime occurring underground and on surface shall be distributed by classification among the employees normally performing the work to be done pursuant to Article 7. This provision shall not preclude the temporary assignment of duties in one area to employees normally working in the other area.
- 15.9.1 An employee in the Maintenance Department will not be eligible, nor will the employee be charged for an overtime assignment, which by working, would make the employee ineligible to work his/her regular shift or previously scheduled overtime shift, except where no other employee is available to work the assignment.
- 15.10.0 Where a breakdown has occurred causing a stoppage of production hoisting operations the Maintenance persons performing that repair may remain on the job after normal shift change to a maximum of two (2) hours

regardless of their credited overtime until the succeeding shift has arrived on that job.

- 15.11.0 Only properly instructed and qualified Skilled Tradespersons shall perform the regular inspections of the hoists and sign the required record books.
- 15.12.0 The Company agrees to continue its present coverall service, a seven(7) pair cycle, for all classified skilled trades employees at no cost to the employees.
- 15.13.0 The seniority of Skilled Tradespersons shall be established by separate seniority lists for each classification listed in section 15.1.0. Present employees in these classifications shall retain their present seniority date. The seniority date of future new employees shall **be** established in accordance with the provisions of Article 4.1.1 of this agreement. The seniority date of an employee who is reclassified from a nontrades classification to a Skilled Trades classification shall be the date of reclassification.

- 15.14.0 In the event of a layoff in any Skilled Trades classification, the junior employees in that classification on a plant wide basis shall be laid off, provided the remaining employees are willing and qualified to perform the work available.
- 15.14.1 The employees affected shall be given preference in filling new vacancies in unskilled classifications, but shall not be permitted to carry their seniority into these classifications.
- 15.14.2 In the event the employee laid off in one classification is qualified under paragraph 15.4.0 as a Journeyman in another Skilled Trades classification, the employee shall be permitted to displace a junior employee in the other classifications. Such employee shall return to his/her former classification on recall or shall take date of entry seniority into the new classification and shall forfeit any recall right to his/her former classification.
- 15.14.3 Should a classification be discontinued or eliminated, the employees affected

shall be permitted to exercise their total company seniority in displacing junior employees in other classifications provided the employee is willing and qualified to do the work available.

15.14.4 Recalls in any skilled trades classification shall be in reverse order of layoff by classification provided the employee is willing to do the work available.

15.15.0 When weekend Skilled Trades overtime shifts are scheduled prior to 12:01 **A.M.** Thursday and subsequently other Skilled Trades overtime is required, employees may be selected from those not previously scheduled.

15.15.1 A Skilled Trades employee who has worked two consecutive forty-eight (48) hour weeks will be permitted to be absent with permission one day within the following week provided he/she notifies his/her supervisor by Friday of the preceding week, and provided further that such employee will not be required for any weekend work because of hoisting or boat loading requirements.

**ARTICLE 16 — EMPLOYMENT OF
HOISTPERSONS**

- 16.1.0 The rate of pay in the Hoistperson classification shall be maintained at parity with the Skilled Trades classification.

- 16.1.1 The word "hoistperson" as used in this Article 16 refers to an employee who is qualified in this classification in accordance with the requirements of the Occupational Health and Safety Act 1978 and Regulations for Mines and Mining Plants.

- 16.2.0 Future vacancies in the Hoistperson classification, including Relief Hoistperson, shall be advertised in the Mine Department in accordance with the procedure outlined in Article 5.1.0. An employee in the Mine Department, who is employed as a Relief Hoistperson, during periods of leave of absence, injury, illness or vacation, shall be permitted to retain his/her seniority in his/her former classification but shall not accumulate

seniority in the Hoistperson classification.

16.3.0 In the event of a curtailment of work, Hoistpersons shall be permitted to exercise their seniority in accordance with Article 9.1.0, 9.2.0, 9.2.1, and 9.3.0.

16.4.0 Overtime in the Hoistperson classification shall be distributed in accordance with the following procedure:

- (1) (a) Overtime resulting from casual absence of two (2) days or less, shall be offered first to the regular Hoistpersons.
- (b) If refused by regular Hoistpersons, it shall be offered to the Relief Hoistperson(s) pursuant to Article 7.10.8, 7.10.10.
- (c) If refused by Relief Hoistpersons it shall be offered to qualified Hoistpersons from

the Mine Department pursuant to Article 7.10.8, 7.10.0.

- (2) A Relief Hoistperson or qualified spare Hoistperson who is the successful applicant of a temporary job vacancy for a regular Hoistperson during periods of vacation, disability or other leave of absence, shall share in the distribution of overtime while serving in this capacity, pursuant to Article 7.10.8.
- (3) (i) Overtime resulting from the casual absence of a Relief Hoistperson, shall be offered first to the other Relief Hoistperson(s), pursuant to Article 7.10.8, 7.10.10.

(ii) If refused by the Relief Hoistperson(s), then the overtime will be offered to the qualified spare Hoistperson in the Mine Department, pursuant to Article 7.10.8, 7.10.0.

(iii) If refused by the qualified spare Hoistperson(s), *then* the overtime will be offered to the regular Hoistperson, pursuant to Article 7.10.8, 7.10.0.

16.5.0 A Regular or Relief Hoistperson who has worked two consecutive forty-eight (48) hour weeks will be permitted to be absent with permission one day within the following week provided he/she notifies his/her supervisor by Friday of the preceding week, and provided further that such employee will not be required for any weekend work because of hoisting.

16.6.0 When a Hoistperson is working twelve(12) hours production, he/she shall receive a 10 minute break period during last four(4) hours,in addition to the breaks provided in Article 6.4.0, 6.4.1 and 6.4.2.

16.7.0 Temporary vacancies in the regular Hoistperson classification shall be posted pursuant to Article 5.2.0 and the successful applicant will be the

most senior qualified permanent Relief Hoistperson applicant pursuant to Article 5.2.0.

- 16.8.0 Qualified spare Hoistpersons not having active time operating the hoist, shall receive at least eight(8) hours of training every four(4) months to maintain current practises and qualification.
- 16.9.0 All temporary job postings for a regular Hoistperson(s) or Relief Hoistperson(s) during the annual plant shutdown will be based on plantwide seniority, pursuant to Article 5.10.0, 5.10.1 and 5.10.2.

ARTICLE 17 – CONTRACTING OUT

- 17.1.0 It is agreed that members of the bargaining unit shall not be laid off as a result of work which they customarily perform being contracted out to other sources.
- 17.2.0 Whenever it becomes necessary for the Company to contract out a particular portion of its work load or

requirements, the Company agrees to discuss the matter with the Union, in advance, in accordance with the Letter of Understanding Number 14.

- 17.2.1 In the case of any installation or assembly of new machinery in the Plant, it is mutually agreed that where reasonably practical the repair and maintenance of such shall normally be the responsibility of the Company who will use members of the bargaining unit.
- 17.2.2 It is also mutually agreed that required warranty work or specialty work may be performed by other sources.
- 17.2.3 It is further agreed that only unionized construction contractors' employees will be permitted to work at the Ojibway Mine.

ARTICLE 18 — DISCIPLINE AND GRIEVANCE PROCEDURE

- 18.1.0 **A** dispute, grievance or misunderstanding (hereinafter called

"grievance") involving occupational classification, wages, hours or other working conditions, which any employee or group of employees may desire to discuss and adjust with the Company shall be handled as outlined below.

STEP 1:

An employee, or group of employees having a grievance, shall first take the matter up with his/her foreperson verbally, either directly or through his/her committeeperson or steward within five (5) days from the time such grievance arose or became apparent. The foreperson shall respond to a verbal presentation by the employee or Committeeperson within two(2) days of the presentation. If the matter cannot be resolved in discussion with the foreperson, the grievance may then be submitted to the foreperson in writing by the committeeperson within three (3) days following the foreperson's verbal disposition. The foreperson must then reply in writing *within* the following three (3) days.

STEP 2:

If the foreperson's written reply does not settle the matter to the satisfaction of the Union, the grievance may then be appealed by the committeeperson within three (3) days following receipt of the foreperson's written reply, to the Superintendent of the department involved. A meeting between the committeeperson and the Superintendent shall take place within three (3) days following the receipt of the appeal to the superintendent in an attempt to resolve the grievance. If the grievance is not resolved at the meeting with the superintendent and the committeeperson, the superintendent shall give his/her written decision of the grievance to the committeeperson within three (3) days following the meeting.

STEP 3:

If the superintendent's written reply does not settle the matter to the satisfaction of the Union, the grievance may then be appealed by the plant chairperson to the Human Resources Manger within three (3) days following the receipt of the superintendent's

written reply. A meeting shall be scheduled with the Human Resources Manager and Mine Manager for the Company and the Chairperson along with the full Union Plant Committee within three (3) calendar weeks following the appeal of the superintendent's reply.

Other grievances appealed to the Human Resources Manager during the interim period between the first grievance which established the requirement for a meeting at Step 3 of the grievance procedure and up to 72 hours before the commencement of the Step 3 meeting, may be included on the agenda for discussion at such meeting.

The Chairperson of the Union and the Human Resources Manager shall meet to exchange and discuss a statement of fact sheet outlining the facts of the grievance(s). The fact sheets shall be exchanged at least 72 hours prior to the third step grievance meeting. Any fact sheets exchanged shall not be admissible at any subsequent arbitration proceeding.

The Human Resources Manager shall be required to answer the grievances heard at the third step meeting in writing within three (3) days following such meeting.

STEP 4:

If the Human Resources Manager's written disposition does not resolve the grievance(s) to the satisfaction of the Union, the Plant Chairperson may appeal his/her answer to the Mine Manager within three (3) days following the written disposition from the Human Resources Manager. A meeting shall be scheduled with the Mine Manager, and the Plant Chairperson and the C.A.W. National Representative for the Union not later than 30 days following the written reply of the Human Resources Manager.

The Mine Manager shall respond in writing to the National C.A.W. Representative (with a copy to the Plant Chairperson) within five (5) days after the meeting with the Union at Step 4. Time limits may be mutually extended by agreement of both parties.

- 18.2.0 **All** Company level meetings referred to in this Article may be attended by the Union Plant Committee as defined in Article 2.1.0.
- 18.3.0 No grievance may be lodged against the release by the Company of a probationary employee.
- 18.4.0 In the event the Company discharges a seniority employee, the discharged employee may present a grievance in writing at step three (3) of the grievance procedure either directly or through his/her Union representative within five (5) days of the receipt of the letter of discharge. The Company will arrange a meeting with the Union within three (3) days unless these limits are extended **by** mutual consent. The Company will render its decision in writing within three (3) days following this meeting.
- 18.5.0 Any settlement of a grievance under this agreement affecting the earnings of an employee shall not be retroactive to a date earlier than the date the grievance occurred.

- 18.6.0 An allegation involving the misinterpretation or violation of any provision of this agreement may be lodged in writing with the Company, by the President of the Local, by the Plant Chairperson or his/her alternate, or by a National Representative of the Union in Canada. Upon failure of the Company and Union to agree on a settlement of the issue, it may be referred to arbitration in accordance with the provisions of Article 19 of this agreement.
- 18.7.0 The Company agrees to notify the Union and the employee in writing of the reason for the discharge or suspension of any employee before the employee leaves the facility and will provide such in writing within forty-eight (48) hours. A copy of any further letters to the discharged or suspended employee will be sent to the Plant Chairperson/Local Union President. Any allegedly unjust action by the Company in this connection may, after exhausting the grievance procedure, be referred to arbitration as provided in Article 19 of this

Agreement. The period for filing a grievance arising out of discipline or discharge will not commence until the letter is provided. Such grievance will commence at Step 3 of the grievance procedure.

- 18.7.1 The Company will provide the Plant Chairperson/Local Union President with a copy of any letter to be placed on an employee's file.

- 18.8.0 The area Union Representative (Committeeperson or Steward) shall be advised by supervision prior to any employee being disciplined or discharged. The employee shall be advised of his/her right to have his/her Union Representative present at these discussions. Should the employee elect to have his/her Union Representative present the latter shall be permitted to attend the discussion concerned. In the event a problem arises in an area in which neither a Committeeperson or Steward is at work and the problem cannot be resolved by the foreperson and the employee, the Company, under these circumstances, agrees to

recognize the nearest Union Representative in the plant.

- 18.9.0 In imposing discipline on a current charge, management will not take into account any prior infractions which occurred more than twenty-four (24) months previously.
- 18.9.1 Legitimate absence shall not be considered as sufficient cause for discipline.
- 18.10.0 The time limits specified in this Article shall be deemed to be exclusive of Saturdays, Sundays, and paid Holidays and may be extended only by written mutual agreement between the parties.
- 18.11.0 In instances where a grievance relates to a disagreement on the meaning or interpretation of the collective agreement, such meeting shall be attended only by the Union Plant Committee provided that a National Representative or Local President may attend if required.

- 18.11.1 Where the nature of the grievance is clearly a case of discipline, discharge or personal safety, the grievor will be permitted to attend and where the initial handling of such a grievance was carried out *by* the Steward in the absence of a Committeeperson, the Steward may also attend.
- 18.11.2 In the case of a group grievance, one (1) of the grievors may attend the meeting. In the event one of the grievors is the Steward that handled the grievance, then the Steward may attend in his/her Union capacity and another grievor may attend as a grievor.
- 18.11.3 It is recognized there may be some occasions where a person or person not normally permitted to attend a particular meeting may be required in order to clarify a specific point of contention. The Company accepts this *to* be a possibility and in these instances will agree to waive the specific provisions on the limitations of those person permitted to attend such meetings.

- 18.11.4 The number of Company representatives at Company level grievance meetings shall at no time exceed the number of Union representatives.
- 18.11.5 Members of the Union Plant Committee, employees or Stewards permitted to be in attendance shall be paid for that part of their regularly scheduled working hours devoted to attendance at such meetings.
- 18.11.6 **A** grievance by the Company or the Union concerning the interpretation, application or alleged violation of the provisions of this Agreement, including disputes involving monetary damages, may be submitted to the other party in writing at Step Three, instead of following the regular grievance procedure. The time limit for filing such a grievance shall be within five (5) days from the time such grievance arose or became apparent.

In the event the policy grievance is not resolved through the grievance procedure and the grievance proceeds to

arbitration, the arbitrator shall have the right to award monetary damages.

- 18.11.7 No employee or group of employees shall settle any grievance or dispute to the detriment or prejudice of the Union pursuant to the terms of the agreement.

ARTICLE 19 -- ARBITRATION

- 19.1.0 Prior to or within a period of thirty (30) days following the date of the confirmation of the Company's decision to the National Representative, any grievance or other matters in dispute between the Company and the Union involving the interpretation, application, administration or alleged violation of any article of this agreement including any question as to whether a matter is arbitrable may, in the event of failure to reach agreement thereon, be referred by either party to arbitration to an impartial umpire in accordance with the procedure contained below.
- (a) The party desiring to submit a matter to arbitration shall deliver to

the other party a notice in writing of intention to arbitrate. The notice shall state the matter at issue in concise terms and shall state precisely the grounds for the allegation by reference to the specific clause or clauses relied upon. The notice shall also stipulate the nature of the relief or remedy sought.

- (b) Within ten (10) days after the date of delivery of the foregoing notice, the parties shall meet to select an impartial umpire.
- (c) Should the parties fail within five (5) days to agree on an umpire, the Minister of Labour Of the Province of Ontario may be requested by either party to appoint a person who shall be umpire.
- (d) After the umpire has been selected or appointed by the foregoing procedure, he/she shall hear the evidence of both parties and render a decision within seven (7) days

after the completion of taking evidence.

- (e) The time limits specified herein shall be deemed to be exclusive of Saturdays, Sunday and holidays and may only be extended by written mutual agreement between the parties or by the umpire.

19.2.0 The decision of the umpire on the matter at issue shall be final and binding on both parties but the jurisdiction of the umpire shall be limited to deciding the matter at issue within the existing provisions of the agreement and in no event shall the umpire have the power to add to, subtract from, alter or amend this agreement in any respect. However, the umpire shall have the right to modify a penalty of suspension or discharge which he/she considers to be unjust or unreasonable.

19.3.0 Each party shall pay its own costs and fees and expenses of witnesses called by it. The fees and expenses of the

umpire shall be shared equally between the parties.

ARTICLE 20 — TERMINATION OF ~~*~~ AGREEMENT

- 20.1.0 This agreement shall be effective from the 16th day of February, 1996, to and including the 15th day of February, 1999. Either party shall be entitled to give notice in writing to the other party as provided in the Labour Relations Act of its desire to bargain with a view to the renewal of the expiring collective agreement at any time within a period of 90 days before the expiry date of the agreement. Following such notice to bargain, the parties shall meet within 15 days of the notice or within such further period as the parties mutually agree upon.
- 20.1.1 It is agreed that during the course of bargaining it shall be open to the parties to agree in writing to extend this agreement beyond the expiry date of the 15th day of February, 1999, for any stated period acceptable to the

parties and in accordance with the Labour Relations Act.

- 20.1.2 For the purposes of this clause, any notice under this article shall be deemed to have been received **by** the party to whom it is sent on the day of the mailing of such notice by registered mail addressed to the current address of the other party.
- 20.2.0 The party giving the notice in accordance with clause 20.1.0 hereof shall at the same time as such notice is issued, and the party receiving the notice shall within ten (10) **days** of its receipt of such notice, respectively, present to the other party in writing any proposed modifications or revisions of this agreement.

ARTICLE 21 — NOTICES

- 21.1.0 The notice provided in Article 20 shall be sent by mail, if to the Union to the National Automobile, Aerospace, Transportation and General Workers Union of Canada (C.A.W.), 2345

Central, Windsor, Ontario, N8W 4J1
and if to the Company to The
Canadian Salt Company Limited
(Ojibway Mine), Sandwich P.O. Box
7008, Windsor, Ontario, N9C 3Y7.

**LETTER OF UNDERSTANDING No. 1
BAY OF MOURNING**

Effective February 16, 1996

The Company recognizes April 28th of each year as a Day of Mourning for fatally injured workers in the Province of Ontario.

On this day, the flag will be flown at half mast and one minute of silence will be observed at 11:00 A.M.

**LETTER OF UNDERSTANDING No. 2
UTILITY CLASSIFICATION QUALIFICATIONS**

Effective February 16, 1996

Utility employees must be qualified on the following functions to maintain their overall Utility job classification, as a minimum. Failure to meet these training requirements will force Utility employees into the Clean-up classification in the Mine and Warehouse general in the Mill.

Mine**Mill**

- | | |
|---|---------------------|
| 1. LHD | 1. Palletizer |
| 2. Hand Scaling | 2. Bagger |
| 3. Clean-up | 3. Warehouse Tender |
| 4. Janitor | 4. Dispatcher |
| 5. Scooptram/Loader | 5. Bulk Loader |
| 6. Surface Fork Lift | 6. Forklift Driver |
| 7. Plus one of: | |
| (a) Powderperson/Blaster/Missed Hole Washer | |
| (b) Undercutter Operator | |
| (c) Jumbo Operator | |

The Company may assign Utility employees in the Mine and Mill departments to perform work in any job classifications vacant due to any absence not requiring a posting pursuant to Article 5.2.0, in which they are qualified. Additionally, should there be no employees absent in the Mill, Utility employees may be placed on cleanup duties.

The Utility classifications will not be considered a job for overtime purposes except when full production overtime shifts are planned.

LETTER OF UNDERSTANDING No. 3
- TRAINING -

Effective February 16, 1996

The Company and Union will establish a Joint Training Committee comprised of three (3) managerial employees and three (3) bargaining unit employees to implement a training program in the Mine, Mill, and Non-Skilled Trades portion of the Maintenance Departments as follows:

- (1) The three (3) bargaining unit members shall be the Plant Chairperson, a Mine Representative (who shall also represent the Non-Skilled Trades portion of the Underground Maintenance Department) and a Mill Representative (who shall also represent the Non-Skilled Trades portion of the Surface Maintenance Department) selected by the Union.
- (2) The three (3) managerial members shall be the Mine Manager, a Mine Representative and a Mill Representative selected by the Company.
- (3) With the exception of the Plant Chairperson and the Mine Manager, the

other members of the Committee shall not be members of the Joint Occupational Health and Safety Committee.

- (4) The Company will provide a minimum of six thousand, five hundred (6500)hours' training per contract year (exclusive of Common Core training).
- (5) Training during the prime vacation period will be subject to the efficient operation of the departments affected.
- (6) Training opportunities will be posted and offered to the most senior unqualified employees within the department.. In the event insufficient employees post for a training opportunity, training will be assigned to the junior employees in the department, subject to paragraph 8 below.
- (7) The Committee will determine the classifications and number of employees that require training. However, in the case of a dispute the Mine Manager will determine the classifications and number of employees that require training.

- (8) The Joint Training Committee will determine the maximum number of jobs an employee will be trained on in a twelve (12) month period.
- (9) Disputes relating to the implementation and application of the training program that are not resolved by the Joint Training Committee will be referred to the Joint Occupational Health and Safety Committee for resolution.
- (10) The determination that an employee is trained for a job classification shall be a consensus of opinion of the Company and Union representatives from the Joint Training Committee and the person doing the training and the trainee in the Department concerned.

**LETTER OF UNDERSTANDING No. 4
SEXUAL HARASSMENT**

Effective February 16, 1996

The Union and Company recognize that sexual harassment is an unlawful employment practice

in violation of the Ontario Human Rights Code which defines it as:

"A course of vexatious comment or conduct or a sexual advance or solicitation that is known or ought reasonably to be known to be unwelcome perpetrated by a person's employer, someone acting for the employer, or a co-worker."

Acts such as:

- (1) Unnecessary touching or patting
- (2) Suggestive remarks or other verbal abuse
- (3) Leering at a person's body
- (4) compromising invitations
- (5) Demands for sexual favours

are considered to be actions covered under the Code.

Employee complaints of alleged harassment will be handled with all possible confidentiality by a joint committee consisting of the Plant Chairperson of the Union and the Mine Manager

and/or the Human Resources Manager of the Company. The Local Union President, if not from the Ojibway Mine, will be involved at the request of the Plant Chairperson.

LETTER OF UNDERSTANDING No. 5
- LOCKERS -

Effective February 16, 1996

Employees will be assigned a locker for use during their employment. The Company will provide a lock if desired, but does not accept responsibility for the employee's contents.

LETTER OF UNDERSTANDING No. 6
- PACKAGING AND LOADING -

Effective February 16, 1996

The Company undertakes that during the life of the current collective agreements, it will not contract out existing packaging or loading work or jobs at Ojibway to independent third party contractors. Canadian Salt Company Limited facilities and Morton International Incorporated

facilities are not independent third party contractors.

**LETTER OF UNDERSTANDING No. 7
WORK SCHEDULE**

Effective February 16, 1996

In the event the Company becomes unable to meet adequate daily tonnage requirements with its current hoisting schedule due to matters such as ventilation constraints, availability of mining rights, decrease in mining panel widths and the thinning of the ore body, during the life of this agreement, it is understood that it may be necessary to implement a work schedule other than the present schedule (i.e. 7 day operation).

Both parties acknowledge that it is preferable to maintain the present Monday through Friday work schedule. However, if another work schedule becomes necessary, the Company shall provide the Union with as much notice as possible. In any event, the Company will give at least three (3) months' written notice, by registered mail, to the National Representative and the Chairperson of the Committee.

Following such written notice the Company will meet with the National Union and the Plant Committee to discuss implementation of an alternate work schedule.

Specific details of the alternate work schedule will depend on the circumstances necessitating such implementation. Insofar as it is possible, an alternate work schedule would reflect the needs of the Company as well as the job security and conditions of employment of the work force.

**LETTER OF UNDERSTANDING No. 8
- RE DOUBLE SHIFTS
IN THE MILL DEPARTMENT -**

Effective February 16, 1996

Employees working double shifts on boat loading operations will remain at work for an additional 7 1/2 hours or until the boat loading is completed, whichever is the lesser, on the second shift. They will receive a one-half hour paid lunch period and will be paid for eight (8) hours of work at the applicable overtime rate. This does not apply to employees working less than 7 1/2 hours on the second shift.

All other double shifts in the Mill shall be in accordance with the aforementioned except double shifts due to mutual shift exchanges and double shifts that are necessary due to casual absences with less than 24 hours' notice.

The foregoing does not apply to employees working on a straight eight (8) hour shift.

LETTER OF UNDERSTANDING No. 9
- OVERTIME MEALS -

Effective February 16, 1996

The Company undertakes to meet with the Ojibway Committee to discuss problems with respect to meals, particularly meals for employees working overtime on loading the barges with the intent of resolving these disputes.

LETTER OF UNDERSTANDING No. 10
ARTICLE 10.11.3

Effective February 16, 1996

Where a recognized holiday or holidays occur during an employee's vacation and he/she does not exercise his/her option to take the additional day or days either immediately preceding or following his/her vacation as an extension of his/her vacation, it is understood and agreed that his/her overtime record will be adjusted by the appropriate number of hours worked on such a day or days.

It is understood and agreed that any error in such adjustment shall not constitute a grievance but the overtime record shall be adjusted immediately.

LETTER OF UNDERSTANDING No. 11
T-4 SLIPS

Effective February 16, 1996

The Company will endeavour to distribute T-4 slips to all employees by January 31st of any calendar year.

LETTER OF UNDERSTANDING No. 12
- DRUG AND ALCOHOL -

Effective February 16, 1996

During the 1993 negotiations, the Union and the Company representatives discussed drug and alcohol disease as it affects our employees that are represented by the C.A.W.

Upon written approval by the Company, an employee who commits himself/herself to a prescribed rehabilitation program may receive disability wage benefits. It is specifically understood that the discretion to grant such a leave and disability benefits rests solely with the Company. An employee who is granted such a paid sickness and accident leave by the Company will not have his/her job security jeopardized while remaining in such a program.

The Company and the Union agree to meet and discuss any problems that may develop in a collective effort to maintain an effective program.

**LETTER OF UNDERSTANDING No. 13
PREGNANCY//PARENTAL/ADOPTION LEAVE**

Effective February 16, 1996

The Company agrees to grant an employee pregnancy and/or parental leave in accordance with the provisions of the Employment Standards Act. The company agrees to make employer contributions, if any, to benefit plans for participating employees for a period of up to 35 weeks of the leave provided the employee continues to make any required contributions to such plans.

An additional leave of absence without **pay** or benefits will be granted upon request for a period of up to 17 weeks commencing upon the expiry of the employee's *pregnancy/parental* leave.

Seniority shall accumulate during the period of such leaves. If any employee wishes to return to work prior to the expiration of their leave, they must give the company four(4) weeks notice.

A leave of absence *of* up to twelve months will be granted when required by an adoption

agency or by law in connection with the adoption of a child by an employee and shall be considered for other purposes, except benefit continuations the same as a pregnancy/parental leave. The company agrees to make employer contributions, if any, to benefit plans for participating employees for the first 18 weeks of the leave provided the employee continues to make any required employee contributions to such plans. When applying for adoption leave, an employee shall provide the company with a certificate from the agency.

LETTER OF UNDERSTANDING No. 14
- CONTRACTING OUT TO OTHER SOURCES -

Effective February 16, 1996

It is the intent of the Company to continue to use members of the bargaining unit to perform work presently carried out by those employees.

In addition, where reasonably practical, the Company will give preference to qualified bargaining unit employees on jobs presently contracted out to other sources, excluding service contracts (other than mobile equipment) and specialty **work**.

In the event it is necessary to perform any work in the plant involving overtime, it shall be the responsibility of the Company to give preference to qualified members of the bargaining unit to perform the task prior to contracting the work out to other sources.

This Letter of Understanding does not apply in the following situations:

- (a) During the annual plant shutdown.
- (b) On new major construction and new major installation projects.

Before the Company engages the services of an outside contractor, the following procedure shall apply:

1. The person responsible for contracting out a particular job will outline on a Read-Memo the nature and scope of the work to be done and where possible the anticipated date of completion.
2. The work shall be discussed with the Union and a final disposition as to whom shall perform the work recorded on the

memo. Both parties will initial the form and a copy will be given to the Manager.

3. If Union representative does not agree to sign memo, a meeting will be arranged with the Union Chairperson and Mine Manager to discuss the contracting out.

**LETTER OF UNDERSTANDING No. 15
- JOB STANDARDS -**

Effective February 16, 1996

If a dispute arises between the Company and the Union with respect to job standards, the Union will be allowed to have a C.A.W. representative and/or C.A.W. National Representative present and participate in any time study being done with respect to job standards.

**LETTER OF UNDERSTANDING No.16
RIGHT TO PRIVACY**

Effective February 16, 1996

The Company recognizes the right of each employee under the Health Disciplines Act to maintain the confidentiality of all medical information submitted to the Company Health Professional by the employee or anyone authorized by the employee.

The Company agrees that it will handle medical information in accordance with the Health Disciplines Act and will not release nor transmit such confidential medical information to any individual or organization without the consent of the employee.

The Company will continue to use the existing Sickness and Accident application forms (Herald 25558) and these forms will be mailed directly to the Company Health Professional by the employee or anyone authorized by the employee.

LETTER OF UNDERSTANDING No. 17
- LEAVE OF ABSENCE -

Effective February 16, 1996

The Company, being shown good and sufficient reasons, will grant a leave of absence without loss of seniority for a period not to exceed thirty (30) days, except in the case of illness or accident making it impossible for the employee to return to work.

Exceptions to the above conditions governing a leave of absence may be made only by mutual agreement between the Company and the Union. If an employee's request for a personal leave of absence is rejected, he/she may appeal this decision to the Manager.

No leave of absence will be granted to allow an employee to work elsewhere.

An employee will accumulate service while on a leave of absence pursuant to the provisions of the Company Pension Plan. Benefit coverage will continue to the end of the month the leave was granted.

The provisions of this Letter Of Understanding are in addition to the provisions of Article 12.7.0.

LETTER OF UNDERSTANDING No. 18
LHD and Other Duties

Effective February 16, 1996

Employees working on the 5:00 p.m. to 1:00 a.m. shift performing LHD/Other duties function will be paid at the LHD Operator rate for **all** hours worked in this function. For the purpose of this letter other duties” are defined as Clean Up Work or work not normally assigned to employees in the other job classifications listed in Schedule “A “. When such employee performs “other duties” during the course of his/her shift, this will not be considered a job shutdown within the meaning of Article 4.7.0 of the collective agreement.

It is understood that the Company will not assign such “other duties “ as defined in the letter to any other classification listed in Schedule “A “, other than LHD.

LETTER OF UNDERSTANDING No. 19
Underground Skilled Trades Working Alone

Effective February 16, 1996

During the 1996 negotiations the Company and the Union recognized that employees in the underground maintenance department working alone *in the mine/field* repairing or maintaining equipment is not an acceptable way of performing maintenance functions.

It is therefore agreed that the repair and maintenance of equipment in the field of the mine will be carried out as in the past.

Both parties agree that in the past the normal practice was for a minimum of two underground maintenance skilled trades persons to perform the **work** assignments of repairs to equipment. In some instances, a maintenance skilled trades person has been accompanied by a supervisory person or a non-skilled maintenance employee.

Any difficulties with respect to this Letter will be discussed between the Plant Chairperson/Local Union President and the Mine Manager.

LETTER OF UNDERSTANDING No. 20
Hoistman Duties

Effective February 16, 1996

During the 1996 Contract negotiations the subject of the Hoistman's duties relative to the ropes and conveyances of No. 2 Shaft was discussed. It was agreed that when these ropes are being tested or changed or when conveyances are being changed, the operation of the No. 2 Hoist will be considered Hoistman's duties.

LETTER OF UNDERSTANDING No. 21
Rotesco

Effective February 16, 1996

In the 1996 Contract negotiations the subject of the Hoist Mechanics being involved with the Rotesco rope testing on No. 1 and No. 2 Shafts was discussed. The Company agrees that a trained Hoist Mechanic will be assigned to assist the Rotesco crew and the Shaftperson/Shaftperson Helper personnel to EM test the No. 2 Shaft ropes.

LETTER OF UNDERSTANDING No. 22
Disability Wage Dispute Mechanism

Effective February 16, 1996

1. In the event of a dispute concerning the medical evaluation of an employee, the Company and the Union will select a third party Doctor to make a binding third party determination. The Company and the Union will be bound by the determination of such Doctor.
2. Where the employee is being treated by a medical specialist, the Company will arrange for a third party medical evaluation by a medical specialist selected by the Union and the Company. The Company will pay the costs of such medical evaluation.
3. If a medical specialist cannot be available in a timely manner, the medical files of the employee will be forwarded to such medical specialist by the employee's doctor and the Company Medical Professional for evaluation by the third party specialist.

4. The decision of the third party physician or specialist shall be final and binding on both parties and will not be subject to Articles 18 or 19 of the Collective Agreement.

LETTER OF UNDERSTANDING No. 23
Special Assignments

Effective February 16, 1996

The Company will continue its practice of allowing Skilled Tradespersons to have preference by seniority on special assignments, where shift schedules, workload and the efficient operation of the department permit.

LETTER OF UNDERSTANDING No. 24
Underground Skilled Trades Persons Using
Scaler-Forklift

Effective February 16, 1996

Underground Skilled Trades persons will not be allowed to operate the scaler-forklift for more than thirty (30) minutes per shift.

LETTER OF UNDERSTANDING No. 25
Right To Refuse

Effective February 16, 1996

In the event the Ontario Occupational Health and Safety Act and Regulation for Mines and Mining Plants dated June 1994 is amended to delete Part V, (Right to Refuse or to Stop Work Where Health or Safety In Danger), Chapter 0.1, Section 43, in its entirety, the Company and the Union agree that the Collective Agreement will be amended forthwith to provide all employees with the protection of the rights of the June 1994 Ontario Occupational Health and Safety Act and Regulation for Mines and Mining Plants, Chapter 0.1, Part V, Section 43, in its entirety.

In addition to the above, in the event the Ontario Occupational Health and Safety Act and Regulations for Mines and Mining Plants, dated June 1994, is amended to delete the use of Ministry Inspector (M.O.L.) in Chapter 0.1, Part V, Section 43, Subsection G through 12 inclusive, then the Company and the Union will mutually agree to an acceptable dispute mechanism to be discussed and acted upon at that time.

It is also agreed that Chapter 0.1, Part VI, Reprisals **By** Employer Prohibited, in its entirety is deleted from the Occupational Health and Safety Act and Regulations for Mines and Mining Plants, that the Company will continue to provide the equivalent protection to all employees (Plant wide) as is stated and written in Chapter 0.1, Part VI, Reprisals **By** Employer Prohibited, Section 50, in its entirety.

Signed at Windsor, Ontario this 16th day of
February, 1996.

**THE CANADIAN SALT COMPANY LIMITED
OJIBWAY MINE**

RONALD A. ELLIS

Mine Manager

RUSSELL A. MARTIN

Human Resources Manager

**THE NATIONAL AUTOMOBILE, AEROSPACE
AND
GENERAL WORKERS UNION
OF CANADA (C.A.W.) AND ITS LOCAL 1959**

PHIL BENNETT

National Representative

HAROLD WHITSON

Plant Chairperson/Local Union President

MANUEL DOFORNO

Committeeperson

TERRY VANLARE

Committeeperson

BOB McARTHUR

Committeeperson

JIM ROGERS

Committeeperson

THE CANADIAN SALT COMPANY LIMITED

SCHEDULE "A"

WAGE RATES EXCLUDING COST OF LIVING ALLOWANCE

	** Old Rate	Rate Effective 16-Feb-96	Rate Effective 16-Feb-97	Rate Effective 16-Feb-98
SKILLED TRADES: Maintenance Department				
Carpenter	22.62	23.07	23.42	23.77
Electrician	22.62	23.07	23.42	23.77
Machine Repairperson	22.62	23.07	23.42	23.77
Painter	22.62	23.07	23.42	23.77
Welder	22.62	23.07	23.42	23.77
NON-SKILLED: Maintenance Department				
Supplemental Employee	21.52	21.82	22.12	22.42
Stockkeeper	20.99	21.29	21.59	21.89
U/G Maintenance Labourer	20.81	21.11	21.41	21.71
Assistant Stockkeeper	20.79	21.09	21.39	21.69
Truck Driver	20.76	21.06	21.36	21.66
Labourer	20.64	20.94	21.24	21.54

	** Old Rats	Rate Effective 16-Feb-96	Rate Effective 16-Feb-97	Rate Effective 16-Feb-98
22.62	23.07	23.42	23.77	
22.62	23.07	23.42	23.77	
22.62	23.07	23.42	23.77	
21.17	21.57	21.87	22.17	
21.13	21.43	21.73	22.03	
21.11	21.41	21.71	22.01	
21.11	21.41	21.71	22.01	
21.11	21.41	21.71	22.01	
21.11	21.41	21.71	22.01	
20.98	21.28	21.58	21.88	
20.98	21.28	21.58	21.88	
20.98	21.28	21.58	21.88	
20.98	21.28	21.58	21.88	
20.88	21.28	21.58	21.88	
20.85	21.15	21.45	21.75	

MINE DEPARTMENT:

Shaftperson	
Relief Hoistperson	
Hoistperson	
Utility	
Shaftperson Helper	
Jumbo Operator	
LHD Operator	
Mechanical Scaler Operator	
Undercutter Operator	
Hand Scaler	
Roof Bolter	
Jackleg Operator	
Clean-Up Operator	
Powderman/Blaster/Missed Hole Washer	
Fueler/Greaser	

	** Old Rate	Rate Effective 16-Feb-96	Rate Effective 16-Feb-97	Rate Effective 16-Feb-98
Belt Patrol	20.85	21.15	21.45	21.75
Grader/Cagetender/Skip Tender Relief	20.85	21.15	21.45	21.75
Skip Tender	20.85	21.15	21.45	21.75
Clean Up Work	20.83	21.13	21.43	21.73
Equipment Washer	20.83	21.13	21.43	21.73
Janitor	20.69	20.99	21.29	21.59

186

MILL DEPARTMENT:

Dispatcher Leader	20.94	21.24	21.54	21.84
Analyst	20.84	21.24	21.54	21.84
Utility	20.82	21.22	21.52	21.82
Bag Warehouse Leader	20.91	21.21	21.51	21.81
Heavy Equipment Operator	20.88	21.18	21.48	21.78
Dispatcher	20.84	21.14	21.44	21.74
Fork Lift Operator	20.81	21.11	21.41	21.71
Trackmobile Operator	20.76	21.06	21.36	21.66

	** Old Rate	Rate Effective 16-Feb-96	Rate Effective 16-Feb-97	Rate Effective 16-Feb-98
Bin Tender	20.73	21.03	21.33	21.63
Bulk Loader	20.73	21.03	21.33	21.63
Warehouse Tender	20.73	21.03	21.33	21.63
Bagger	20.71	21.01	21.31	21.61
10 kg. Bagger	20.71	21.01	21.31	21.61
Warehouse General	20.71	21.01	21.31	21.61
Palletizer	20.71	21.01	21.31	21.61
Greaser	20.71	21.01	21.31	21.61
Labourer	20.69	20.99	21.29	21.59
Janitor	20.64	20.94	21.24	21.54

** includes \$0.56 COLA Fold-in

**THE CANADIAN SALT COMPANY LIMITED
OJIBWAY MINE
SCHEDULE "B"**

244	C	07-Dec-55
206	E	05-Nov-70
186	E	14-May-73
240	E	30-Jul-73
179	E	15-Jul-74
255	E	06-Feb-79
259	E	04-Sep-79
258	E	04-Sep-79
188	E	04-Mar-81
286	E	04-Jan-88
238	E	28-Aug-89
226	E	03-Dec-90
169	E	08-Sep-92
213	MR	23-Mar-70
236	MR	24-Mar-70
171	MR	11-Jan-71
172	MR	12-Apr-71
177	MR	29-Sep-71
167	MR	03-Oct-73
234	MR	25-Feb-74
197	MR	30-Aug-76
176	MR	12-Ott-76
166	MR	01-Nov-76
198	MR	15-Nov-76
207	MR	29-Nov-76
217	MR	28-Feb-77

168	MR	27-Jun-78
203	MR	04-Jul-78
250	MR	01-Sep-78
254	MR	22-Jan-79
265	MR	29-Oct-79
287	MR	05-May-80
288	MR	14-May-80
178	MR	05-Jan-81
187	MR	14-Jan-81
210	MR	04-Jan-82
181	MR	28-Sep-82
182	MR	24-Sep-84
199	MR	10-Jan-85
205	MR	10-Feb-86
289	MR	04-Jan-88
202	MR	12-Sep-88
235	MR	24-Sep-90
248	MR	22-Oct-90
256	MR	13-May-91
174	MR	13-May-91
229	MR	29-Jul-91
209	MR	28-Ott-91
191	MR	12-May-92
164	MR	11-Feb-93
228	MR	12-Aug-93
175	MR	22-Jun-95
170	MR	04-Jul-95
212	P	17-Apr-86
180	W	08-Sep-73
242	W	18-Sep-73

241	W	15-Jul-77
194	W	10-Mar-81
190	W	24-Sep-84
192	W	02-Oct-84
251	W	01-Mar-88
211	W	11-Apr-89
227	W	13-Jun-89
252	W	22-Ott-90
208	W	07-Jan-91
257	W	02-Jul-91
183	W	05-Aug-92
232	W	18-May-93
230	W	23-Nov-95
21		29-Aug-55
201		29-Aug-55
58		02-Sep-55
50		22-Sep-55
246		04-Dec-56
126		13-Oct-59
96		22-Nov-62
65		27-Nov-64
105		21-Apr-65
162		11-Aug-66
141		27-Sep-67
136	H	17-Jun-68
20		27-Aug-68
121	H	04-Nov-68
122		27-May-70
16		29-Sep-70
3		30-Sep-70

127		26-May-71
123		05-Jul-71
142		07-Jul-71
165		05-Nov-71
133		08-Nov-71
13		16-Nov-71
2		16-Nov-71
108		08-Nov-72
68		08-Nov-72
106		11-Sep-73
53		17-Sep-73
98		21-Sep-73
36		22-Oct-73
156		23-Oct-73
158	RH	30-Jun-74
101		18-Aug-76
117		23-Aug-76
125		23-Aug-76
17		30-Aug-76
147		07-Sep-76
148		14-Sep-76
91		20-Oct-76
144		22-Nov-76
89		25-Nov-76
83		25-Nov-76
100		12-Aug-77
114		15-Aug-77
78	RH	06-Sep-77
160		26-Sep-77
71		29-Sep-77

77	19-Nov-77
43	31-Oct-78
33	31-Oct-78
116	08-Aug-79
107	08-Aug-79
75	28-Aug-79
76	29-Aug-79
150	05-Sep-79
262	06-Sep-79
264	01-Oct-79
278	05-Nov-79
279	08-Nov-79
23	02-Oct-80
18	02-Oct-80
110	03-Oct-80
124	05-Aug-81
112	05-Aug-81
72	11-Nov-81
73	19-Nov-81
143	19-Nov-81
118	19-Nov-81
131	19-Nov-81
46	23-Aug-84
54	23-Aug-84
1	07-Sep-84
5	02-Oct-84
10	02-Oct-84
39	19-Nov-84
44	26-NOV-84
40	26-Nov-84

88	01-Jun-85
85	01-Jun-85
86	15-Jun-85
62	15-Jul-85
67	15-Jul-85
22	07-Nov-85
7	07-Nov-85
138	07-Nov-85
120	07-Nov-85
97	02-Aug-87
15	02-Aug-87
31	13-Apr-88
41	13-Apr-88
103	28-Jul-88
132	15-Aug-88
139	15-Aug-88
146	15-Aug-88
81	02-Sep-88
74	02-Sep-88
70	02-Sep-88
84	02-Sep-88
79	02-Sep-88
154	16-Sep-88
163	16-Sep-88
149	19-Sep-88
151	19-Sep-88
92	03-Ott-88
184	07-Ott-88
200	07-Ott-88
215	03-Sep-89

195	10-Oct-89
140	10-Ott-89
119	10-Oct-89
157	19-Oct-89
25	19-Ott-89
220	19-Oct-89
219	19-Ott-89
221	19-Oct-89
223	30-Oct-89
222	30-Oct-89
224	30-Oct-89
42	06-Nov-90
27	06-Nov-90
49	06-Nov-90
66	08-Nov-90
80	08-Nov-90
59	08-Nov-90
4	30-Sep-91
6	30-Sep-91
94	30-Sep-91
24	25-Oct-91
45	25-Oct-91
29	25-Ott-91
109	01-Jul-92
102	01-Jul-92
61	01-Jul-92
30	05-Nov-92
8	09-Nov-92
134	17-Nov-92
99	17-Nov-92

135	23-Jun-93
47	13-Sep-93
34	13-sep-93
153	13-Sep-93
12	13-Sep-93
95	18-Ott-93
137	18-Oct-93
216	01-Nov-93
152	01-Nov-93
233	02-Nov-93
145	02-Nov-93
155	02-NoV-93
237	08-Nov-93
90	11-Oct-95
82	11-Oct-95
104	16-Oct-95
11	23-Oct-95

CANADIAN SALT COMPANY LIMITED
SCHEDULE "C"
COLA CHART - CAW LOCAL 195

CPI.....COLA	CPI.....COLA	CPI.....COLA
177.200.00	179.700.20	182.200.40
177.300.00	179.800.20	182.300.40
177.400.01	179.900.21	182.400.41
177.500.02	180.000.22	182.500.42
177.600.03	180.100.23	182.600.43
177.700.04	180.200.24	182.700.44
177.800.04	180.300.24	182.800.44
177.900.05	180.400.25	182.900.45
178.000.06	180.500.26	183.000.46
178.100.07	180.600.27	183.100.47
178.200.08	180.700.28	183.200.48
178.300.08	180.800.28	183.300.48
178.400.09	180.900.29	183.400.49
178.500.10	181.000.30	183.500.50
178.600.11	181.100.31	183.600.51
178.700.12	181.200.32	183.700.52
178.800.12	181.300.32	183.800.52
178.900.13	181.400.33	183.900.53
179.000.14	181.500.34	184.000.54
179.100.15	181.600.35	184.100.55
179.200.16	181.700.36	184.200.56
179.300.16	181.800.36	184.300.56
179.400.17	181.900.37	184.400.57
179.500.18	182.000.38	184.500.58
179.600.19	182.100.39	184.600.59

CPI..... COLA	CPICOLA	CPI..... COLA
184.700.60	187.600.83	190.501.06
184.800.60	187.700.84	190.601.07
184.900.61	187.800.84	190.701.08
185.000.62	187.900.85	190.801.08
185.100.63	188.000.86	190.901.09
185.200.64	188.100.87	191.001.10
185.300.64	188.200.88	191.101.11
185.400.65	188.300.88	191.201.12
185.500.66	188.400.89	191.301.12
185.600.67	188.500.90	191.401.13
185.700.68	188.600.91	191.501.14
185.800.68	188.700.92	191.601.15
185.900.69	188.800.92	191.701.16
186.000.70	188.900.93	191.801.16
186.100.71	189.000.94	191.901.17
186.200.72	189.100.95	192.001.18
186.300.72	189.200.96	192.101.19
186.400.73	189.300.96	192.201.20
186.500.74	189.400.97	192.301.20
186.600.75	189.500.98	192.401.21
186.700.76	189.600.99	192.501.22
186.800.76	189.701.00	192.601.23
186.900.77	189.801.00	192.701.24
187.000.78	189.901.01	192.801.24
187.100.79	190.001.02	192.901.25
187.200.80	190.101.03	193.001.26
187.300.80	190.201.04	193.101.27
187.400.81	190.301.04	193.201.28
187.500.82	190.401.05	193.301.28

CPI.....COLA	CPI..... COLA	CPI..... COLA
193.401.29	196.301.52	199.201.76
193.501.30	196.401.53	199.301.76
193.601.31	196.501.54	199.401.77
193.701.32	196.601.55	199.501.78
193.801.32	196.701.56	199.601.79
193.901.33	196.801.56	199.701.80
194.001.34	196.901.57	199.801.80
194.101.35	197.001.58	199.901.81
194.201.36	197.101.59	200.001.82
194.301.36	197.201.60	200.101.83
194.401.37	197.301.60	200.201.84
194.501.38	197.401.61	200.30 1.84
194.601.39	197.501.62	200.40 1.85
194.701.40	197.601.63	200.50 1.86
194.801.40	197.701.64	200.601.87
194.901.41	197.801.64	200.70 1.88
195.001.42	197.901.65	200.801.88
195.101.43	198.001.66	200.901.89
195.201.44	198.101.67	201.001.90
195.301.44	198.201.68	201.101.91
195.401.45	198.301.68	201.201.92
195.501.46	198.401.69	201.301.92
195.601.47	198.501.70	201.401.93
195.701.48	198.601.71	201.501.94
195.801.48	198.701.72	201.601.95
195.901.49	198.801.72	201.701.96
196.001.50	198.901.73	201.801.96
196.101.51	199.001.74	201.901.97
196.201.52	199.101.75	202.001.98

CPI..... COLA	CPI..... COLA	CPI..... COLA
202.10 1.99	205.00 2.22	207.90 2.96
202.20 2.00	205.10 2.23	208.00 2.96
202.30 2.00	205.20 2.24	208.10 2.97
202.40 2.01	205.30 2.24	208.20 2.98
202.50 2.02	205.40 2.25	208.30 2.99
202.60 2.03	205.50 2.26	208.40 3.00
202.70 2.04	205.60 2.27	208.50 3.00
202.80 2.04	205.70 2.28	208.60 3.01
202.90 2.05	205.80 2.28	208.70 3.02
203.00 2.06	205.90 2.29	208.80 3.03
203.10 2.07	206.00 2.30	208.90 3.04
203.20 2.08	206.10 2.31	209.00 3.04
203.30 2.08	206.20 2.32	209.10 3.05
203.40 2.09	206.30 2.32	209.20 3.06
203.50 2.10	206.40 2.33	209.30 3.07
203.60 2.11	206.50 2.34	209.40 3.08
203.70 2.12	206.60 2.35	209.50 3.08
203.80 2.12	206.70 2.36	209.60 3.09
203.90 2.13	206.80 2.36	209.70 3.10
204.00 2.14	206.90 2.37	209.80 3.11
204.10 2.15	207.00 2.38	209.90 3.12
204.20 2.16	207.10 2.39	210.00 3.12
204.30 2.16	207.20 2.90	210.10 3.13
204.40 2.17	207.30 2.91	210.20 3.14
204.50 2.18	207.40 2.92	210.30 3.15
204.60 2.19	207.50 2.92	210.40 3.16
204.70 2.20	207.60 2.93	210.50 3.16
204.80 2.20	207.70 2.94	210.60 3.17
204.90 2.21	207.80 2.95	210.70 3.18

CPI.....COLA	CPI.....COLA	CPI.....COLA
210.803.19	212.603.33	214.403.48
210.903.20	212.703.34	214.503.48
211.003.20	212.803.35	214.603.49
211.103.21	212.903.36	214.703.50
211.203.22	213.003.36	214.803.51
211.303.23	213.103.37	214.903.52
211.403.24	213.203.38	215.003.52
211.503.24	213.303.39	215.103.53
211.603.25	213.403.40	215.203.54
211.703.26	213.503.40	215.303.55
211.803.27	213.603.41	215.403.56
211.903.28	213.703.42	215.503.56
212.003.28	213.803.43	215.603.57
212.103.29	213.903.44	215.703.58
212.203.30	214.003.44	215.803.59
212.303.31	214.103.45	
212.403.32	214.203.46	
212.503.32	214.303.47	

EMPLOYEE'S HANDBOOK

C.A.W. Local 1959, Ojibway

INDEX

SUBJECT	PAGE
Chemical Club.....	50
Disability Wage Plan (Local 1959).....	31
Employee's Identification Cards (Badges).....	31
Green Shield Dental Plan.....	74
Green Shield Drug Plan	4
Green Shield Extended Health Care Plan	4
Green Shield Semi-Private	22
Health Care Identification Cards.....	30
Health Care Facilities.....	3
Life Insurance Coverage.....	38
Lockers	3
Long Term Disability.....	37
Out-Of-Province	27
Ontario Hospital Insurance Plan	4
Pension Plan.....	41
Personal Protective Equipment.....	2
Time Clocks	49
Underground Tagout System.. Ojibway Mine.....	49
Union Membership	50

EMPLOYEE'S HANDBOOK

THIS HANDBOOK IS DESIGNED AS A REFERENCE GUIDE FOR EMPLOYEES. IT CONTAINS A BRIEF DESCRIPTION OF THE COMPANY FACILITIES, BENEFIT PLANS AND ANSWERS TO THE MOST OFTEN ASKED QUESTIONS.

THE PROVISIONS OF THE RESPECTIVE UNION AGREEMENTS AND/OR THE ACTUAL TEXT OF THE BENEFIT PLANS SHALL RULE WHERE QUESTIONS ARISE REGARDING INTERPRETATION.

PERSONAL PROTECTIVE EQUIPMENT

The personal safety equipment issued to you by the Company such as safety glasses and safety hats shall be worn at all times except in those areas noted in the Safety Rules. In addition, you are required to wear protective foot gear. Safety shoes may be purchased at the plant from the safety shoe supplier or from a safety shoe supplier of your choice. You will receive an allowance as follows:

OJIBWAY MINE

\$100.00 maximum per year effective March 1, 1996

\$105.00 maximum per year effective February 16, 1997

\$110.00 maximum per year effective February 16, 1998

In addition, persons classified as welders and permanent hand

scalers on August 16, 1996 will receive a second payment of

\$100.00. Persons classified as welders and permanent hand

scalers on August 16, 1997 will receive a second payment of

\$105.00. Persons classified as welders and permanent hand

scalers on August 16, 1995 will receive a second payment of

\$110.00. Employees who have completed a six(6) month temporary posting as a hand scaler will also be eligible for the second payment listed above.

If you are required to wear prescription glasses, the Company will cover the cost of one pair of Company approved safety glasses (prescription) every two years. The Safety Department or Personnel Department will issue you an authorization form to one of the approved suppliers.

Hearing protection and respiratory protective equipment must be worn in posted areas or on assigned jobs. A variety of hearing protection devices are available from your foreperson and/or from the Safety Department.

LOCKERS

Your foreperson will assign you a locker for your use during your term of employment. The Company will provide a lock if desired, but does not accept responsibility for your locker's contents during your employment.

HEALTH CARE FACILITIES

The Company maintains throughout the plant First Aid Stations, staffed by Qualified First Aid Attendants for treatment of on-the-job

injuries. It also utilizes the services of a local Physician for pre-employment medicals, annual medicals and return-to-work medicals. In the event you are injured or become ill at work, report to your foreman.

All accidents or injuries, regardless of their severity must be reported.

**ONTARIO HOSPITALIZATION
INSURANCE PLAN
(O.H.I.P.)**

Ontario Health Insurance Coverage is available for all employees through the local Ontario Health Insurance Plan Office at 1427 Ouellette Avenue, Windsor, Ontario (973-1385).

**GREEN SHIELD EXTENDED
HEALTH SERVICES
U-5 PLAN
(WITH OUT-OF-PROVINCE
COVERAGE)**

This plan becomes effective the first of the month following the completion of three months' service and the premiums are paid for by the Company.

Green Shield U-5 Plan covers such services as:

1. AUDIO

Hearing Aids, when supplied on the written prescription of a licensed medical practitioner, in the first instance only, and to a maximum of \$450.00 in the lifetime of the participant.

2. BLOOD AND BLOOD PRODUCTS & RADIUM, ETC.

Blood and blood products when required for transfusions.

3. LICENSED DENTAL PRACTITIONER

The services of a licensed dental practitioner for necessary dental treatment for the restoration of the area damaged as the result of an accident which occurred when this Agreement was in force including not more than one set of artificial teeth when natural teeth have been damaged (not including periodontia Or orthodontia treatments or the repair or replacement of artificial teeth); provided the treatment is commenced within 180 days of the accident; and provided Green Shield shall not be liable for any services performed after the 365th day following the accident or after this Agreement has been terminated for the participant, whichever date shall be the earlier.

4. ACCOMMODATION IN EMERGENCY

Accommodation in Emergency -- when as the result of an accident or acute physical disability suffered by a participant, and when ordered by a licensed medical practitioner, it is necessary for the afflicted participant to procure accommodation away from home but in the area where the accident or acute physical disability took place; such accommodation to be in a hotel, public house, motor hotel or tourist home but not in any case a private home; Green Shield's liability for such expense not to exceed \$25.00 per day or \$200.00 in the aggregate for any one disability.

5. EMERGENCY TRANSPORTATION

Emergency transportation, when ordered by a licensed medical practitioner, and required as the result of an accident or acute physical disability, by professional ambulance or, where such is not accessible, by railroad, scheduled boat service or, in acute emergency, by air ambulance (but not by any conveyance not normally for hire) to the nearest hospital equipped to provide the required and recommended treatment; Green Shield's liability for such expense not to exceed \$100.00 for any one disability and shall not include that portion of such charge which is a benefit under the health care or hospitalization plan of any government.

6. REGISTERED MASSEUR

The services of a registered masseur up to \$7.00 per treatment for not more than 12 treatments per benefit year per person, but only when a certificate by a licensed medical practitioner is provided indicating that such treatment is necessary.

7. NURSING HOME CARE

To be eligible for reimbursement the subscriber or eligible dependent must **be** receiving extended care benefits under the Health Insurance Act of Ontario in an approved nursing home as defined in and licensed under The Nursing Homes Act of Ontario. Green Shield's liability shall be the difference in cost between the daily allowance paid the nursing home by the Ontario Ministry of Health for extended care services in a standard ward and the nursing home's daily charge, up to the approved daily rate for a semi-private room if such accommodation is occupied.

If the subscriber or eligible dependent receives extended care in an approved facility in a private room, Green Shield's liability shall be limited to the approved daily rate for a semi-private room. If Nursing Home Care Benefits are provided outside of the Province of Ontario, Green Shield's maximum liability shall be limited to the daily allowance paid by the provincial authority for standard ward care

and the nursing home's daily charge but in no event shall it exceed the amount which would be paid in the Province of Ontario. Benefits will be payable only on submission of satisfactory proof to Green Shield that an eligible subscriber or dependent has received extended care services and payment of an allowance for such care was made to the nursing home for the patient by the Ontario Ministry of Health for each day benefits are claimed.

8. PRIVATE ROOM

Private room in hospital -- when such accommodation is provided in a public general hospital; Green Shield's liability for such expense shall be the difference in cost between semi-private accommodation and a private room (but not a suite); Green Shield's maximum liability for such expense shall not exceed \$1,000.00 per participant during the lifetime of the participant.

9. PROSTHETIC APPLIANCES AND DURABLE MEDICAL EQUIPMENT

Prosthetic appliances and durable medical equipment, including artificial arms, legs, eyes, ears, noses, larynxes, prosthetic lenses (for people lacking an organic lens or following cataract surgery); aniseikonic lenses; above or below knee or elbow prosthesis; external cardiac pacemakers; terminal devices, such as a hand or hook

whether or not an artificial limb is required.

Rigid or semi-rigid supporting devices (such as braces for the legs, arms, neck or back), splints, trusses; and appliances essential to the effective use of an artificial limb or corrective brace.

Colostomy and ileostomy supplies, catheterization equipment, external breast prosthesis (including surgical brassieres) and orthopaedic shoes (when used as an integral part of an orthotic appliance.)

Rental of durable medical equipment such as hospital beds (with or without mattresses), rails, cradles and trapezes; crutches, canes, patient lifts, walkers and wheelchairs; bedpans, commodes, urinals -- if patient is bed confined; oxygen sets and respirators; (if the prescription is for oxygen, the prescriber must indicate how it is to be administered and what apparatus is to be used).

Decubitus (ulcer) care equipment, dialysis equipment, dry heat and ice application devices; I.V. stands, intermittent pressure units, neuromuscular stimulants, sitz baths, traction equipment, vaporizers and standard whirlpool baths. In lieu of rental, Green Shield may substitute at its discretion charges for the purchase of or repair of such articles.

10.LICENSED PHYSIOTHERAPIST

The services of a registered or a licensed physiotherapist but only when a certificate by a licensed medical practitioner is provided indicating that such treatment is necessary.

11.CLINICAL PSYCHOLOGIST

The services of a registered clinical psychologist up to \$35.00 for the first visit and \$20.00 per hour for subsequent treatments to a maximum of \$200.00 per person during a benefit year, *but* only when a certificate by a licensed medical practitioner is provided indicating that such treatment is necessary.

12.REGISTERED NURSE

The services of a graduate registered nurse, currently registered with the appropriate Nursing Association, for that period of time recommended by the attending physician, provided the nurse *is* not an employee of the institution wherein the participant is confined, is not normally a resident in the participant's home or related to the participant by blood or marriage and provided that the nurse is engaged on a full shift basis.

13.SPEECH THERAPIST

The services of a qualified speech therapist up to \$200.00 per benefit year per person, but only when a certificate by

a licensed medical practitioner is provided indicating that such treatment is necessary.

14. VISION

Eye glasses up to a total of \$150.00 per person in any period of 24 consecutive months when provided on the written prescription of a medical doctor or optometrist. Sun glasses or eye glasses for cosmetic purposes are not included, nor is the cost of eye examinations.

MAXIMUMS

This plan is available with various "Maximums". Please refer to your Group's "Group Agreement" for details.

DEDUCTIBLES

This plan is available with various "Deductibles". Please refer to your Group's "Group Agreement" for details.

REIMBURSEMENT

1. Reimbursement shall be made for expenses incurred and paid by a participant for any of the eligible services, substances and appliances set out in and in accordance with the provisions set forth in the Green Shield Benefit Plan Group Agreement, provided such expenses:

- (a) are incurred and paid for services, substances and appliances prescribed by, and given under the direction of a licensed medical practitioner subject to the conditions of this Agreement, and
 - (b) are in the opinion of Green Shield, reasonable and customary in the area in which they are rendered or supplied.
- 2. Reimbursement shall be made by Green Shield's cheque drawn in favour of the Subscriber.
- 3. Reimbursement shall not be made in respect of any eligible expense unless the subscriber rates were paid by or on behalf of the subscriber or dependent when due for the months in which the service, substance or appliance was rendered or supplied.
- 4. Interest shall not be payable on any reimbursement under this agreement.
- 5. For the purposes of this Agreement all expenses incurred and paid by the participants shall be deemed to have been incurred and paid in Canadian dollars and reimbursement shall be in Canadian dollars.
- 6. Reimbursement will not be made in respect to any eligible expense unless a claim is filed as provided in this Agreement within 18 months from the date the eligible expense was incurred.

SUBROGATION

Green Shield retains the right to subrogation if benefits paid on behalf of a participant under this Agreement are or should have been paid or provided by a third party. In cases of third party liability, you must advise your lawyer of our subrogation rights.

CO-ORDINATION OF BENEFITS

When payment provided under this Agreement is available to a person under any other prepaid health service contract, insurance policy or plan, benefits shall be co-ordinated and the amount payable under this Agreement shall be pro-rated and limited to the extent that the total amount available under all coverages does not exceed 100% of the allowable expenses.

Benefits will be co-ordinated according to the current industry standard.

APOTH-A-CARE PRESCRIPTION PLAN "3"

This plan becomes effective the first of the month following the completion of three (3) months' service and the premiums are paid for by the Company.

The plan covers most drugs prescribed by your physician or dentist under the product selection program. You pay only \$1.00 per prescription.

You are required to show your Drug Plan identification card to receive this benefit. In the event you are travelling, vacationing or do not have your card, you may file for a refund by submitting receipts to the local Green Shield Office.

When a person reaches the age of 65 the cost of many drugs are not paid by Green Shield but are instead paid by the Ontario Government. An identification card (ODB) is issued by the Government, and should be presented by the pensioner, along with his Green Shield identification card in order to determine the correct billing.

Upon reaching the age of 21, dependents will automatically be removed from your Green Shield benefits effective December 31st in the year in which the child turns 21. If in full time attendance at school you should contact the Personnel Department to make application for Adult Dependent coverage. This benefit is subject to Company approval and once approved remains in effect as long as the child remains in full time attendance at school or reaches the age of 25 (whichever is the sooner).

Level of Benefits

Covered Benefits

Products identified in the Green Shield Pharmaceutical Manual as eligible at benefit Level "3", provided that they have been prescribed by an authorized medical practitioner.

These products include:

1. All medication which requires a prescription by law, including oral contraceptives.
2. Syringes and needles, diabetic testing agents, insulin, and all other approved injectibles.
3. A wide range of approved over-the-counter drugs.

Exclusions

Any product which is not identified in the Green Shield Pharmaceutical Manual as eligible at benefit Level "3".

Amongst those excluded are:

1. Any products which have not been prescribed by an authorized medical practitioner.

2. Vitamin products, patent medicines, blood and blood plasma, contraceptive devices, foams or gels.
3. Laxatives, shampoos, acne preparations, and medicines which may lawfully be sold or offered for sale other than through retail pharmacies, and which are not normally considered by practitioners as medicines for which a prescription is necessary *or* required.

Co-Payment

The above Plan is available at various co-payments. Please refer to your Group's "Group Agreement" for the applicable co-payment.

Reimbursement

1. Reimbursement shall be made for expenses incurred and paid by a participant for any of the eligible services, substances and appliances set out in and in accordance with the provisions set forth in the Green Shield Benefit Plan Group Agreement, provided such expenses:
 - (a) are incurred and paid for services, substances and appliances prescribed by, and given under the direction of a licensed medical practitioner subject to the conditions of this Agreement, and

- (b) are in the opinion of Green Shield, reasonable and customary in the area in which they are rendered or supplied.
2. Reimbursement shall be made **by** Green Shield's cheque drawn in favour of the subscriber.
 3. Reimbursement shall not be made in respect of any eligible expense unless the subscriber rates were paid by or on behalf of the subscriber or dependent when due for the months in which the service, substance or appliance was rendered or supplied.
 4. Interest shall not be payable on any reimbursement under this Agreement.
 5. For the purpose of this Agreement all expenses incurred and paid by the participants shall be deemed to have been incurred and paid in Canadian dollars and reimbursement shall be in Canadian dollars.
 6. Reimbursement will not be made in respect to any eligible expense unless a claim is filed as provided in this Agreement within 18 months from the date the eligible expense was incurred.

It's Easy to Use

Simply present your prescription to a participating pharmacist and at the same time show him your Green Shield identification card. When your eligible

prescription has been filled you pay the pharmacist the applicable co-pay of your Apoth-A-Care plan. That is all you do. The pharmacist will forward the account directly to Green Shield for payment.

**Vacationing, Travelling or When Served
By a Non-participating Pharmacist.**

Request a receipt and ask the pharmacist to indicate on the receipt the name, strength, and quantity of medication dispensed. Forward the receipt to the Green Shield office along with your name, address and subscriber number. A repayment cheque will be forwarded to you for the same amount as would be paid to a member pharmacist for the same prescription. To claim for injectibles or medicine injected by a physician, obtain a receipt for the medicine only and follow the procedure above. Reimbursement will be made for the cost price of the injectible medicine only.

GREEN SHIELD DENTAL PLAN 74

Each employee and eligible dependents are covered by this Dental Plan the first of the month following the completion of three months' service.

It covers such activities as:

Examinations	Fillings X-Rays
Extractions	Cleaning & Scaling (every 9 months)
Anaesthesia	Fluoride Treatment
Maintenance Care	Denture Repairs
Emergency Treatment	Oral Surgery
Root Canals	Orthodontic Service (\$1,000 max.)
Removable Dentures	

These services are covered at varying rates from 100% to 50%. Check with your dentist to determine what your coverage will be before you have the work done. Some dentists require you to pay the full cost and then process the refund for you through the Green Shield Office. Your Green Shield identification card must be shown to receive this benefit.

Schedule of Eligible Services

Green Shield agrees that the Eligible Services set out in this Schedule form part of the Green Shield Benefit Plan Group Agreement.

Reimbursement shall be at the same percentage of Eligible Services as indicated in this Schedule.

This Schedule lists the services for which you are eligible and are set out by the Canadian Dental Association Procedure Codes.

Limitations

Relining and rebasing of a complete or partial denture more than six months after the installation of an initial or replacement denture but not more than one relining or rebasing in any period of thirty-six (36) consecutive months.

All services listed under the Eligible Services will be reimbursed at 100% with the exception of Prosthodontic and Orthodontic services which will be reimbursed at 50%.

Replacement of Prosthodontic appliances will be an eligible insured service only if five (5) years have elapsed since the date Of the initial installation of that appliance.

Reimbursement shall not be made in respect to any eligible expense unless a claim is filed within 12 months from the dale the eligible expense was incurred.

Deductibles

This plan is available with various "Deductibles". Please refer to your Group's "Group Agreement" for details.

Maximums

This plan is available with various "Maximums". Please refer to your Group's "Group Agreement" for details.

Predetermination

If a course of treatment involves crowns, bridgework, orthodontic treatment or extensive periodontal treatment and your plan includes these services, a description of the procedures to be performed and an estimate of the dentist's charges must be filed with Green Shield prior to the commencement of the course of treatment. Green Shield will notify the employee and the dentist of the benefits certified as payable based upon such course of treatment. In determining the amount of benefits payable, consideration will be given to alternate procedures (services or course of treatment that may be performed for the dental condition concerned in order to accomplish the desired result).

If a description of the procedures to be performed and an estimate of the dentist's charges are not submitted in advance, Green Shield reserves the right to make a determination of benefits payable, taking into account alternate procedures, services or courses of treatment, based on accepted standards of dental practice.

Subrogation

Green Shield retains the right to subrogation if benefits paid on behalf of a participant under this Agreement are or should have been paid or provided by a third party. In cases of third party liability, you must advise your lawyer of our subrogation rights.

Co-ordination of Benefits

When payment provided under this Agreement is available to a person under any other prepaid health service contract, insurance policy or plan, benefits shall be co-ordinated and the amount payable under this Agreement shall be pro-rated and limited to the extent that the total amount available under all coverages does not exceed 100% of the allowable expenses.

Benefits will be co-ordinated according to the current industry standard.

Pensioners are not covered under Dental Plan 74. Pensioners do have a separate Plan. Those persons approaching retirement may elect to have required dental work completed prior to retirement.

GREEN SHIELD SEMI-PRIVATE COVERAGE

In the event you or your eligible dependents are hospitalized, you are entitled to semi-private coverage.

The plan under which this coverage is implemented also becomes effective the first of the month following the completion of three months' service and the premiums are paid for by the Company.

This benefit will provide for reimbursement of the cost of semi-private hospital room accommodation **as follows:**

1. Reimbursement for the difference in cost between standard ward charges and the cost of semi-private accommodation in a public general hospital when the standard ward charges are paid by any Provincial Government Health Plan of the Province in which the patient is a resident and when the patient is or has occupied an active treatment bed.
2. In a public chronic hospital or chronic wing facilities of a public general hospital, a maximum reimbursement of \$3.00 per day for 120 days per benefit year for the difference between the charges for a standard ward and the cost of semi-private accommodation when the patient has occupied semi-private accommodation.

Limitations

1. Where the subscriber or dependent has occupied a chronic bed in a semi-private room, either in or outside of Ontario, a maximum of \$3.00 difference per day shall be allowed *for* a maximum of 120 days in any 12 month period.
2. To be eligible for reimbursement for occupancy of a chronic bed, accommodation must be in a public chronic hospital or a chronic wing facility of a public general hospital.

3. No benefit shall apply to semi-private accommodation in a nursing home, T.B. sanatoria or mental hospital.
4. Payment of benefits is only eligible provided that the Provincial Health Insurance Plan in the Province in which the patient resides has accepted or agreed to pay the ward or standard rate.

How to Claim Benefits

Payment by Green Shield for semi-private accommodation differential **is** eligible only after the Provincial Health Insurance Plan in the Province in which the patient resides has accepted and agreed to pay the ward or standard rate for the patient.

In most cases hospitals will bill Green Shield directly upon presentation of your Identification Card. In cases where hospitals do not bill Green Shield obtain an itemized receipt showing the patient's name, number of days in semi-private accommodation and the daily rate differential. This receipt should then be mailed to Green Shield along with the patient's Green Shield number and current address. Reimbursement will, in these cases, be made directly to the subscriber.

Claims must be filed within 18 months from the date the eligible expense was incurred.

Reimbursement

1. Reimbursement shall be made for expenses incurred and paid by a participant for any of the eligible services, substances and appliances set out in and in accordance with the provisions set forth in the Green Shield Benefit Plan Group Agreement, provided such expenses:
 - (a) are incurred and paid for services, substances and appliances prescribed by, and given under the direction of a licensed medical practitioner subject to the conditions of this Agreement, and
 - (b) are in the opinion of Green Shield, reasonable and customary in the area in which they are rendered or supplied.
2. Reimbursement shall be made by Green Shield's cheque drawn in favour of the subscriber.
3. Reimbursement shall not be made in respect of any eligible expense unless the subscriber rates were paid by or on behalf of the subscriber or dependent when due for the months in which the service, substance or appliance was rendered or supplied.
4. Interest shall not be payable on any reimbursement under this Agreement.

5. For the purposes of this Agreement all expenses incurred and paid by the participants shall be deemed to have been incurred and paid in Canadian dollars and reimbursement shall be in Canadian dollars.
6. Reimbursement will not be made in respect to any eligible expense unless a claim is filed as provided in this Agreement within 18 months from the date the eligible expense was incurred.

Subrogation

Green Shield retains the right to subrogation if benefits paid on behalf of a participant under this Agreement are or should have been paid or provided by a third party. In cases of third party liability, you must advise your lawyer of our subrogation rights.

Co-ordination of Benefits

When payment provided under this Agreement is available to a person under any other prepaid health service contract, insurance policy or plan, benefits shall be co-ordinated and the amount payable under this Agreement shall be pro-rated and limited to the extent that the total amount available under all coverages does not exceed 100% of the allowable expenses.

Benefits will be co-ordinated according to the current industry standard.

OUT-OF-PROVINCE HOSPITAL, SURGICAL AND MEDICAL EXPENSE BENEFIT

This benefit will provide reimbursement for out-of-province hospital, surgical and medical expenses as follows:

1. Hospital services in a public general hospital outside of the Province of residence of the patient when the fees for such services are in excess of the amounts allowed by the Provincial Government Health Plan in the Province of which the patient is a resident.
2. Medical-surgical expenses for services of a legally qualified physician or surgeon rendered outside of the Province of residence of the patient when the fees for such services are in excess of the amounts allowed by the Provincial Government Health Plan in the Province of which the patient is a resident.
3. Payment protection provided by Medex Deluxe OD Plan.

Limitations

1. The hospital, surgical or medical services must be incurred as a result of accidental injury or emergency or referral by the patient's attending physician while this coverage is in force.
2. The particular hospital service must be provided as a benefit under the ward coverage of the Provincial Government Health Plan.
3. Excess hospital, surgical or medical fees will only be allowed as eligible expenses to the extent that they are reasonable and customary in the area where the covered services are received.
4. To be eligible for reimbursement, a fee for the particular medical - surgical service provided must be set out in the schedule of eligible services provided under the Provincial Government Health Plan of the Province of which the patient is a resident.
5. The maximum amount of the reimbursement shall be equal to the difference between: the fees scheduled under the Provincial Government Health Plan where the patient is a resident; and the reasonable and customary charge in the area where the service was rendered as determined by Green Shield.

- 6 Only benefits for which reimbursement has been made by or received from the Provincial Government Health Plan in the patient's Province of residence will be eligible for reimbursement towards excess charges for out-of-province medical, surgical and hospital services.
- 7 Reimbursement shall not be made in respect to any eligible expense unless a claim is filed as provided within 12 months from the date the eligible expense was incurred

How to Claim Benefits

Payment by Green Shield for an eligible out-of-province hospital, medical or surgical expense is processed only after the Provincial Government Health Plan in the Province in which the patient resides has made reimbursement towards the service for which an out-of-province benefit is being claimed.

When you incur covered expenses you should obtain a Green Shield Claim Form from your personnel department or the Green Shield offices. Attach all of the following information to the claim form:

1. Detailed statements showing the services rendered and the fees charged for each service.

2. Original copy of the statement covering the payment made under the Provincial Government Health Plan.
3. If the medical - surgical services were as a result of a referral by your attending physician in your Province of residence, a letter from your attending physician stating the reason for the referral to a physician outside of your Province of residence must be provided.
4. Claims must be filed within 18 months from the date the eligible expense was incurred.

HEALTH CARE IDENTIFICATION CARDS

If you lose your identification cards for any of the above health care plans, please contact the Personnel Department.

The Company does not accept responsibility for the lack of coverage under the Health Plans when the employee has failed to notify the Personnel Department of any change in marital status, change of address, additions or deletions in the number of eligible dependents to be covered under your health plans.

EMPLOYEE'S IDENTIFICATION CARDS

All employees are issued an identification card containing a photo. It is important that you carry it with you. You may be required to present it when entering either of our two Windsor facilities or during pay cheque distribution.

DISABILITY WAGE PLAN (For Local 1959 Ojibway Employees)

1. Purpose

The purpose of this Plan is to protect eligible payroll employees against total loss of earnings during periods of disability due to sickness or a non-occupational accident **by** the payment of wages to the extent hereinafter specified.

2. Eligibility

Any payroll employee, whether paid by the hour, day, week or month, who has completed three months of service in accordance with the Company's Service Rules shall be eligible to receive payments outlined in Item 3 below.

3. Wages During Disability

- (a) For employees who have completed three months of service but less than one year of service, 66 2/3% of

regular wages for a maximum period of 20 weeks.

- (b) For employees who have completed one or more years of service, payment shall be as follows:

In respect of non-occupational disability, a minimum of \$260.00 per week or 80% of regular wages, whichever is greater, for a maximum period of 26 weeks and 50% of regular wages for a further maximum period of 26 weeks.

4. Waiting Period

The waiting period before payments begin shall consist of seven (7) consecutive days in each separate and distinct case of disability, with the exception that, if a new disability occurs before payment in respect of another disability has ceased, the requirement of a waiting period in respect of the new disability shall be waived.

If an employee is hospitalized for a continuous period of twenty-four(24) hours or when a surgical procedure requires a general anaesthetic,(except for dental surgery) the remainder of the waiting period will be waived.

The day on which an employee becomes unable to work shall be counted as the first day of the waiting period if, at the time of his/her ceasing work on account of the disability not more than half of his/her working day or shift

has elapsed; otherwise, the waiting period shall commence on the following day. If the first day of disability is a non-working day, the waiting period shall commence on that day.

5. Relapsed, Recurrent and Recovered Disabilities

If an employee returns to work prior to complete recovery and finds it necessary to cease work again because of a medically certified relapse, the second absence shall be treated as a continuation of the first, and, provided the maximum amount of disability wages has not been paid during the first absence, payment shall recommence as of the first day of the second absence. In no case, however, shall disability wages be paid for an amount in excess of the provisions outlined in Item 3 of this Plan for the two or more periods of absence involved.

For the purpose of the Disability Wage Plan, the Company Health Professional shall determine whether an employee's illness is a recurrence.

Recurrent chronic disabling conditions such as rheumatism, varicose veins and heart disorders shall be treated as separate and distinct cases of disability in each instance of recurrence.

In the case of such common ailments as colds, bronchitis and influenza, if a complete recovery has been effected, a recurrence of the

same disability shall be treated as a separate and distinct case.

6. Calculation of Regular Wages

For the purpose of this Plan, the regular wages of an employee paid by the hour shall be his/her hourly rate as established for Industrial Relations Plan purposes multiplied by the standard work hours that have elapsed during the period for which payment is being made; if he/she is paid by the day, week or month, his/her regular daily, weekly or monthly rate, respectively, shall be used.

An employee receiving disability wages shall receive an increase or decrease in wages resulting from adjustments in the Company's rates of pay or the standard work hours that he/she would have received had he/she been working.

7. Evidence of Disability

In the case of absence on account of sickness or a non-occupational accident, the employee shall furnish satisfactory medical evidence of his/her inability to work, and he/she shall be responsible for securing the prescribed form and returning it to the Company, at no cost to employee.

The Company reserves the right in every case to require such medical forms as it may consider necessary, and to have the employee submit to a medical examination by any doctor it may name.

Employees are expected to cooperate wholeheartedly in following such directions as the Company may prescribe under the terms of this Plan.

8. **General Regulations**

- (a) No wages shall be paid during periods of disability resulting from:
 - (i) Pregnancy or childbirth
 - (ii) Illness or injury intentionally self-inflicted
 - (iii) The improper use of drugs or intoxicants unless the employee is enrolled in or becomes enrolled in a prescribed rehabilitation program, approved by the Company
 - (iv) Wilful acts contrary to law and order
 - (v) Employment by, or for, a third party.

- (b) An employee who becomes disabled while on a leave of absence that has been granted for personal reasons shall become eligible for disability wages on the date when he/she would normally have returned to work, subject to the completion of the prescribed waiting period which shall commence on that date.

- (c) If an employee who has been given notice of layoff on account of lack of work incurs a disability prior to the effective date of the layoff, he/she shall be paid disability wages for any period of disability extending up to but not beyond the effective date of the layoff, subject to the completion of the prescribed waiting period.
- (d) An employee who becomes disabled while on vacation under the Vacation Plan shall be eligible for disability wages at the expiration of his/her vacation period, subject to the completion of the prescribed waiting period which shall commence on the day following the end of his/her vacation.
- (e) If a new disability occurs before payment in respect of another disability has ceased, the two or more disabilities involved shall be treated for the purpose of this Plan as one combined disability, and payments in respect thereof shall not exceed the provisions outlined in Item 3.
- (f) Upon the payment of disability wages under this Plan to an employee in respect of injury or disability caused or contributed to by the fault or neglect of any person, the Company is subrogated to the right of recovery of

the employee against any person in respect of disability wages paid and other benefits provided in accordance with the procedures outlined in the Memorandum issued by The Canadian Salt Company Limited on February 10th, 1965, regulating the Company's right to recovery from third parties of disability wages paid and other benefits provided by the Company to employees.

Disability wages shall be subject to any authorized deductions that would be made from earned wages. They shall also be subject to the same extent as earned wages, to garnishment or other legal process, and will be reported by the Company, where required, to the proper taxation authorities.

The payment of disability wages shall cease immediately when an employee is retired on pension or death of an employee.

LONG TERM DISABILITY PLAN

1. The plan will be effective for those seniority employees who commence their sick claims at least one (1) month from the date of ratification (August 11/90).
2. An employee will qualify for L.T.D. benefits after one (1) year of illness and expiration of S. and A. benefits.

3. An employee will receive L.T.D. benefits for up to 24 months provided he/she continues to be unable to perform his/her own job during this period.
4. An employee will continue to receive L.T.D. benefits beyond two (2) years provided he/she is unable to perform any occupation (including occupations outside of the Corporation) for which he/she is reasonably qualified.
5. Benefit level - \$1200 per month.
6. Benefits cease at age 65, or retirement, or death, whichever occurs first.
7. There is no carve out of L.T.D.
8. Seniority and service will continue while an employee receives L.T.D.

LIFE INSURANCE COVERAGE

Participation in the Company Insurance Plan is a condition of employment and starts after six (6) months of service.

Sun Life will issue to you a Certificate of Insurance showing your insured benefits and effective date.

If you are not actively at work on full time on the effective date (due to layoff, illness,

etc.) your coverage is delayed until the day you are actively at work on full time.

If, while insured, you die, Sun Life will pay the amount of your life insurance to the last legally nominated beneficiary as filed. In the absence of a beneficiary nomination, payment will be made to your estate.

You may name the beneficiary of your choice or your estate. All nominations made **by** you are revocable unless you otherwise stipulate.

Your insurance ends on the earliest of:

- (a) the date your termination of employment occurs;
- (b) the end of the period for which premium is paid for your insurance;
- (c) the date the Group Policy is no longer in force.

If you return to the employment of the Company after the insurance has been cancelled, you may be reinstated under the Plan from the date of re-employment, provided that you have not taken advantage of the conversion privilege, and provided that you have been re-employed within a period of twenty-four (24) months.

If your insurance ceases, the conversion privilege contained in the policy entitles you to purchase an individual life policy from Sun Life without undergoing any medical examination. Written application for the individual policy must be made to Sun Life within the thirty-one (31) day period immediately following termination of your insurance.

Once you retire your Life Insurance will be reduced to \$5,000 company paid, unless you are in receipt of Disability Benefits where your amount of insurance has been totally paid out.

You are considered to be totally disabled if you have been, are and will be continuously and wholly prevented by illness from performing any work for compensation or profit or from following any gainful occupation for which you are or may become reasonably qualified by education, training or experience

The Company pays the full cost of the first

\$29,000 effective March 1, 1996

\$30,000 effective March 1, 1997

\$31,000 effective March 1, 1998

and the employee pays 60¢ per thousand for the balance of the coverage, \$32,500 for Non-Skilled Trades employees and \$36,000 for all Skilled Trades employees.

EMPLOYEE'S PENSION PLAN

1. **General information**

The Pension Plan covers all regular employees of the Company. The Plan is non-contributory, the cost being fully paid for by the Company. Except where the context otherwise requires, words or expressions used in this Plan denoting the masculine gender shall be read as including the feminine gender.

2. **Eligibility and Service**

Every full time Employee shall become a Member of the Plan *on* the date *he/she* commences to be an employee.

Recognized service means the period of recognized employment with The Canadian Salt Company Limited or a designated subsidiary of predecessor's company calculated in accordance with the Company's Service Rules.

3. **Retirement Policy**

It is the policy of the Company that an employee shall retire on the first day of the month following his 65th birthday. This date is referred to as the Normal Retirement Date.

Any employee who has completed at least thirty (30) years of recognized service may retire early on or after July 1, 1987 at his/her option on the first day of any month after his/her fifty-fifth (55) birthday with full pension credits. Such employee will receive a Pension

Supplement of \$400 per month to age 60, reducing to \$200 per month to age 65, as revised February 1993.

4. Pension Benefit

The amount of annual pension benefit payable at Normal Retirement Age, or age 55 with 30 years' service, is the sum of the following:

- (a) For each year of recognized service prior to December 31, 1971, one (1) percent of the average earnings received by a member during the five calendar years in which the member's earnings were the greatest.
- (b) For each year of recognized service from January 1, 1972, 0.9% of the member's average earnings received during the five calendar years in which the member's earnings were the greatest, plus an additional 0.6% of any portion of the same average earnings over the Year's Maximum Pensionable Earnings (YMPE) under the Canada Pension Plan in the year prior to that in which the member retires.

5. Vested Pension

An employee who has completed two years of service with the Company on or after January 1, 1987 acquires a Vested Interest of 100% in the pension plan.

Before January 1, 1987 Minimum Vesting of 5% occurs after six years of recognized service, progressing at the rate of 5% for each additional year of recognized service when the employee acquires 50% vesting. Vesting then continues at a rate of 10% per year until the 20th year of recognized service when full vesting takes place.

Where applicable Provincial Government Pension legislation is in excess of the Company rules governing vesting, the Government legislation will prevail.

Where the vested monthly pension payable at age 65 is less than \$25.00 per month, the employee will usually receive a lump sum settlement, calculated on an actuarially equivalent basis, payable twelve months after the date of termination.

Vested interest is finalized twelve months after termination of employment. In the event the employee returns to regular employment with the Company within his twelve month period, vesting is cancelled but he is reinstated in the Plan with accumulated pension credits.

It is the responsibility of the individual to apply for the vested pension benefit on reaching Normal Retirement Age.

6. Termination of Employment

Upon completion of two years of service after January 1, 1987 the member is entitled to a deferred pension upon termination.

In respect to service prior to January 1, 1987, after completion of six years of service the member shall be entitled to a deferred pension as laid out in Vested Interest, upon termination.

Notwithstanding any other provisions of the Plan to the contrary, a member who terminates employment prior to age 55 may elect to receive the commuted value of his/her deferred pension.

The commuted value upon termination may be:

- transferred into a locked-in RRSP
- transferred to another pension plan
- used to purchase a deferred life annuity from an insurance company.

7. Pension Payments

Pension payments commence on the actual retirement date. Payments continue for the lifetime of the employee. Should an employee die during the five years following commencement of the pension, pension payments will continue to be paid to his/her designated beneficiary or the commuted value of said remaining payments to his/her estate For

the balance of the five year period unless an optional form of pension had been selected.

8. Voluntary Early Retirement

All pension calculations are based on retirement at the age of 65 except for employees who have reached age 55 and have completed at least 30 years of recognized service. Any other employee who retires with the consent of the Company during the ten years prior to Normal Retirement Date may elect one of the following options:

- (a) A deferred pension calculated in accordance with the formula in Section 4 payable at the Normal Retirement Date, or
- (b) A deferred pension actuarially equivalent to that in (a) payable at any date between the Early Retirement Date and Normal Retirement Date, or
- (c) An early retirement pension calculated on an actuarially equivalent basis to that in (a), payable in the Early Retirement Date.

9. Retirement Due to Disability

An employee who has completed fifteen years of recognized service and who becomes wholly and permanently disabled before his Normal Retirement Date may be granted a disability pension at a reduced rate calculated

on an actuarially equivalent basis, if they have not reached *fifty-five(55)* years of age.

If the employee has completed 15 years of recognized service and has attained the age of 55, the pension will represent full benefits earned to the retirement date with no actuarial reduction.

The pension supplement is not payable to employees retiring due to disability, unless they have 15 years of service and have reached the age of *fifty-five(55)* at the time of disability retirement.

10. Death Benefits

Where a member who has completed two years of service dies prior to the commencement of his/her pension, his/her spouse or, if there is no spouse, his/her designated beneficiary or estate, shall be entitled to receive a lump sum payment equal to the Commuted Value of the pension to which the member was entitled or would have been entitled to had he/she terminated his/her employment immediately before his/her death.

In the event of the death of a member who is *fifty-five(55)* years of age or older prior to the commencement of his/her pension, the spouse of such member will be entitled to receive the pension benefits he/she would have received had the member retired on the date of death, with such benefits calculated on earnings and

service through that date and with no early retirement reduction.

11. Pension Options

(a) Joint and Survivor Option

Each member with a spouse on the date pension payments are to commence will receive a reduced pension payable for the member's lifetime. If the member is survived by his/her spouse, the spouse will receive the remainder, if any, of the 60 months guaranteed payments which have not been received by the member. The spouse will then receive a pension equal to 60% of the deceased members pension, until death.

(b) Single Life Pension

Payable for the lifetime of the member and guaranteed for a period of 60 months.

The amounts of pension provided under these options are calculated on an actuarially equivalent basis.

SAMPLE PENSION CALCULATION

Date of Birth:	10 December 1930
Date Hired:	1 January 1957
Retirement Date:	1 January 1996
Service to 31 December 1971	15 years
Service from 1 January 1972 to 31 December 1995	<u>24 years</u>
Total Service:	39 years
Employee's Average Annual Earnings for best 5 years	\$ 50,000.00
Maximum CPP Pensionable Earnings for '95	<u>35,400.00</u>
Excess of Av. Annual Earnings over YMPE	14,600.00
(a) Pension for Service from 1 Jan 1956 to December 1971 $\$50,000 \times 15 \times 1\%$	\$ 7,500.00
(b) Pension for Service from 1 Jan 1972 to 31 December 1995 $\$50,000 \times 24 \times 0.9\%$ $\$14,600 \times 24 \times 0.6\%$	10,350.00 <u>2,102.40</u>
Total Annual Pension	\$ 19,952.40
Total Monthly Pension $\$19,952.40 \times 1/12$	\$ 1,662.70
Add CPP 1996	727.08
Add OAS 1996	<u>394.76</u>
Total Monthly Pension income	\$ 2,784.54

TIME CLOCKS

Employees are required to punch in before the start of the regularly scheduled shift and again at the end of their shift. When an employee is late, he/she is docked in **six** minute intervals based on the time indicated on his/her time card. If an employee leaves before the end of his shift, he/she is penalized to the extent of twelve (12) minutes for the first twelve(12) minutes or less and six(6) minutes for every additional six(6) minutes or less, before the end of his/her shift. Employees must punch in and out if they leave the plant during lunch periods. The punch clocks are located at the following locations:

Ojibway Mine -- side entrance to Main Office at the Gatehouse

UNDERGROUND TAGOUT SYSTEM -- OJIBWAY MINE--

An underground tagout system has been devised to ensure in the case of an emergency that all employees have returned to the surface and no one is left underground. The tagout board is located in the Mine **Dry** area. At the end of his/her shift an employee will return his/her tag to the "surface" side of the board.

Each employee's tag number will be the same as his payroll number.

CHEMSAL CLUB

All employees are eligible for membership in the Chemsal Club, an employee organization which sponsors various social events. The Club facilities are located on the banks of the Detroit River, adjacent to the Ojibway Mine, and includes complete kitchen and bar facilities, baseball diamond and boat launching facilities. The Club is operated by a Committee of elected employees of both the Windsor Works and Ojibway Mine. Some of the events which they sponsor are the annual Children's Christmas Party, Fishing Derby, Annual Picnic, Corn Roast, Hallowe'en Party and New Year's Celebration. An inexpensive monthly membership fee can be paid through payroll deduction and applications are available through the Personnel Office or from a member of the Chemsal Club Executive.

UNION MEMBERSHIP

The employees of the Ojibway Mine are represented by the National Automobile, Aerospace and Agricultural Implement Workers Union of Canada (C.A.W.) Local 1959.

Under the terms of the respective collective agreements, the Company must deduct from

each employee's pay monthly membership fees on behalf of the Union. Further, each employee must become a member of the Union within 60 days of his/her hiring and **is** required to continue as a member during his/her term of employment with the Company.

February 1996