

COLLECTIVE AGREEMENT
(signed April 1990)

between

SOURCE	6		
Wages EFF.	90	01	01
TERM.	91	12	31
No. OF EMPLOYEES	290		
NOMBRE D'EMPLOYÉS	L.W.		



AMOCO FABRICS AND FIBERS LTD.
(HEREINAFTER CALLED THE "COMPANY")

- AND -



IWA - CANADA
AND ITS LOCAL 1-1000
(HEREINAFTER CALLED THE "UNION")

0085703

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ARTICLE 1 - PURPOSE

- 1.01 The Company and the Union have entered into this agreement at the city of Hawkesbury, in the Province of Ontario, for the purpose of recording terms and conditions of employment **resulting** from collective bargaining, which shall be observed by the parties hereto. It is the desire of the parties to maintain a harmonious relationship between the Company and its employees, to settle **all** differences in **an** amicable, prompt and equitable manner as herein provided, to work together to achieve the most efficient operation of the plant and to promote the safety and health of the employees, subject to the dispositions of this agreement.

ARTICLE 2 - RECOGNITION

- 2.01 The Company recognizes the Union as the sole collective bargaining agency for all its employees employed at Hawkesbury, Ontario save and except foremen, persons above the rank of foreman, office and **sales** staff, persons employed for not more than **24 hours** per week, laboratory technician personnel, industrial engineering personnel and **guards**.
- 2.02 "Employee" as used in this agreement shall mean those persons described in the bargaining unit set forth in clause **2.01**, including probationary employees.
- 2.03 In **this** agreement, words using the masculine gender include the feminine; the singular includes the plural, and the plural, singular where the text **so** indicates.

- 2.04 Employee not being part of the bargaining unit spelled out in article 2.01 **will** not be permitted to perform work which is normally done by the bargaining unit employees, except in cases of training, experiment or emergency.
- 2.05 Laboratory technician personnel excluded from the bargaining unit, **will** be allowed to perform work of the Quality Control department which **will** not result in a layoff of bargaining unit employees, prevent **their** recall from layoff, or prevent lab testers overtime **pos-**sibility.

ARTICLE 3 - RELATIONSHIP

- 3.01 Each employee shall, **as** a condition of employment, maintain his membership in the Union for the duration **of** the agreement.
- 3.02 Each new employee **shall**, **as a** condition **of** employment, following the completion of **his** probationary period, acquire and maintain membership in the Union for the duration of **this** agreement.
- 3.03 a) Employees will pay after signing **an** authorization form, their Union initiation fees, dues, **monies** and **assessments** through payroll deductions which will be made by the Company and remitted to the *Financial* Secretary of the Union by the **15th** of the month following the month in **which** deductions are made.

With each remittance the Company **will** include **an** itemized statement showing each employee's name in **full**, listed in alphabetical order, individual amounts and the totals.

- 3.03 b) Union dues **will** be deducted weekly and any deduction which is missed **will** be made in the next pay period.
- 3.03 c) The Union **will** inform the Company in **writing** of the particulars regarding **all** applicable deductions and any change in amounts and frequency.
- 3.04 The Company **will** insert the amount of regular Union dues on each employee's T-4 slip.
- 3.05 Neither the Union nor the employees **will** hold union meetings or engage in other union activities, on Company premises, except as provided for the orderly administration of **this** agreement or by permission from the Company. Such permission **will** not be **un**-reasonably withheld.
- 3.06 The Company **shall** provide an adequate supply of copies of the collective agreement in both official languages, in booklet form, within three (3) months of its signature.

ARTICLE 4 - MANAGEMENT FUNCTIONS

- 4.01 Except as limited by **this agreement**, the Company **will** have complete control **over** the operation of its business, the management of its plant, and the direction of its working forces, **including** but not limited to the right to:

Schedule the work shift and the workweek; plan and control plant operations; hire and assign work to employees; transfer employees from one occupation to another or one department to another;

promote, demote, discipline, suspend, or discharge employees for just cause; relieve employees **from** duty because of lack of work or any **other** legitimate reason, organize all work and determine the number, scope and function of departments and division of operation; prescribe the work to be performed in each occupation and occupation classification; determine the general requirements, standards and qualification necessary to perform each occupation; to conduct time studies, introduce new or improved production methods or facilities, and change materials for products; eliminate or shutdown operation; subcontract work (that does not directly cause layoffs and or restrict overtime for work normally performed by employees); increase, decrease, combine or abolish existing occupations (in **such cases**, the Union will be informed in writing); and make and enforce shop **rules** for the orderly conduct of the plant operation and the safety of the employees, provided such **rules** do not conflict with **other** provisions of **this** agreement.

- 4.02 The foregoing enumeration of management's rights shall not be deemed to exclude other rights of management not specifically set **forth**, the Company therefore retaining **all** rights not otherwise specifically covered by **this** agreement.

ARTICLE 5 - PLANT COMMITTEE

- 5.01 a) The Company acknowledges the right of the Union to appoint or otherwise select a plant committee of stewards as **follows**:

One (1) steward **per** shift for each production department

One (1) steward for **all** shifts for each service department

Each steward can have **a** substitute **who** will be able to act **as** a **regular** steward only in cases where **his** regular steward is absent from work. If the number of employees reaches or exceeds five hundred, the production departments steward representation **can** be two (2) stewards **per** shift. **All** stewards **shall** have at least **six** months seniority with the Company, and shall be regular employees of the Company during their time of office. The name and area of **each** of the stewards and the name of the **Chairman** of the Plant Committee, from time to time selected, shall be given **to** the Company in writing and the Company shall not be required to recognize any such steward or chairman until it has been so **notified**.

- 5.01 b) Departments **as** referred to in this article is for purposes of steward representation, overtime and article 12.09 **as** follows:

Extrusion, Melt Spin	(Production)
Beaming	(Production)
Weaving	(Production)
Finishing , F.L.W. and Burling	(Production)
Shipping, Receiving and Stores	(Service)
Maintenance	(Service)
Quality Control	(Service)

- 5.02 The Company undertakes to instruct **all members** of

its supervisory staff to cooperate with the stewards in the carrying out of the terms and requirements of this agreement.

- 5.03 a) The Union undertakes to secure from its **officers**, stewards and members their cooperation with the Company and with all persons representing the Company in a supervisory capacity in the carrying out of the purpose of **this** agreement.
- 5.03 b) It is agreed **between** the Company and the Union that persons representing the Company in a **supervisory** capacity and the Union and its representatives shall take all possible measures **so** that **all** the terms and provisions of this collective agreement are fully carried **out** during the life of the **said** agreement.
- 5.04 The privileges of stewards to leave their work without loss of basic pay to attend to Union business is granted **on** the following conditions:
- a) Employees having grievances may **discuss** these with the stewards during working **hours** with the permission of **his** foreman. Such permission shall not be unreasonably withheld.
- b) The time shall be devoted to the prompt handling of necessary Union business, exclusive of any time spent in regard to negotiations and arbitration.
- c) The steward concerned shall obtain the permission of the foreman concerned **before** leaving **his** work. Such permission shall not be unreasonably withheld.
- d) The Company reserves the right to limit such time if it deems the time **so** taken to be excessive. Such time

shall not be unduly limited.

- 5.05 a) The Union Bargaining Committee will consist of not more than five **(5)** employees. Employees who are members of this committee **will** be granted time off to negotiate new or revised collective agreement. The said employees **will** not incur **loss** of pay and **other** employment benefits for a maximum of ten meetings.
- 5.05 b) The Union Grievance Committee **will** consist of not more than **four (4)** employees. The steward involved with the grievance **will** be able to attend the grievance meeting and the Company **will** be informed in advance. Employees who are members of this committee including the steward directly involved in the grievance, **will** be granted time off to attend **such** meetings. The said employees **will** not incur loss of pay and other employment benefits.
- 5.06 The Union **will** notify the Company in **writing** of the names of all stewards and of the Bargaining and the Grievance committee members **including** any changes that occur.

ARTICLE 6 - GRIEVANCE PROCEDURE

- 6.01 A grievance is defined to be any difference between the parties or between an employee and the Company, relating to the interpretation, application, administration or alleged violation of this agreement.
- 6.02 a) It is of the utmost importance to adjust grievances as quickly as possible.
- 6.02 b) To be considered, a grievance must be presented within ten (10) days from where the circumstances giving **rise** to it occurred or originated. The time limit

may be extended by mutual agreement. Saturdays, **Sundays** and Holidays are excluded from the time **limits in this article. Said time limits may be modified** by written agreement of the parties. The Company will keep the Union Grievance Committee **informed** of **all** employee absences exceeding five (5) days and said committee will be entitled to act on behalf of absent employees.

6.03 STEP NO. 1 - **An** employee **having** a complaint should **discuss** it with his foreman first, accompanied by **his** Union Steward **or** a Union Grievance Committee member. If no settlement **is** reached, the matter may be formalized as a grievance and dealt with as follows.

6.03 STEP NO. 2 - The grievance **shall** be presented in writing by the **grievor** and **his** Union Steward or a Union Grievance Committee member, to the department head who shall render **his** decision in writing, **within ten** (10) days from **such** presentation. If no settlement is reached, then:

6.03 STEP NO. 3 - Within five (5) **days** from receipt of the decision at Step No. 2, the Union may submit the grievance to the **Human Resources** Manager **who shall** meet with the Union Grievance Committee, the first Friday of **each** month or on a date mutually agreed upon, to consider **Step No. 3** grievances.

An accredited **Business** Agent or Representative of the Union may be involved at **this** stage, at the request of either party.

The Plant Manager will render **his** decision in writing within ten (10) days from such meeting.

- 6.04 If no settlement is reached at Step No. 3, the matter may be referred in writing by either party to arbitration within thirty (30) days from receipt of the decision at Step No. 3.
- 6.05 A grievance on behalf of more than one employee may be presented directly at Step No. 2, listing the names of the grievors.

ARTICLE 7 - ARBITRATION

- 7.01 Where a grievance is referred to arbitration the party making the referral will notify the other party in writing of its election of proceeding with a single arbitrator ("arbitrator") or a tripartite arbitration board ("board").
- 7.02 Where election is made for an arbitrator, the party making the referral, will suggest one or more persons to act as arbitrator in its notice of referral. The other party will respond in writing within ten (10) days to either be in agreement with one of the suggested persons or if not will suggest other persons. Failure by the parties to agree upon an arbitrator within the time limited, either party may request that an arbitrator be appointed by the Minister of Labour of Ontario.
- 7.03 Where election is made for a board, the party making the referral will name its appointee to such board in the notice of referral. The other party will respond in writing within five (5) days by naming its appointee.
- The two appointees so selected will, within ten (10) days of the appointment of the second of them, appoint a third person who shall chair the board

Upon failure by the party receiving notice to name its appointee ~~or~~ upon failure by the **two** appointees to agree on a ~~chairperson~~ within the time limited, either party may request that the Ministry of Labour of Ontario appoint one or both persons **as required**.

7.04 The arbitrator or the board will have no authority to alter, change, or modify any of the **terms** and conditions of ~~this~~ Agreement.

Any ~~question as to~~ arbitrability will be determined by the arbitrator or board.

7.05 The ~~decision~~ of the arbitrator or of the board, will be final and binding. Each party to ~~this~~ agreement will pay the fees and expenses of the member of the board selected by it or by the Minister and will **share** equally in paying the fees and ~~expenses of the chairperson of~~ the ~~board~~ or of the arbitrator.

7.06 No ~~person~~ may be appointed as an arbitrator **who has** been involved in ~~an~~ attempt to negotiate or settle the grievance.

7.07 Neither party **shall disclose** in **any** manner to the Board of Arbitration any information concerning ~~pre-~~**vious offers** of settlement made by the other party.

ARTICLE 8 - MANAGEMENT GRIEVANCES

8.01 A grievance, initiated by the Company may be referred in writing to the **Union Grievance Committee** within fifteen (15) **days** of the occurrence of the circumstances giving rise to the grievance and the Union Grievance Committee ~~shall meet~~ within **three** (3) days

thereafter with management. The time limit may be extended by mutual agreement. If no settlement is reached **within** five (5) days of the said meeting, the grievance may be referred by either party to arbitration **as** provided in Article 7 at any time **within** thirty (30) days.

ARTICLE 9 - UNION POLICY GRIEVANCES

9.01 A policy grievance initiated by the Union, shall be submitted in writing, commencing at Step No. 3 of the grievance procedure, **within** fifteen (15) days from where the circumstance **giving** rise to it occurred or originated. The time limits may be extended by **mutual** agreement.

A **policy** grievance will confine **itself** to matters relating to the interpretation, administration, application or alleged violation of the agreement, which are inappropriate for an employee grievance single or group.

ARTICLE 10 - DISCIPLINARY MEASURES

10.01 Whenever the Company intends to apply any disciplinary measures, the employee will be entitled to be accompanied by his steward first and or, if there is no steward, by any member of the Union Grievance committee.

10.02 A grievance relating to a *claim* that an employee who has completed its probationary period that has been unjustly suspended or discharged shall be submitted in writing, commencing at Step No. 3 of the grievance procedure, within five (5) days of the effective date of suspension or discharge.

ARTICLE 11 - NO STRIKES OR LOCKOUTS

- 11.01 There shall be no strike on the part of the Union and its members, **so long as this** agreement continues to operate.
- 11.02 There shall be no lockout on the part of the Company **so long as** this agreement continues to operate.
- 11.03 As referred to in 11.01 and 11.02 above, the terms "**strike**" and "lockout" shall be **as** defined in accordance with the definitions set out in the Ontario Labour Relations Act.

ARTICLE 12 - SENIORITY

- 12.01 The parties hereto will ensure compliance with the principle of seniority of granting preference to employees in accordance with length of continuous service in the bargaining unit **unless** specified otherwise in this agreement. This includes granting preference as to **choice** of "vacant" **shifts** whenever more than one vacancy **occurs within** the Same occupation on more than one shift.
- 12.02 Seniority **as** referred to in **this** agreement **shall** mean length of service at Hawkesbury Mills.
- 12.03 Departments as referred to in **this** agreement is for the sole purpose of **steward** representation, schedule of wages, overtime and article 12.09.
- 12.04 a) A new employee **shall serve** a probationary **period of sixty (60)** calendar days **before** acquiring seniority rights; thereupon, **his** seniority shall be established, dating back to his first day of employment.

A probationary employee may be transferred laid **off** or terminated, without recourse to the grievance procedure.

- 12.04 b) **When** two or more employees are hired on the same day, their seniority order shall be determined by alphabetical order of name and surname.
- 12.05 For any occupation vacancy, subject to article **12.17**, the senioremployee who applies, having the **skill and** ability, **will** be trained to perform the work.
- 12.06 a) In case of layoff and or displacement anticipated to exceed five (5) **fill** regular working days, the probationary employees will be laid off first; provided always that the employees with greater seniority have the **skill** and ability to perform or to be **trained** to perform, the work available.
- 12.06 b) Thereafter, subject to **12.17**, the employee **with** the least seniority will be displaced or laid **off**, provided the remaining employees have the **skill** and ability to perform or to be **trained** to perform the work available.
- 12.06 c) Employees displacing other ones **will** displace the least senior employee in the occupation chosen.
- 12.06 d) Employee displaced **will** go back in the occupation **from** which he was first displaced if the occupation becomes available. However, if the employee bids successfully on an occupation vacancy, the above will not apply

- 12.07 Employees, excluding the probationary ones, will be given seven (7) calendar days notice in writing for layoff expected to be for at least fourteen (14) calendar days. This provision will not apply when the layoff is created by the return of employee on a leave of absence.
- 12.08 Employees on layoff will be recalled by **seniority**, provided they have the **skill** and ability to **perform** or to be **trained to perform**, the work available.
- 12.09 Having regard to short term layoff not exceeding 5 regular working days, the employee having the least seniority in the department, on the **shift** concerned shall be sent home provided that the remaining employees have the **skill** and **ability** to perform the work available. If the layoff does not exceed 2 employees/shift the employees affected will be offered work at the rate of their occupation or the rate of the alternative occupation whichever is **higher**.
- 12.10 **When** recalling employees **from** a layoff of more than five (5) **full** regular working days, the Company will notify them by registered mail or telegram allowing seven (7) calendar days to report for work. **Within** forty-eight (48) **hours** of receiving **such recall** notice, the employee must contact the Human **Resources** Department to confirm **his** return to work arrangements.
- 12.11 Seniority **shall** continue to accumulate in the following **circumstances** only and during:
- a) an authorized leave of absence;
 - b) an absence due to **sickness** or accident for a **period**

~~equal~~ to his seniority, up to a maximum of two (2) years and thereafter he will maintain it;

c) an absence due to layoff for a period ~~equal~~ to his seniority, up to a maximum of two (2) years and thereafter, he will maintain it for one year;

d) a transfer to a non-bargaining unit job with the Company or the Union for a ~~period~~ of time ~~equal~~ to his ~~seniority~~, up to a maximum of two (2) years and thereafter, he will maintain it.

12.12 Seniority shall terminate and an employee ~~shall~~ cease to be employed by the Company when he:

a) voluntarily quits his employment with the Company;

b) is discharged and is not ~~reinstated~~ through the grievance procedure or arbitration;

c) is on layoff for a continuous period of time ~~equal~~ to twice his seniority up to a maximum of three (3) years;

d) fails to report for work within ~~seven~~ full calendar days after being notified by the Company, following a layoff unless a reason acceptable to the Company is given within the said period;

e) fails to return to work upon the termination of an authorized leave of absence unless a reason acceptable to the Company is given ~~before~~ or at the termination of the authorized leave of absence;

f) accepts ~~gainful~~ employment while on a leave of absence without first obtaining the consent of the

Company in **writing**;

g) fails to report for work for a continuous **period** of five (5) **full working days** without notifying the Company.

12.13 An up-to-date seniority list will be supplied by the Company to the Union, **each committee** members and each steward, and posted on the bulletin **boards**, in January and July **of each** year.

12.14 It shall be the duty of **each** employee to notify the Human Resources department promptly of any change in address, telephone number, **marital status** and dependants. **If** an employee fails to do **this**, the Company will not be responsible for failure of a notice to reach such employee and/or any other problems **which** may **arise from** it.

12.15 **An** employee's **return** to work from sick leave exceeding three (3) consecutive scheduled work days, will be conditional **on his** supplying a medical certificate that he is able to resume work, if **such** certificate is requested by the Company.

12.16 The Company may **require an** employee to undergo a **medical** examination by a physician of the company's choice, provided that the Company:

a) **gives** the employee the reason for **such** a request and notifies the Union committee;

b) pays **all** costs related to such examination;

c) pays **all** time spent by the employee in connection with said examination, on the same basis **as** time worked.

12.17 a) This article defines conditions which **transcend** the normal application of seniority in filling vacancies and displacement through layoffs, in any of the specialized occupations listed hereafter;

SPECIALIZED
OCCUPATIONS

EXPERIENCE
REQUIRED

Extrusion Line Operator
Extrusion Doffer (33%)
Extrusion Tower Operator
Ext. Fiber Line Operator (33%)
Beamer Operator (33%)
Head **Loom** Fixer
Loom Fixer
weaver
Loom Part **Repairman**
Head Storekeeper
Lab Tester (33%)
Machinist
Millwright
Hyster Mechanic

Millwright Apprentice
carpenter
Electronic Technician

Electrician
Electrician Apprentice

Extrusion Doffer

Extrusion Line Operator

Loom Fixer
Weaver

Loom Fixer
Supply Clerk

Machinist Apprentice
Millwright Apprentice
Hyster Mechanic
Apprentice

Carpenter Apprentice
Electronic Technician
Apprentice
Electrician Apprentice

12.17 b) To accede to a "specialized occupation" an employee must first be **qualified** for the corresponding occupation listed under "Experience **required**".

"Qualified" means holding or having **formerly** held,

the occupation through posting, displacement **through** layoff, or having successfully completed the appropriate **AMT training course**.

For **AMT training courses**, preference will be given to employees in the corresponding occupation, except for the following:

Whereby a loom ~~fixer's~~ **AMT training course** is to be given, only 50% of the corresponding occupation namely the Weavers will be granted preference if **other** senior employees applies.

In case of layoff, the employee with the least seniority will be displaced and/or laid off, provided the remaining employees have the seniority **and** are "Qualified", with the exception of Extrusion Doffers, Extrusion ~~Fiber~~ Line Operator, Beamer Operators, **and** Lab Testers, 33% of the **jobs** that are needed in these classifications may be displaced by senior employees **having** the *skill* and ability to be trained,

- 12.17 c) First order of preference will go by seniority, to **qualified** employees who apply.
- 12.17 d) Second order of preference will go by **seniority**, to employees who make application and who have the *skill* and ability to be trained to **perform** the normal requirements of the occupation.

ARTICLE 13 - LEAVE OF ABSENCE

- 13.01 The Company **will** grant a leave of **absence without pay**:

a) for one day or less if an employee requests it in writing from **his** supervisor;

b) for more than one day if an employee requests it in writing from the management;

Such leave of absence shall not unreasonably interfere with the efficient operation of the plant and **shall** be for good reasons.

13.02 Any employee taking **courses** in a recognized **school** in order to complete a training **program** required by the Company, **will** receive from the Company a **reimbursement** **equal** to 100 percent of **his** **weekly salary** (excluding the **overtime** hours and governmental allocation). Example: if the employee's normal weekly salary is **\$100.00**, and the governmental allocation is \$50.00, the Company will reimburse the **sum** of \$50.00

13.03 **An** employee who is required to appear in court for **jury** selection or jury duty or subpoenaed as a witness, will be paid by the Company for **each** day lost from work, provided that he endorses to the Company the fees received for acting as a juror **and** that he **reports** for work each day on which he is not required for any of the court related **functions** mentioned herein.

ARTICLE 14 -TEMPORARY OCCUPATIONS AND TRANSFERS

14.01 A temporary transfer is defined to be a transfer from one occupation to another, for a maximum of twenty (20) days. Temporary transfers do not require posting.

An employee ~~so~~ transferred will ~~return~~ to the job he last held

14.02 *An* employee who is temporarily transferred from one occupation to another, will be paid the rate of **his** regular occupation or that of the occupation to which such temporary transfer is effected, whichever is the higher.

14.03 *Experience* acquired by an employee during a temporary transfer, will not be considered for purposes of filling vacancies or access to AMT training.

14.04 *An* employee who accepts to act **as** instructor and **trains** other production employees will receive a pay premium for the duration of such training, **as** follows:

a) 5% of the employee's regular rate for conventional training.

b) 10% of the employee's **regular** rate for A.M.T. training.

It is understood that one of the lab testers will be given the opportunity to be trained **to act as an** instructor and train other lab testers along with the lab technicians.

ARTICLE 15 - BULLETIN BOARDS

15.01 The Company **will** provide **three** (3) bulletin boards, appropriately located, for the **posting** of Union notices and bulletins which shall be dated **and signed** before **posting**, by the Union Chairperson or **his** designate, or by a Union Representative and the **Human** Resources Manager.

ARTICLE 16- CALL IN PAY

- 16.01 **An** employee who is called in to work after completing **his** scheduled day or shift and having left the company premises, **will** be paid for a **minimum** of four **(4)** hours at **his regular** rate or for the hours actually worked at the applicable overtime rate, whichever **is** greater. However, **if** the **call** in falls on a Sunday, the employee **will** be paid the hours worked at the applicable premium rate and the **remaining** hours to make up four hours at straight time rate.

ARTICLE 17 -REPORTING TIME PAY

- 17.01 **An** employee who reports for work **as** scheduled, unless notified at **his** home not **to** report at least one (1) hour prior to his shift, and for whom no work at **his** regular occupation is available, shall be offered at least half of **his** scheduled shift in other work at the employee's current rate of wages, **or**, at the Company's option, **will** be paid for the hours as described above in lieu of work. This provision **shall** not apply **if** the failure to receive notice was caused by the employee's absence on the previous **day** or if the failure to provide work is caused by reason of a strike, or other work stoppage, fire, **flood**, power failure **or** other like cause outside of the Company's control at the Hawkesbury **Mill**.
- 17.02 **An** employee, at work on a regular working day and for whom no work at **his** regular occupation is available, shall be offered at least half **his** scheduled shift in other work at the employee's current rate of wages, **or**, at the Company's option, **will** be paid for the hours

as described above in lieu of work. It is understood that the application of the above **will** not result in paying more than eight (8) hours in total if on an eight (8) hour shift schedule or twelve (12) hours in total if on a twelve (12) hour shift schedule.

ARTICLE 18 - BEREAVEMENT PAY

18.01 In the event of the death of a member of an employee's family, the employee will be granted a leave of absence at the time of **such** death and **will** be reimbursed for pay **necessarily** lost from work as follows:

a) Four (4) consecutive working days for spouse, ~~child~~, father, mother, brother, sister.

b) Three (3) consecutive working days for father-in-law, mother-in-law, brother-in-law, sister-in-law, grandmother and grandfather of the employee.

c) One (1) working day for son-in-law, daughter-in-law, grandchild, spouse's grandparents.

d) The employee's family ~~referred~~ to in this article **means his** immediate family and the family of **his spouse** at the time the death **occurred**.

e) ~~Saturdays~~, Sundays and paid holidays on **which** the employee is not scheduled to work, **are** not to be interpreted **as an** interruption of **the** consecutiveness **of** the days in (a) and (b) above.

f) The benefit herein will also be payable to an employee on *sick* leave for whom *weekly* indemnity

benefits are not payable **as** per article 24.01 (b) if the death **occurs** during that period.

ARTICLE 19 - VACATION WITH PAY

19.01 The Company will give vacation with pay each year to its employees **as** scheduled in 19.02 below. The vacation year for purposes of time off and pay **calcula**-tion is the twelve-month **period** commencing July 1st and ending **the following** June 30th.

19.02 Vacation pay will be granted to employees on the **following** basis:

EFFECTIVE JANUARY 1, 1989:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE</u>	<u>WEEKS OF VACATION</u>
Less than 5 years	4.5% of annual gross earnings	Two (2) weeks
From 5 to 10 years	6.5% of annual gross earnings	Three (3) weeks
From 10 to 15 years	7.0% of annual gross earnings	Three (3) weeks
From 15 and over	9.0% of annual gross earnings	Four (4) weeks

EFFECTIVE JANUARY 1,

<u>YEAR</u> <u>SERVICE</u>	<u>PERCENTAGE</u>	<u>WEEKS OF</u> <u>VACATION</u>
Less than 5 years	4.5% of annual gross earnings	Two (2) weeks
From 5 to 10 years	6.5 % of annual gross earnings	Three (3) weeks
From 10 to 15 years	7.0% of annual gross earnings	Three (3) weeks
From 15 and over	9.5% of annual gross earnings	Four (4) weeks

19.03 a) Vacation pay-cheques **will** be distributed when vacation is taken on the **basis** of one cheque **per** vacation week, at the employee's option, **for** which an employee is entitled to as **per** the **terms** spelled out in the article.

b) Income **tax** will not be deducted from the employee's vacation pay; it shall **instead** be deducted each pay **period** throughout the year. **This will** become in **effect** July 1st, 1990.

c) **WORKMENS' COMPENSATION BOARD** - an employee **injured** at **work** will receive full **vacation** pay on the **basis** of his regular hourly rate of pay annualized or a percentage of **his** gross **earnings**, **whichever** is greater, up to a maximum of twenty-four (24) months.

19.04 In the event of the death of an employee, the Company will pay his beneficiary an amount equivalent to the vacation pay to which he would have been entitled **as**

provided in **this** article, calculated from the date and computation of his previous vacation with pay to the date of **his** death.

- 19.05 If a recognized holiday falls **within** an employee's vacation period, and such holiday would have been a day **off** work had the employee not been on vacation, he will receive **an** additional day off with pay at straight time rate in the first week following his return to work, or work at the applicable overtime rate, at **his** discretion. The employee must **inform his** foreman at least **three (3) days** in advance of **his** intention.
- 19.06 a) The last **two** weeks of July will normally be scheduled as general vacation by April 2nd each year.
- b) Where no general vacation is scheduled in whole or in part and/or where employees **are** entitled to more **than** two(2) week general vacation, the Company will, as of April 2, canvass all employees in writing as to their individual preference of vacation date(s).
- c) Reference of individual choice of vacation date(s) is **given** by **seniority**, taking into consideration the production needs.
- d) The vacation schedule will be finalized by June 1st.

ARTICLE 20 - PAID HOLIDAYS

- 20.01 The following paid holidays, namely:
- December 24
 - December 25 (Christmas Day)

- December 26 (Boxing Day)
- December 27
- December 28
- December 29
- December 30
- December 31
- January 1 (New Year's Day)
- January 2
- Labour Day
- Employee's birthday

...shall be celebrated and paid for in the manner hereinafter set forth.

20.02 For each holiday as per article 20.01 above, an employee shall receive holiday pay, equivalent to straight time pay ~~or average incentive earnings as per~~ the following:

eight (8) hours for employees working ~~as per~~ article 26.02 (a) or (b) or (c);

twelve (12) hours for employees on (12) hour shifts, scheduled ~~to~~ work, and if the plant is shutdown ~~and~~;

for the employee's birthday, for all employees on twelve (12) hour shifts, twelve (12) hours if ~~scheduled~~ to work.

In order to be entitled to holiday pay ~~as~~ same related to the holiday ~~periods~~ ~~or~~ any portion thereof, an employee must have completed his probationary ~~period~~, worked ~~his~~ last regularly scheduled shift immediately preceding the consecutive holiday ~~periods~~, and his first regularly scheduled shift immediately following the consecutive holiday ~~periods~~. This re

quirement **will** be waived if ill or injured and under a doctor's care or if there is a death in the immediate family. The employee will lose one (1) holiday if above requirements are not met.

- 20.03** An hourly employee who works on an observed holiday shall receive in addition to holiday pay, one and one-half times his regular pay or average incentive earnings for such hours worked.
- 20.04** If an employee's birthday falls during his workweek, he will be able or to take the day off with pay or to work at time plus one half at his discretion. The employee must **inform his** foreman at least three (3) days in advance of his intention.
- 20.05** Employees who join the Company will have holiday pay on **the** basis of one day **per** month of **service** in one calendar year.
- 20.06** Employees who leaves the Company, **will** have holiday pay **on** the basis of one day per **month** of service in one calendar year minus what they would already had obtained **as** the case may be.
- 20.07** Paid holidays may be scheduled between the **parties** each year.

ARTICLE 21 - INJURY AT WORK

- 21.01** An employee injured at work shall be paid **his usual** rate in **full** for the day of the accident if he **is** unable to resume work and does not receive pay from the Worker's Compensation Board for the day in **ques-**tion.
- 21.02** It is agreed and understood that the Company shall

not be responsible for the payment of **such** time, transportation and compensation, which is compensated by the Worker's Compensation **Board**.

- 21.03** In cases of injury at work, accepted by the Worker's Compensation Board, the medicaments prescribed by the doctor will be paid in advance to the employee by the Company **and if** not reimbursed upon **return** to work, will be deducted from the employee's pay.
- 21.04** The Company **will** continue to make **every** possible effort to provide suitable employment for employees who **remain** handicapped **as** a result of sickness or accident. **The** Union **will** cooperate **fully** with the Company to facilitate the rehabilitation of **such** employees.

ARTICLE 22 - HEALTH AND SAFETY

- 22.01** A Health and safety Committee shall be established and will meet **within** the first half of **each** month for the purpose of **discussing** matters pertaining to health and safety. This committee may **submit** to **management** recommendations concerning the health **and safety** of the employees. Emergency **meetings** will be held upon **mutual** consent of the parties.
- 22.02** The committee will be composed as follows: Equal representation, three (3) members appointed by the Union and three (3) members appointed by the Company. **The Human Resources Manager** and the Union Safety **Chairman** will act as coordinator for meetings, minutes and follow-up **for** corrective actions. In **cases** of absence of the appointed members, two substitute members **can** act as replacements.
- 22.03** Each of the parties hereto will notify the other in

writing as to the names of its appointed members and substitutes. No member or substitute will be recognized until notification is received.

22.04 The Company will provide and maintain an adequate first aid station on Company premises.

22.05 The parties hereto will ensure compliance with all applicable government statutes and regulations in respect to safety and health.

ARTICLE 23 - OCCUPATION POSTING

23.01 a) Any occupation, when known to be vacant for more than 20 days, that has to be filled and/or AMT training course for expected future occupation vacancies, will be posted for at least 48 hours for operations on three (3) shifts, five (5) days and for seventy-two (72) hours for operations on four (4) shifts, seven (7) days, and interested employees may sign the notice or cause the notice to be signed by proxy (the proxy shall also sign his own name and shall be a union official).

The posting hours will be extended when necessary to ensure all shifts see the notice. The Company will announce the name of the successful applicant not later than seven (7) calendar days following the posting period.

23.01 b) The nature of the open occupation or AMT training course, will be explained to the successful applicant who will be required to sign his acceptance or refusal. If he refuses, another candidate from the same posting will be chosen and the same procedure will apply.

The successful applicant will be assigned to the occupation or training within a reasonable period of time.

- 23.01 c) Throughout ~~this~~ agreement, the word "promotion" is defined as a transfer to an occupation carrying a ~~higher~~ wage rate. The acronym "AM?" stands for Analytical Method of **Training**.
- 23.01 d) **Except for the initial vacancy in each posting sequence** and the four vacancies immediately following in said sequence, **all further** vacancies in the sequence may be filled by employees to whom it will be a promotion. **This** restriction does not apply in connection with day occupations.
- 23.02 Vacancies that are to exceed twenty (20) **days** and are **caused** by the **temporary** absence ~~of~~ the incumbent employee, will be posted as "temporary", for two posters only.

The employees ~~so transferred~~ will ~~return to the job~~ he last held.

ARTICLE 24 - BENEFITS

- 24.01 a) The Company will continue to pay during the term of this agreement the total cost of the existing Life Insurance Plan of which the maximum basic withdrawable amount is **\$20,000.00**, Accidental Death and Dismemberment, Weekly Indemnity Plan, **Ex-**tended Medical **Expense** Plan and Retirement Plan and the **full** cost of the medical Plan (OHIP).
- b) Effective January 1, 1991, the Weekly Indemnity Plan will be covered as follows:

1 - 04 - 25.

c) Effective July 1, 1990, the Company will pay 60% of the cost of a **Dental Plan** and 40% of the cost of the said plan will be paid by the employee.

d) **The** Company will continue to pay the **PAY DIRECT DRUG PLAN** and it is understood that the employees will be required to pay **\$0.35** for **each** prescription.

24.02 It is understood that the benefit coverage practice with regards to article 12.11 (a)(b) (c) and (d) will remain unchanged.

ARTICLE 25 - SCHEDULE OF WAGES

25.01 The rate of wages set forth in the schedule of wages shall be in force throughout the term of **this** agreement.

25.02 Probationary period: Notwithstanding the **dispositions** of paragraph **25.01** above, it **is** understood and agreed that the Company has the right to hire new employees and to pay them, at its option, at rates less than standard but not less than the following:

	<u>Jan. 01/90</u>	<u>Jan. 01/91</u>
STARTING RATE:	\$10.95/hr.	\$11.45/hr.

25.03 **The** existing incentive plan and bonuses will remain in effect, unless otherwise mutually agreed between the parties hereto.

25.04 The following schedule of wages includes a **4.8%** increase effective January **1, 1990** and **\$0.50** an hour increase effective January 1, 1991.

25.05 Where the Company intends to modify **an** existing occupation or introduce a new occupation, the **Com**-pany will notify the Union in **writing** at least thirty **(30)**days prior to implementation.

The parties will meet during the 30-day period for the Company to outline **and discuss** with the Union all particulars relevant to said occupation. The rate of pay **shall** be based on **Industrial Engineering studies**.

At the end of a 30-day **trial** period following implementation, the parties will meet again to review the matter.

The new or modified occupation **will** become part of the schedule of wages.

If **an agreement** is not reached, it will become a **topic of** discussion at the next **negotiations** and any **increase** will apply retroactively to the date of implementation.

SCHEDULE OF WAGES

DEPARTMENT AND OCCUPATION

CONTRACTUAL RATES OF PAY

01/01/90 01/01/91

EXTRUSION

TOWER OPERATOR	\$12.08	\$12.58
FIBER LINE OPERATOR	\$11.86	\$12.36
LINE OPERATOR	\$11.86	\$12.36
SPIN PACK ASSEMBLER	\$11.78	\$12.28
WINDER FIXER	\$11.78	\$12.28
DOFFER	\$11.54	\$12.04
RECLAIM LINE OPERATOR	\$11.54	\$12.04

SCHEDULE OF WAGES

DEPARTMENT AND OCCUPATION	CONTRACTUAL RATES OF PAY	
	<u>01/01/90</u>	<u>01/01/91</u>
RESIN SUPPLY OPERATOR	\$11.51	\$12.01
HYSTER DRIVER AND SCALE CLERK	\$11.51	\$12.01
TOWER ASSISTANT	\$11.48	\$11.98
FIBER COLLECTOR OPERATOR	\$11.48	\$11.98
CUTTER/BALER/CREELER	\$11.42	\$11.92
RECLAIM LINE HELPER	\$11.38	\$11.88
FINISHED MATERIAL HANDLER	\$11.38	\$11.88
WINDER AND TWISTER OPERATOR	\$11.38	\$11.88
UTILITY	\$11.33	\$11.83
BOBBIN STRIPPER	\$11.33	\$11.83
WEAVING		
HEAD LOOM FIXER	\$12.53 (PB)	\$13.03 (PB)
LOOM FIXER	\$12.44 (PB)	\$12.94 (PB)
LOOM PART REPAIRMAN	\$12.44 (PB)	\$12.94 (PB)
WEAVER	\$11.45 (PB)	\$11.95 (PB)
TIE-IN MACHINE FIXER	\$11.95	\$12.45
TIE-IN MACHINE OPERATOR	\$11.78	\$12.28
HYSTER DRIVER & SCALE CLERK	\$11.51	\$12.01
WRAPING CREW	\$11.42	\$11.92
HAND DRAWING-IN	\$11.38	\$11.88
LOOM OILER	\$11.36	\$11.86
LOOM CLEANER	\$11.36	\$11.86
FILLING HAULER	\$11.33	\$11.83
CLOTH DOFFER	\$11.33	\$11.83
UTILITY	\$11.33	\$11.83

SCHEDULE OF WAGES

DEPARTMENT AND OCCUPATION	CONTRACTUAL RATES OF PAY	
	<u>01/01/90</u>	<u>01/01/91</u>
<u>BEAMING</u>		
BEAMER OPERATOR	\$11.51	\$12.01
CREEL HAND	\$11.33	\$11.83
<u>FINISHING AND FLW</u>		
COATER OPERATOR	\$11.78	\$12.28
FLW OPERATOR	\$11.78	\$12.28
HYSTER DRIVER AND SCALE CLERK	\$11.51	\$12.01
COATER HELPER	\$11.48	\$11.98
REROLL OPERATOR	\$11.42	\$11.92
OPENER TENDER AND UTILITY	\$11.33	\$11.83
BOARD BUILDER	\$11.33	\$11.83
UTILITY	\$11.33	\$11.83
<u>BURLING</u>		
BURLER	\$11.33	\$11.83
CLOTH DOFFER	\$11.33	\$11.83
<u>SHIPPING, RECEIVING AND STORES</u>		
HEAD STOREKEEPER	\$12.20	\$12.70
SHIPPER & RECEIVER	\$11.56	\$12.06
SUPPLY CLERK	\$11.42	\$11.92
FINISHED MATERIAL HANDLER	\$11.38	\$11.88

<u>QUALITY CONTROL</u>		
<u>LAB TESTER</u>	\$11.43	\$11.93
<u>MAINTENANCE</u>		
<u>MILLWRIGHT</u>	\$14.16	\$14.66
MACHINIST	\$13.79	\$14.29
HYSTER MECHANIC	\$13.11	\$13.61
MILLWRIGHT APPRENTICE	\$12.90	\$13.40
CARPENTER	\$12.62	\$13.12
HYSTER MECHANIC APPRENTICE	\$12.33	\$12.83
CARPENTER APPRENTICE	\$12.09	\$12.59
TRACTOR OPERATOR	\$11.42	\$11.92
OILER/GREASER	\$11.36	\$11.86
LABOURER	\$11.33	\$11.83
JANITOR	\$11.33	\$11.83
ELECTRONIC TECHNICIAN	\$14.83	\$15.33
ELECTRICIAN	\$14.37	\$14.87
ELECTRICIAN APPRENTICE	\$12.91	\$13.41

ARTICLE 26 - HOURS OF WORK AND OVERTIME

- 26.01 **The following paragraphs and sections are to define the hours of work and shall not be construed as a guarantee of hours of work or pay.**
- 26.02 a) **The workweek schedule for day employees shall consist of 40 hours per week, comprised of five eight-hour days from Monday to Friday, 0800 hrs to 1600 hrs.**
- 26.02 b) **The workweek schedule for rotating shift employees on five (5) days shall consist of forty hours (five eight-**

hour days), from Monday to Friday, 0001 hrs to 0800 hrs, 0800 hrs to 1600 hrs, 1600 hrs to 2400 hrs. Employees will rotate weekly.

- 26.02 c) The **hours of work** for employees on seven (7) days continuous operations shall be scheduled on a four-week cycle comprised of **two (2) weeks of 48 hours** (four **12-hour Shifts**) and two **(2) weeks of 36 hours** (three **12-hour shifts**), 0800 to 2000 hrs., 2000 hrs. to 0800 hrs., in rotation.
- 26.03** The weekly period for pay purposes will **commence**:
- a) for eight (8) hour shifts at 0001 hrs on Sunday and end the following Saturday at 2400 hrs.
- b) for twelve (12) hour **shifts** at 2000 hrs on Saturday and end the following Saturday at 2000 hrs.
- 26.04 Overtime at the rate of time and one **half** (1 & 1/2) the employee's regular hourly rate or average incentive earnings (whichever is applicable) shall be paid for:
- 26.04 a) all hours of work performed outside the scheduled **hours of work** defined in 26.02 (a), (b) and (c) above or outside the employee's scheduled hours (except for all hours of work performed on Sunday), and or
- 26.04 b) all hours of work performed over forty (40) hours within a weekly period **as** described in 26.03 above.
- 26.05 Overtime premiums shall not be paid **more than once** for any hour worked, and there shall be no **pyramiding** of overtime.

- 26.06** For purposes of computing overtime, a work day is defined as the 24-hour period calculated from the time an employee's shift commences and "average incentive earnings" is calculated by totalling the incentive earnings over the four previous workweeks and dividing by the **hours** actually worked on incentive during that **period**.
- 26.07** Employees on 8-hour shifts shall have a 30-minute paid meal time to be taken near the mid-point of the shift and employees on 12-hour shifts shall have **two** 30-minute paid meal times, one to be taken near the first quarter-point of the shift and the other to be taken no more than five consecutive hours later in keeping with the established practice **as** may be revised from time to time with consultation between the parties.
- 26.08** Any employee unable to report for work or reporting for work after a leave of absence, must advise the department supervisor at least one hour **before** the commencement of **his** scheduled shift.
- 26.09** a) Voluntary overtime may be required on any given occupation and if **so**, will be distributed **as** equitably as possible, first among employees within the occupation requiring the overtime, secondly among other qualified employees who make themselves available, in accordance **with** the following:
- 1 -** The Company will maintain records of all overtime hours worked as well as overtime hours offered to but declined, by each employee. **These** records will be posted weekly in their respective departments.

2- **An** employee may limit his overtime to 4 hours on any day and no employee **will** work more than 16 hours any day

3- Overtime requirements will be offered to employees **having** the least overtime hours to their credit; where 2 or more employees have the same amount of overtime credits, the most senior employees **will** be canvassed first.

4- The Company **will** normally **canvass** employees on company premises. Where employees **are** canvassed by telephone, a Union official **will** bear witness to the telephone **calls** for which there is no answer. The employees must accept or decline the overtime **immediately** upon being canvassed.

5- Upon a temporary or permanent transfer from one occupation to another **through** job posting or displacement, **an** employee will be credited with the highest number of overtime hours in the occupation he transfers to. The same applies to a new employee and to an employee returning to work **after** an absence exceeding 4 consecutive **weeks**.

6- **For** Saturday and Sunday overtime requirements, employees will be canvassed on the basis **of** their overtime credit status **as of** Tuesday 0800 hours immediately preceding. The Company will post the resulting schedule no later **than** Thursday 1200 hours of the same **week**. There **will** be no **change** made to the schedule except that any employee cancelling or not reporting may be replaced.

7- Overtime outside occupation: Where the number of employees who accept overtime within the occupation is insufficient to fulfill the requirements, the overtime **will** be offered by means of monthly posters to employees outside the occupation and will be **dis**tributed **as** fairly **as** possible among the employees who **sign** the poster and who are in the department where the overtime is required. The employees must be qualified to perform the work. "Qualified", for overtime purposes **only**, means having performed the work through successful bidding on a job **posting** or through displacement or through AMT training or through having done the work on overtime basis. "Department" is as defined in **article 5.01 (b)**.

8- In the event of a grievance on overtime distribution being resolved in favour of the grievor, he will be given an opportunity to work the overtime hours settled for **on** the occupation "when needed" to which the claim is related, within 7 days **from** the grievance settlement date, failing which he **will** be paid for such hours by the next **regular** pay day. If **such** opportunity is declined, the grievance will be considered **as** settled.

In the event that the overtime work is not available on the occupation to **which** the grievance is related, the employee is **free** to accept **the** alternative of working the overtime hours on another occupation which will then constitute settlement of his *claim*.

26.09 b) In cases of emergencies where there are not volunteers, employees may be required to work overtime. In **such** cases, the least senior employee on the occupation will be required to work overtime. However, no employee **shall** be required to perform more than 4 hours of work in addition to an eight-hour shift and not **more** than 12 **hours** of work in **excess** of their regular scheduled workweek.

26.10 When operations permit, employees **will** have **smoking** privilege according to **rules** established.

ARTICLE 27 - SHIFT PREMIUM

27.01 A premium of \$0.25 an hour will be paid for work performed between 1600 hours and 2400 **hours** and a premium of \$0.35 an hour will be paid for work performed between 0001 hour and 0800 hours. **Shift** premiums **will** not be included in calculating overtime.

ARTICLE 28 - SATURDAY PREMIUM

28.01 A premium of \$1.00 per hour will be paid for Saturday work performed by employees working on a seven-day rotating shift.

28.02 Effective January 1, 1991, the Saturday premium will be increased from \$1.00 per hour to \$1.25 per hour.

Saturday premium will not be included in calculating overtime.

ARTICLE 29 - SUNDAY PREMIUM

- 29.01 A premium of one half (1/2) time the employee's regular hourly rate or average incentive earnings (whichever is applicable) shall be paid for **all** work performed on Sundays (i.e. 0001 hour Sunday to 2400 hours Sunday).

ARTICLE 30 - DISCRIMINATION

- 30.01 There will be no discrimination exercised in any manner by either the Union or **the** Company towards any employees. To **this end**, the parties **hereto** will ensure compliance with government statutes and regulations in respect of **human** rights.

ARTICLE 31 - CORRESPONDENCE

- 31.01 Official communication by correspondence between the Company and the Union will be in the English language, carried out by registered mail as follows:

TO THE COMPANY:

1 copy - **Human Resources Manager**
AMOCO FABRICS AND FIBERS LTD.
1423 Cameron **Street**
Hawkesbury, **Ontario**
K6A2B9



TO THE UNION:

1 copy - Plant Union President
IWA - Canada
Hawkesbury, Ontario

1 copy- **Local** Representative
IWA - Canada
Box 772,
Fort Coulonge, Que.
J0X1V0

ARTICLE 32 - OFFICIAL LANGUAGE

32.01 The parties will maintain the practice of Communicating in either **or** both official languages as a matter of practicality and courtesy.

The English version will continue to prevail as the official basis for interpretation of **this** agreement.

ARTICLE 33 - TERMINATION

33.01 This agreement shall remain in force from the date hereof until December 31, 1991 and shall continue in force ~~from~~ year to year thereafter unless in any year not ~~more~~ **more** than ~~ninety~~ **ninety** days, and not less than sixty ~~days~~, before the date of its termination, either party shall furnish the other **with** notice of termination ~~or~~ proposed ~~revision~~ of this agreement. In the event ~~a~~ new agreement has not been entered into at the expiry of ~~this~~ **this** agreement, the ~~terms~~ and provisions of ~~this~~ **this** agreement shall remain in force until a new agreement is reached or the conciliation ~~procedures~~ **procedures** as ~~set out~~ in

**the Ontario Labour Relations Act are exhausted
whichever shall first occur.**

**IN WITNESS WHEREOF each of the parties hereto
has caused this agreement to be signed by its duly
authorized representatives as of the date and year first
above written.**

FOR THE COMPANY

J.G. Lacombe

B.W. Gagnon

G. Joly

M.G. Ménard

FOR THE UNION

R. Morris

G.O. Lapensée

Y. Rochon

G. Charbonneau

G. Crete

M. McCarter



**Amoco Fabrics and Fibers Ltd.
Tissus et Fibres d'Amoco Ltée**

1423 Cameron St. Rue Cameron
Hawkesbury, Ont. Canada, K6G 2B9
Télé: (613) 532-6100 Tél. (613) 632-4191

LETTER OF UNDERSTANDING

B E T W E E N :

AMOCO FABRICS AND FIBERS LTD.

and

I.W.A. CANADA AND ITS LOCAL 1-1000

the parties agree to the following:

- 1) The Company will continue the existing practice in regards to any rebates paid to the Company from the vending machines.
- 2) The Company will supply an office to be used by the Union Chairperson who will be granted time off when the need arises after obtaining permission from the Human Resources Manager.
- 3) The Company will pay a subsidy of \$5.00 towards the cost of a meal to any employee who is called upon to work four (4) hours or more consecutive to his shift.
- 4) The Company will pay the cost up to a maximum of \$65.00 per year effective at the date of ratification and \$70.00 per year effective January 1, 91, towards the purchase of CSA approved footwear for each employee upon submission of a voucher proof of purchase. It is understood that a carry over of one year can be initiated by the employee.

cont'd...P/2



'DO IT RIGHT THE FIRST TIME, AND EVERY TIME'



Amoco Fabrics and Fibers Ltd.
Tissus et Fibres d'Amoco Ltée
1423 Cameron St., 1 rue Cameron
Hawkesbury, Ont., Canada, K6A 2B9
Télex: 06-639500 Tel.: (613) 632-4191

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Letter of Understanding

Amoco/I.W.A.

THE parties have signed **this** letter of understanding on
April 17, 1990.

FOR THE COMPANY

FOR THE UNION



DO IT RIGHT **THE** FIRST TIME AND EVERY TIME



Amoco Fabrics and Fibers Ltd.
Tissus et Fibres d'Amoco Ltée
1423 Cameron St., / rue Cameron
Markham, Ont., Canada, R3A 2B8
Tele. (66) 539500 Tel. (613) 632-4191

LETTER OF UNDERSTANDING

B E T W E E N:

AMOCO FABRICS AND FIBERS LTD.

and

I.W.A. CANADA AND ITS LOCAL 1-1000

The parties agreed to the following on April 27, 1988 and the following is an extension to the time required to resolve the matter.

1) Any employee residing in the Province of Quebec will be given each year a cheque in the amount equivalent to the premium paid for the medical CHIP plan, had he been residing in the Province of Ontario.

2) In the event that the amounts of premiums paid by the Company for the medical CHIP plan are reduced by virtue of legislative action or any other cause, the amount of the savings, thus realised, will be applied to such other employee benefits as may be agreed upon between the parties. Pending agreement, the amounts of savings will be paid directly to the employees.

The parties have signed this letter of understanding on April 17, 1989.

FOR THE COMPANY

FOR THE UNION

A?
Amoco Quality

"DO IT RIGHT THE FIRST TIME, AND EVERY TIME"

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