

COLLECTIVE AGREEMENT
 (signed January 22, 1993)

SOURCE	Co		
Wages			
EFF.	8	93	01
TERM.	9	93	31
EMPLOYEES	251		
NOMBRE D'EMPLOYÉS	251		

between



AMOCO FABRICS AND FIBERS LTD.
 (hereinafter called the "Company")

and



IWA - CANADA
AND ITS LOCAL 1-1000

(hereinafter called the "Union")

NOV - 8 1993

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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 possibility.

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.

(b) Union dues will be deducted weekly and any deduction which is missed will be made in the next pay period.

(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 unreasonably 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 divisions of operation: prescribe the work to be performed in each occupation and occupation classification; determine the general requirements, standards and qualifications 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.

(b) Departments ~~as~~ referred to in this article are for purposes of steward representation, overtime and article 12.09 ~~as~~ follows:

Extrusion, Melt Spin, O.E.S. - (Production)
Beaming and Weaving - (Production)
Finishing 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.

(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.

(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.

(c) ~~The~~ incentive ~~committee~~ will consist of not more than 3 union representatives plus the union plant chairman and 3 company representatives plus the Human Resources Manager.

~~Employees~~, who are members ~~of~~ this committee, will be granted time off to attend meetings without loss of pay.

The purpose of this ~~committee~~ is to improve proper ~~communications~~ and discuss in advance possible major changes affecting the incentive plan and/or employees working on incentive.

It is understood that following the discussions, the final decision remains a management right.

- 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**.

(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.

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:

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 and Department Head 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 appointees 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 previous 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 forty-five (45) 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.

(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 senior employee 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) full 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.

(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.

Employees using their bumping rights will be explained the jobs available and will be required to sign their acceptance to which occupation they will bump into.

(c) Employees displacing other ones will displace the least senior employee in the occupation chosen except for day shift jobs.

If a day job becomes deleted, the employee will **be** able to use his seniority to, or displace within his own occupation or displace on other occupations subject to **12.17**, whichever he prefers.

(d) Employees displaced will go back in the occupation from which they were first displaced if the occupation becomes available **for** more than **20** workdays.

When **an** occupation **becomes** open for more than **5** workdays but **less** than **20** workdays, the employee will have preference of remaining on the occupation he bumped into or returning to his own occupation.

If there is no volunteer, **the** least senior qualified employee who holds the posted job will be required to return.

When the employee returns to his own occupation for **less** than twenty (20) workdays, he will return to the occupation and shift he last bumped into.

Any **employee**, who is being trained, **will** not return to his own occupation unless the occupation becomes available for more than **20** workdays. This **employee** will **be** paid the rate of his **job** or the job he is being trained **on**, whichever is the greater.

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. The employee returning to the bargaining unit will replace the least senior employee in the plant subject to 12.17.

(e) An employee, if he so desires, can maintain his rights to return to the bargaining unit **as** described **in** 12.11 (d) providing he

continues to pay ~~an~~ amount equal to the amount of union dues.

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 fourteen 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;

(9) 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 member and each steward, and posted on the bulletin boards, in January and July of each year and prior to any layoffs.

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 displacements through layoffs, in any of the specialized occupations listed hereafter:

**SPECIALIZED
OCCUPATIONS**

**EXPERIENCE
REQUIRED**

O.E.S. Fixer

Extrusion Line Operator

Extrusion Doffer (40%)

Extrusion Tower Operator

Extrusion Doffer

Extrusion Line
Operator

Ext. Fiber Line Operator (40%)

Card Operator (40%)

Spinner Operator (40%)

Beamer Operator (40%)

Head Loom Fixer

Loom Fixer

Tie-In-Machine Fixer

Loom Fixer

Weaver

Tie-In-Machine
Operator

Tie-In Machine Operator (40%)

**SPECIALIZED
OCCUPATIONS**

**EXPERIENCE
REQUIRED**

Weaver

Qualified
Employees
Loom Fixer
Supply Clerk

Loom Part Repairman
Head Storekeeper
Lab Tester (40%)
Machinist

Machinist
Apprentice
Millwright
Apprentice
Hyster Mechanic
Apprentice

Millwright

Hyster Mechanic

Millwright Apprentice
Electronic Technician

Electronic Tech.
Apprentice
Electrician
Apprentice

Electrician

Electrician Apprentice
Lead Hand

(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.

The **less** senior **employee** having successfully completed **AMT** weaver training course will have to fill, if necessary, a weaver job vacancy not voluntarily **filled** by "Qualified Employees".

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 fine Operators, Card Operators, Spinner Operators, **Beamer** Operators, Tie-In Machine Operators and Lab Testers, **40%** of **the** jobs that are needed in these classifications may be displaced by senior employees having the skill and ability to **be** trained.

(c) First order of preference will go by seniority, to qualified employees who apply.

(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.

(e) Whenever necessary to do so, the Company will be able to fill a "Lead Hand occupation(s)" throughout the mill. The employee selection will be done leaning toward seniority among potential candidates.

The "Lead Hand" rate of pay will be 10% above the employee's rate of pay or 10% above the rate of the highest paid employee under the "Lead Hand" supervision, whichever is greater.

An employee removed from a "Lead Hand" occupation, will go back to the occupation he had immediately preceding his promotion to the "Lead Hand" 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%** 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 and specialized occupations with the exception of the trade jobs for which the training period is not to exceed four (4) weeks. Preference will be given to bargaining unit employees for training.

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 and/or on scheduled overtime, 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 or scheduled ~~overtime~~ 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.

(g) An employee on vacation will be given their days after the conclusion of their vacation period. Time frame is to include the day of the funeral.

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 calculation 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:

EFFEC I

<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

YEARS OF SERVICE

PERCENTAGE

WEEKS OF VACATION

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) WORKMEN'S 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 at the employee's option and prior to December **31st** of the current calendar year, 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)**. Employee, eligible to a fourth week of vacation, will be permitted to split it in days (5 working days), providing they give proper notice **and** the **said days are not tied to** existing vacation or Christmas statutory

holiday periods.

(c) Preference ~~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 on the basis of one day per month for which he has been on twelve (12) hour shifts 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 requirement 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 to take the day off with pay or to work at time plus one half at his discretion. The employee will also be able to move his birthday to another day to be taken off within the same week. The employee must inform his foreman ~~at~~ least three (3) days in advance of his ~~intention~~. It is understood that if the employee chooses to move his birthday, he will be paid straight time for the regular hours worked on his birthday.
- 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 leave 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 and a period of at least fourteen (14) calendar days off at Christmas time will 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 question.
- 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.

(b) The nature of the open occupation or **AMT** training course, will be explained to the successful applicant who will be required to sign, when explained, his acceptance or refusal. If he refuses or is disqualified,

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.

It is agreed that if an employee is disqualified after a reasonable training period, he will return to the position last held.

(c) Throughout this agreement, the word "promotion" is defined **as** a transfer to an occupation carrying a higher wage rate. The acronym "AMT" stands for Analytical Method of Training.

(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.

(e) An employee who has successfully bid for a demotion or lateral transfer **will** not be considered for another similar bid **for** a period of **six** (6) months from the effective date of such demotion or lateral transfer. 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 employee ~~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, Extended Medical Expense plan and Retirement Plan and the full cost of the medical Plan (OHIP).

(b) Effective January 1, 1993, the Weekly Indemnity Plan will be covered as follows:

1-04-25.

(c) Effective July 1, 1993, 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:

Jan. 01/93

STARTING RATE \$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 is from January 1, 1993 to December 31, 1993.
- 25.05 Where the Company intends to modify an

existing occupation or introduce a new occupation, the Company 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.

If it is found that the employee is not able to perform the modified job, he will be given the right to displace.

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

01/01/93

EXTRUSION

O.E.S. FIXER	\$13.06
TOWER OPERATOR	\$12.58
FIBER LINE OPERATOR	\$12.36
LINE OPERATOR	\$12.36
SPIN PACK ASSEMBLER	\$12.28
WINDER FIXER	\$12.28
CARD OPERATOR	\$12.20
DOFFER	\$12.04
SPINNER OPERATOR	\$12.04
RECLAIM LINE OPERATOR	\$12.04
RESIN SUPPLY OPERATOR	\$12.01
HYSTER DRIVER AND SCALE CLERK	\$12.01
TOWER ASSISTANT	\$11.98
FIBER COLLECTOR OPERATOR	\$11.98
CUTTER/BALER/CREELER	\$11.92
RECLAIM LINE HELPER	\$11.88
FINISHED MATERIAL HANDLER	\$11.88
WINDER AND TWISTER OPERATOR	\$11.88
UTILITY	\$11.83
SPINNER HELPER	\$11.83

OCCUPATIONCONTRACTUAL
RATES OF PAY01/01/93WEAVING AND BEAMING

HEAD LOOM FIXER	\$13.03(PB)
LOOM FIXER	\$12.94(PB)
LOOM PART REPAIRMAN	\$12.94(PB)
WEAVER	\$11.95(PB)
TIE-IN MACHINE FIXER	\$12.45
TIE-IN MACHINE OPERATOR	\$12.28
BEAMER OPERATOR	\$12.28
HYSTER DRIVER & SCALE CLERK	\$12.01
WARPING CREW	\$11.92
HAND DRAWING-IN	\$11.88
LOOM OILER	\$11.86
LOOM CLEANER	\$11.86
CREEL HAND	\$11.83
FILLING HAULER	\$11.83
CLOTH DOFFER	\$11.83
BOBBIN STRIPPER	\$11.83
UTILITY	\$11.83

FINISHING

PRINT BAND APPLICATOR OPERATOR	\$12.32
COATER OPERATOR	\$12.28
HYSTER DRIVER AND SCALE CLERK	\$12.01
COATER HELPER	\$11.98
REROLL OPERATOR	\$11.92

**DEPARTMENT AND
OCCUPATION**

**CONTRACTUAL
RATES OF PAY**

01/01/93

FINISHING

OPENER TENDER AND UTILITY	\$11.83
UTILITY	\$11.83

BURLING

BURLER	\$11.83
CLOTH DOFFER	\$11.83

SHIPPING. RECEIVING AND STORES

HEAD STOREKEEPER	\$12.70
SHIPPER & RECEIVER	\$12.06
SUPPLY CLERK	\$12.04
FINISHED MATERIAL HANDLER	\$11.88

QUALITY CONTROL

LAB TESTER	\$12.28
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PLANT

RELIEF	\$11.83 *
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**DEPARTMENT AND
OCCUPATION**

**CONTRACTUAL
RATES OF PAY**

01/01/93

MAINTENANCE

MILLWRIGHT	\$14.66
MACHINIST	\$14.29
HYSTER MECHANIC	\$13.61
MILLWRIGHT APPRENTICE	\$13.40
BUILDING AND GROUNDS MAINTAINER	\$13.12
HYSTER MECHANIC APPRENTICE	\$12.83
TRACTOR OPERATOR	\$11.92
OILER/GREASER	\$11.86
LABOURER	\$11.83
JANITOR	\$11.83
ELECTRONIC TECHNICIAN	\$15.33
ELECTRICIAN	\$14.87
ELECTRICIAN APPRENTICE	\$13.41

* See letter of understanding for explanations.

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.

(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.

(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:

(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

(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 average 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 fulfil the requirements, the overtime will be offered by means of monthly posters to employees outside the occupation and will be distributed as fairly as possible among the employees who sign the poster and who are in the department where the overtime is required. If there is no qualified candidate within the occupation and department, the same procedure will apply plantwide. 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 5 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.

(b) In **cases** of emergencies where there are no 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 privileges 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. It is understood that the above applies also to the twelve (12) hour shift. 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, 1993, 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 K6A 2B9

TO M E UNION:

(1 COPY)

Plant Union President
IWA - Canada
Hawkesbury, Ontario

(1 COPY)

Local Representative
IWA - Canada
Box 772
Fort Coulonge, Que.
J0X 1V0

ARTICLE 32

G

- 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 – DURATION

- 33.01** This agreement shall remain in force from the date hereof until December 31, 1993 and shall continue in force from year to year ~~thereafter~~ unless in any year not more than 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 **agreement**, the terms and provisions of this agreement shall remain in force until a new agreement is reached or the conciliation 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

FOR THE UNION

W. Lloyd
Allen R.
Morris R. Prueitt

Richard Pagan
Yves Pagan
Michael McCarter

Annita Lewis
George Burgess
Della Crute

LETTER OF UNDERSTANDING
BETWEEN
AMOCO FABRICS AND FIBERS LTD.
- and -
IWA - CANADA AND ITS LOCAL 1-1000

RELIEF EMPLOYEE(S):

1. Relief occupation to be listed under schedule of wages.
2. Relief rate to be \$11.83 with asterisk (*).
3. Asterisk (*): Own rate or rate of job performed whichever is greater.
4. Relief occupation purpose is for replacement on jobs other than the ones listed in 12.17.

The parties have signed this letter of understanding on January 22nd, 1993.

FOR THE COMPANY

W. Spindt

John R.

Mama B. Bennett

FOR THE UNION

Richard D. Morris

Tom Roches

Bobby Lavigne

Samuel F. Smith

Della C. Cote

Michael M. Carter

LETTER OF UNDERSTANDING
BETWEEN
AMOCO FABRICS AND FIBERS LTD.
- and -
IWA - CANADA AND ITS LOCAL 1-1000

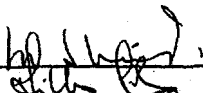
The parties agree to the following:

To improve the understanding of the existing incentive plan, the Company will include, in the training process, education sessions for each new trainee so that, when trained, they understand the mechanics of their future pay calculations.

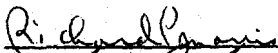
The parties have signed this letter of understanding on January 22nd, 1993.


FOR THE COMPANY


FOR THE UNION





Mervin R. Prescott




Richard P. Morris










LETTER OF UNDERSTANDING
BETWEEN
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 asked and accepts to continue working for four (4) hours or more consecutive to his shift.
- 4) The Company will pay the cost up to a maximum of \$70.00 per year, towards the purchase of CSA approved footwear and/or working clothing to be bought at Collins or Workworld, 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.

The parties have signed this letter of understanding on January 22nd, 1993.

FOR THE COMPANY

FOR THE UNION

W. S. G. J.
William G.
Mamie R. Bennett

Richard P. G. J.
James R. G. J.
James G. J.
J. M. G. J.
Pelle G. J.
Michael G. J.

LETTER OF UNDERSTANDING
BETWEEN
AMOCO FABRICS AND FIBERS LTD.
- and -
IWA - CANADA AND ITS LOCAL 1-1000

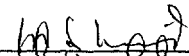
TERMS OF SETTLEMENT:

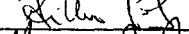
1. Duration 1 year from January 1, 1993 to December 31, 1993.
2. Seven hundred and fifty dollars (\$750.00) gross lump sum payable to each employee as defined between the parties.
3. Amount payable within two (2) weeks after ratification date.

The parties have signed this letter of understanding on January 22nd, 1993.


FOR THE COMPANY


FOR THE UNION




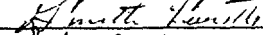


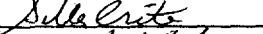
William R. Smith

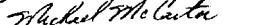












LETTER OF UNDERSTANDING
BETWEEN
AMOCO FABRICS AND FIBERS LTD.
- and -
IWA - CANADA AND ITS LOCAL 1-1000

The parties agree as follows:

It is understood that effective January 1, 1993, the Company will pay for the duration of this agreement, one cent (\$0.01) per monthly payroll hour, and this amount is to be remitted to the Union as per article **3.03(a)** of the collective agreement.

This understanding forms part of the settlement reached between the parties.

The parties have signed this letter of understanding on January 22nd, 1993.

FOR THE COMPANY

FOR THE UNION

H. S. D.
Gilbert D.
Miriam H. Bennett

Richard P. Morris
Yves Roby
Benoit Langeron
Joseph Lavelle
D. L. C. L.
Michael McCarter

LETTER OF UNDERSTANDING
BETWEEN
AMOCO FABRICS AND FIBERS LTD.
- and -
IWA - CANADA AND ITS LOCAL 1-1000

The conditions described in this letter are for the duration of this collective agreement and ~~will be~~ outside the conditions ~~of~~ article 12.06 (a), 12.06 (b) and 12.09.

This procedure will be used when the company has to shut down ~~a~~ department, in whole or in part.

In case of displacement not exceeding 20 regular workdays, employees will have preference, by seniority, to the jobs created by the company. This will be considered a temporary transfer and the employee will be paid the rate of his regular occupation or that of the occupation chosen, whichever is greater.

In case of layoff not exceeding 20 regular workdays, employees affected will have the preference, by seniority, to bump or accept the layoff, provided that the employee has the skill and ability to perform the work available except where an employee will be laid off and a ~~less~~ senior employee remains, then the employee with the skill and ability will be trained ~~to~~ do the remaining occupation subject ~~to~~ 12.17. Any senior employee accepting the layoff will have his benefits continued for the duration of the layoff.

The above time limit may be extended by mutual agreement of the parties.

The parties have signed this letter of understanding on January 22nd, 1993.

FOR THE COMPANY

FOR THE UNION

M. J. [Signature]
Stiles [Signature]
Manin B. [Signature]

Richard [Signature]
Yves [Signature]
Bruce [Signature]
Shirley [Signature]
Arlis [Signature]
Michael [Signature]

LETTER OF UNDERSTANDING
BETWEEN
AMOCO FABRICS AND FIBERS LTD.
- and -
IWA - CANADA AND ITS LOCAL 1-1000

The parties agree to the following:

1. For pay purposes only, the statutory holidays of January 1st and 2nd, 1993 will be moved forward to December 21 and 22, 1992 so that the employees get all of their statutory holidays paid together.
2. It is understood that they count as being part of the 1993 statutory holidays and are moved forward to accommodate employees.
3. A paycheck with proper deductions, as if they were two separate cheques will be given to each eligible employee, before Christmas 1992.

The parties have signed this letter of understanding on January 22nd, 1993.

FOR THE UNION

Martin R. Parrott

Richard P. ...

Yves ...

Beige ...

Elizabeth ...

Sills Cuts

Michael McCarty

LETTER OF UNDERSTANDING
BETWEEN
AMOCO FABRICS AND FIBERS LTD.
- and -
IWA - CANADA AND ITS LOCAL 1-1000

The parties agree to the following:

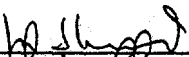
At December **1993**, the Company will calculate the yearly cost of the Ontario Health tax and compare it with what would have been the **OHIP** cost for the same period, for the same number of employees, as if the **OHIP** had not been changed.

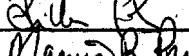
If the actual health tax **yearly** cost, compared to **OHIP** yearly cost, provided a savings to the Company, the amount of the savings will be distributed to the employees based on the same practice **done** for the year **1992**.

The parties have signed this letter of understanding on January 22nd, **1993**.


FOR THE COMPANY

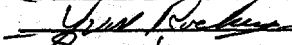
FOR THE UNION

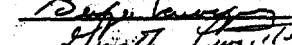


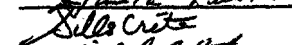



Maria R. Bennett











LETTER OF UNDERSTANDING
BETWEEN
AMOCO FABRICS AND FIBERS LTD.
- and -
IWA - CANADA AND ITS LOCAL 1-1000

The Company will remit directly to the McKenzie firm the RRSP deductions made as per the employees instructions.

The parties have signed this letter of understanding on January 22nd, 1993.

FOR THE COMPANY

FOR THE UNION

W. J. [unclear]
James R. [unclear]
Maurice R. [unclear]

Richard [unclear]
Yves [unclear]
George [unclear]
James [unclear]
Sella [unclear]
Michael [unclear]

LETTER OF UNDERSTANDING
BETWEEN
AMOCO FABRICS AND FIBERS LTD.
- and -
IWA - CANADA AND ITS LOCAL 1-1000

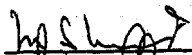
Abnormal business conditions have given cause to release plant chairman from his normal job duties, 4 hours per day, to work on mutually beneficial resolutions.

This is being done on a six-month basis. Will be reviewed at conclusion for possible renewal.

The parties have signed this letter of understanding on January 22nd, 1993.

FOR THE COMPANY

FOR THE UNION



William R. Prescott

