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EFE.	910601
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No. OF EMPLOYEES	290
NOMBRE D'EMPLOYÉS	S.D.

AGREEMENT

between

HUDSON BAY DIECASTING LIMITED

-and-

**NATIONAL AUTOMOBILE, AEROSPACE
AND AGRICULTURAL IMPLEMENT
WORKERS UNION OF CANADA
(CAW - CANADA)
LOCAL 1285**

June 1, 1991

May 31, 1994

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(CAW - CANADA)
LOCAL 1285**

June 1, 1991

May 31, 1994

COLLECTIVE AGREEMENT

Between:

HUDSON BAY DIECASTING LIMITED

hereinafter designated as "the
Company" of the FIRST PART

-and-

THE NATIONAL AUTOMOBILE, AEROSPACE
AND AGRICULTURAL IMPLEMENT
WORKERS UNION OF CANADA
(CAW CANADA)
LOCAL 1285

hereinafter designated as "the
Union" of the SECOND PART

ARTICLE 1 - GENERAL PURPOSE

1.01 The purpose of this Agreement is to provide lawful and orderly collective bargaining relations between the Company and its employees to secure prompt and fair disposition of grievances and to maintain fair wages, hours and working conditions for the said employees.

ARTICLE 2 - BARGAINING AGENCY

2.01 The Company recognizes the Union as the sole collective bargaining agency for all of its employees at Brampton, Ontario, save and except foremen, persons above the rank of foreman, office and sales staff.

ARTICLE 3 - RESERVATIONS TO MANAGEMENT

3.01 The Union recognizes the right of the Company to hire, promote, transfer, demote and lay off employees and to suspend, discharge and otherwise discipline employees for just cause subject to the right of any employee to lodge a grievance in the manner and to the extent as herein provided.

3.02 The Union further recognizes the right of the Company to operate and manage its business in all respects, to maintain order and efficiency in its plant and to determine the products to be

man red, the scheduling of its production and its methods,
proc and means of manufacturing

3.03 The Union further acknowledges that the Company has the right to make and alter, from time to time, rules and regulations to be observed by employees, which rules and regulations shall not be inconsistent with the provision of this agreement

ARTICLE 4 - STRIKES AND LOCKOUTS

4.01 The parties agree that there shall be no strike or lockout during the term of this agreement as defined in The Ontario Labour Relations Act

ARTICLE 5 - UNION SECURITY

5.01 During the life of this agreement, employees who were members of the Union on July 22, 1974, shall continue their membership in the Union, and shall sign the "authorization for dues deduction form".

5.02 Every employee covered by this agreement shall, as a condition of continuing employment, pay to the Union, an amount of monthly dues as provided for in the Constitution of the Union. One initiation fee shall be deducted in accordance with the Union Constitution. The Company will transmit, to the authorized representative of the Union, the total deductions from the pay of all employees, who have submitted authorization on the following form:

"I hereby authorize Hudson Bay Diecasting Limited to deduct from my pay, on the first pay period of each month, the amount of **monthly dues and initiation fee as provided for in the Constitution of the Union. This authorization is to continue for the life of the collective bargaining agreement.**"

All dues and initiation fees deducted will be remitted to the Local Union Financial Secretary no later than seven (7) calendar days following deduction, together with a list of employees from whom the deductions were made and the amount.

ARTICLE 6 - NO DISCRIMINATION

6.01 The Company agrees that it will not discriminate against employees in respect to their training, upgrading, promotion, transfer, layoff, discharge, or otherwise because of race, creed, colour, sex, national origin, sexual orientation, marital status, family status or because of membership in the Union.

6.02 The Union and Company are committed to preventing sexual harassment in the workplace. Any complaint of sexual harassment will be dealt with at the Management level. Every effort will be made to discipline the harasser, not the victim.

ARTICLE 7 -WORK LIMITATIONS

7.01 Employees not included in the bargaining unit shall not perform work normally assigned to the employees in the bargaining unit except in the case of instruction or training of employees, experimentation and tooling development, or in an emergency where no qualified bargaining unit employee is available.

7.02 The following letter will be issued to all supervisors no later than fourteen (14) days following ratification of this Agreement and all supervisors hired thereafter will be Issued this letter prior to their first day of work. The Union will be provided with a copy of all letters under this clause when issued.

Letter to all supervision

Dear

This letter is to advise that you as a supervisor are not permitted to perform any work normally performed by any member of the bargaining unit except as provided for in Article 7.01 of the Collective Agreement.

We wish to further advise that supervisors will receive a warning letter recording their contravening Article 7.01, after which the Union may process a grievance for further violation and disciplinary action will be necessary on the part of management,

Yours truly,
Plant Manager.

RTICLE 8 • UNION REPRESENTATION

8.01 The Union may **appoint or elect a Shop Committee** composed of three **(3)** employees, one of whom shall be Chairperson. The Company will recognize an alternate for the purposes of representation on any shift when the regular committee person is absent from the plant.

The Union may also appoint or elect one **(1)** committee person from the skilled trades who will be entitled to attend meetings or discussions related to skilled trades issues. The provisions of Article **8.04** will not apply to this committee person.

8.02 The Company shall **recognize** and bargain with this Committee on all matters arising out of the interpretation and application of this Collective Agreement.

8.03 The Company agrees that employees will suffer no **loss** of pay for time spent in grievance processing and bargaining during regular working hours.

8.04 Committee members, **for the purpose of** representation shall be retained at work regardless of seniority, **so long as there is work that they are willing and able to do**. During **any temporary lay-off** of up to two weeks duration, resulting in a work force of less than **20** employees, only one Union Representative would be required. The committee person or an alternate, providing he or she meets the above conditions, shall be appointed by the plant chairperson.

8.05 New employees will be introduced to the members of the plant Committee before starting work with the Company.

8.06 The Committee will be informed of any employee being **discharged or disciplined prior to the action being taken**, and a **Union** representative will be present at all discharges, including the discharge of a probationary employee.

In all cases, the Committee Chairperson and the employee involved will be advised of the reason for the discipline or discharge.

8.07 The President of the Local Union, under the Constitution of the National Union, is an ex officio member of all committees. The Company agrees to recognize him or her as such and the Local Union President shall be permitted to attend all meetings of management on all matters arising from the provisions of this agreement.

ARTICLE 9 - GRIEVANCE PROCEDURE

9.01 All grievances shall be dealt with and disposed Of **as** hereinafter provided.

9.02 Any employee having **a grievance shall** first discuss it with his/her committee person. The grievance shall be discussed orally with the supervisor concerned no later than ten **(10)** working days **from** the date the matter giving rise to the grievance occurred or came to the employee's knowledge as the case may be and the parties involved shall endeavour to equitably resolve the issues in dispute.

If the grievance is not resolved in this manner within two (2) working days, it may be processed in writing on a form for that purpose, and presented to the Supervisor no later than five (5) working days following the date of the last discussion. The Supervisor will render a decision in writing no later than two (2) working days following the presentation of the written grievance.

9.03 if the Supervisor's decision is not satisfactory to the aggrieved, the grievance may be presented by the Shop Committee to the Management to be taken up at the first meeting arranged between Management and Committee. Management shall render its decision in writing within two working days following the meeting. Meetings shall be arranged between Shop Committee and Management at the request of either party. At any meeting with the Management, the Committee may have present any **employee** involved in a grievance.

9.04 If the decision of the Management is not satisfactory to the employee concerned, the parties to the grievance shall agree upon an arbitrator, to whom the matter will be immediately referred for arbitration forthwith. In the event that the parties cannot **agree within** ten days, the Minister of Labour for Ontario will be requested to appoint an Arbitrator.

9.05 A discharged employee, before leaving the plant, shall be given an opportunity to explain the circumstances of the case to his/her committee person. A discharged employee may present a grievance in writing, either direct or through the Plant Committee to Management, within two (2) working days of discharge, and Management will negotiate the grievance respecting such discharge and render a decision within two (2) working days after its receipt. If the decision of the Management is not satisfactory, the grievance may be referred to arbitration as herein provided.

9.06 The proceedings of negotiations with the Management, the Plant Committee may be represented by duly accredited representatives of the Union

9.07 The arbitrator shall not have jurisdiction to alter or change any of the provisions of this agreement, or to substitute any new provisions in lieu thereof, nor to give any decision inconsistent with the terms and provisions of this agreement. nor to deal in any matter not covered by this agreement. The arbitrator, however, in respect of a grievance involving a penalty, shall be entitled to modify such penalty as in the opinion of the arbitrator is just and equitable.

9.08 Each of the parties hereto will share equally the expense of the arbitrator.

9.09 The decision of the arbitrator shall be final and binding upon the parties.

9.10 All disciplinary notations will be removed from an employee's file following no more than three (3) years of discipline-free employment. When such notations are removed, they will not be referred to again in relation to any other matter.

9.11 In those instances where the Union, by either its (i) Executive Board, (ii) Public Review Board or (iii) Constitutional Convention Appeal Committee has reviewed the disposition of a grievance and found that such disposition was improperly effected by the Union or a Union representative involved, the National Union may inform the Company in writing that such grievance is reinstated in the grievance procedure at the step at which the original disposition of the grievance occurred. It is agreed however, that the Company will not be liable for any claims for damages, including back pay claims, arising out of grievances that either (i) are already barred under the provisions of the Agreement at the time of reinstatement of the grievance or (ii) that relate to the period between the time of the original disposition and the time of the reinstatement. The foregoing does not apply to those grievances to which an arbitration decision has been rendered.

ARTICLE 10 - SENIORITY

10.01 An employee shall acquire seniority after sixty (60) calendar days with the Company in any twelve (12) month period of continuous or intermittent employment. Following completion of this period, an employee's seniority will date from the first day of work in any classification covered by this Agreement.

10.02 During any layoff, employees with the least amount of seniority shall be laid off first. Employees who have not yet been laid off seniority will be laid off within the affected department in inverse order according to their first day of work.

10.03 When recalls are made following a lay off, employees shall be recalled in the reverse order to which they were laid off.

10.04 Seniority shall be broken for any of the following reasons:

- (a) If the employee quits.
- (b) If the employee is discharged, their discharge is not reversed through the grievance procedure.
- (c) If the employee fails to answer a recall within three (3) working days of receipt of a registered notice to report for work; such notice to be mailed to their last recorded address with the Company.
- (d) If the employee is absent from work for more than three (3) working days without furnishing a reasonable excuse to the Company.
- (e) If an employee is laid off for a thirty-six (36) month period.

10.05 Employees will be given as much notice as possible prior to any layoff consistent with and not contravening the labour laws of the province of Ontario.

10.06 Seniority will be given in any classification, except "Tool and Diemaker", "Millwright Maintenance" and "Electrician", to an employee who has completed sixty (60) calendar days in the classification in a six (6) month period. In the event of a recall, the most senior employees who have been transferred due to layoffs or bumping will be given the opportunity to return to their previous classification if a vacancy exists, provided that the employee has not been out of the classification for more than sixty (60) calendar days. Any remaining vacancies will be posted.

10.07 Any "Tool & Diemaker" employee by the Company must be qualified to the U.A.W./CAW-Canada Skilled Trades Standards. Any "Electrician, Millwright Maintenance, Millwright Maintenance B" employee by the Company must have a journeyman/journeywoman's card. Present employees excluded.

10.08 Any Union employee accepting a staff position shall retain his/her Union seniority for a period of twelve (12) months. A return to the bargaining unit of thirty (30) calendar days or less will not interrupt this twelve (12) month period. In the event of a layoff such employee could bump back into the job she/he left.

10.09 The Company will provide the Union with an updated seniority list each three (3) months.

ARTICLE 11 - PROMOTIONS AND TRANSFERS

11.01 It is the policy of Management to operate in every practical way with employees who desire transfer to new positions or vacancies

11.02 New jobs and/or vacancies shall be posted on the bulletin board for two (2) working days. Employees wishing to bid on these jobs may do so within two (2) working days. The job shall be awarded to the most senior applicant having the fitness and ability to do the job, but if no applicant has the fitness and ability, the Company may fill the job with the most senior employee who does not hold a job, having the fitness and ability. It is understood the Company may fill the job on a temporary basis during the period of postings. There shall be only one posting in respect to each vacancy.

11.03 When an employee is temporarily transferred at the Company's request to do a job classification other than his/her own, he/she will retain his/her own classification rate or the rate of the new classification, whichever is higher.

11.04 When an employee is transferred due to lack of work to a job classification other than their own, the employee's rate will be adjusted to that applicable to the rate for the new job classification after two (2) working days.

When an employee is transferred to a higher classification, their starting rate will not be less than their former hourly rate. If an employee is not competent in the new position after a two (2) week trial (lead hands = (4) four weeks) they will be returned to their previous classification.

11.05 When an employee is transferred to a job classification other than their own and at the employee's request, the employee's rate will be adjusted to that applicable to the rate for the new job classification at the time of the transfer.

11.06 The Company agrees that employees will be **retain** their own classification wherever possible. The switching of **job** will be kept to a minimum. For temporary transfers the junior person knowing the **job** or the most junior person if nobody knows **the job will** be moved to the temporary job for up to five **(5)** days.

Should coverage on a job be required **after five (5)** days the Company must seek volunteers from amongst those employees knowing the job, if there are no volunteers then the most junior person will be placed on the job.

Rates of pay for promotions and transfers will be as follows: The **60** day rate will apply upon promotion or transfer to seniority employees having **no experience an the new** job. The **90** day rate will apply upon promotion or transfer to seniority employees who have experience on the new job.

Notwithstanding the above, the **90** day rate will apply at the time the employee **fulfills** the normal requirements of the **job**.

11.07 Any temporary work extending beyond thirty (30) days shall be subject to the job **posting** provisions of this Agreement, unless the time is extended by mutual agreement.

Time spent on a job due to a temporary transfer will not provide the employee with seniority in that classification. Provision of article **10.06** will not apply in the case of a temporary transfer.

ARTICLE 12 - HOURS OF WORK

12.01 The regular hours of work shall consist of five **8** hour days Monday through Friday, and shall be worked as follows: First Shift, **7:00 a.m. to 3:30 p.m.** with half **(1/2)** hour lunch period; Second Shift, **3:30 p.m. to 12:00 a.m.** with half **(1/2)** hour lunch period.

In the event the Company schedules a Third Shift comprised of at least **25%** of the employees in a department, the Company will provide a paid **20-minute** lunch period for all three Shifts for that department. If the Company schedules a Third Shift comprised of less than **25%** of the employees in a department, the Company will provide a paid 20 minute lunch period for an equal number of employees on all three shifts in the department so affected.

Any change in the present established shift hours will be discussed with the Shop Committee in advance of such shift change.

12.01 All work performed outside of an employee's scheduled shift shall be considered as overtime and shall be paid for at the rate of time and one-half except where there is an agreement with the employee on make-up time in which case overtime will be based on time worked **in excess of the regular working day. All work performed on Saturday shall be paid for at time and one-half for the first eight (8) hours and double time thereafter. All work performed in excess of twelve hours when twelve or more consecutive hours are worked** in a twenty-four period shall be paid for at the rate of double time.

12.03 All work performed on Sunday and recognized Holidays shall be paid for at the rate of double time.

12.04 All overtime shall be equitably distributed among those employees normally performing such work and who are willing and able to perform the work to be done. Records will be openly displayed in the department so that employees may check their standing.

The following rules shall apply for overtime selection:

- (a) Overtime hours each January 1st and July 1st shall be reset to zero hours.
- (b) Employees shall be charged with actual premium hours. For example 1-1/2 hours for 1-1/2 time premium, 2 hours for 2 times premium.
- (c) Employees absent for any reason, except Union business covered by an LOA, will be charged the hours they would have been offered had they been at work.
- (d) When a newly hired employee comes into a classification he/she will be placed at the highest hours of the classification.
- (e) When an employee changes classification he/she will be placed at the highest hours of the classification.
- (f) When hours are equal in a classification the selection shall be by seniority. If an improper selection is brought to the attention of the Supervisor before the overtime occurs and it is not corrected then the employee will be paid. In other situations where an employee is overlooked and brings this to the attention of the Company in writing he/she will be provided with an opportunity to make up those hours. An employee will be faced with only one make up opportunity each calendar half year. Further instances will require the employee to be paid.

ARTICLE 12 - HOURS OF WORK (cont'd)

(g) All overtime will be charged to the employee regardless of department, e.g. supplementing another department.

12.05 Those employees working on the second or afternoon shift shall receive a premium of **30** cents per hour. Those employees working the third shift shall receive a premium of **35** cents per hour. Shift premiums will be paid for overtime hours during **these shifts** but will not be extended by time and one-half (**1-1/2**) or double time.

12.06 Employees who report for work for their regular work day and for whom regular work is not available will be required to complete **four (4)** hours of **work** such as is available, for which they will receive their regular hourly rate as applicable. In the event of no work being available, the employee so affected may leave the Company's premises when permitted but will be allowed **four (4)** hours' pay at regular rate, unless lack of work is caused by inability of the Company to operate through no fault of its own such as storms, external power failure, or other Acts of God, in which case no allowance for **loss** of work will be made.

12.07 Employees who report to work overtime on a scheduled day off or for overtime not in conjunction with their regular work time will be guaranteed a minimum of **four (4)** hours pay at the applicable overtime rate unless the employee elects and is permitted to leave work prior to the prearranged **time** for reasons other than **lack of** work in which **case** the employee **will** only be paid for those hours actually worked. This minimum guarantee will not apply to employees who are not available to work a **minumum** of **four (4)** hours and such employees will only be paid for those hours actually worked.

ARTICLE 13 • PAID HOLIDAYS

13.01 All seniority employees will be paid at their regular rate of pay for each of the following holidays:

	1991/1992	1992/1993	1993/1994
Canada Day	July 1	July 6	July 5 •
Civic Holiday	August 5	August 3	August 2
Labour Day	Sept. 2	Sept. 7	Sept. 6
Thanksgiving	Oct. 14	Oct. 12	Oct. 11
Christmas Period	Dec. 23	Dec. 24	Dec. 23
	Dec. 24	Dec. 25	Dec. 24
	Dec. 25	Dec. 28	Dec. 27
	Dec. 26	Dec. 29	Dec. 28
	Dec. 27	Dec. 30	Dec. 29
	Dec. 30	Dec. 31	Dec. 30
	Dec. 31	Jan. 1	Dec. 31
	Jan. 1		
Good Friday	April 17	April 9	April 1
Victoria Day	May 18	May 24	May 30

Where the employee is receiving a benefit (e.g. Workers' Compensation, Sickness and Accident, U.I. Maternity or Parental Leave) for the day on which the holiday falls, the Company will pay the employee an amount equal to the difference between the benefit being received and normal holiday pay.

13.02 ~~Any employee required to work any paid Statutory Holiday~~ shall receive two (2) times the hourly rate in addition to the holiday pay herein provided.

13.03 To qualify for holiday pay:

- (a) An employee must have worked on their scheduled work day prior to, and on their scheduled work day following such holiday, unless excused for unavoidable lateness or excused by their Supervisor.
- (b) Employees on vacation will receive holiday pay plus an additional day or days holiday.
- (c) Employees absent due to illness/injury or an accident resulting from employment by the Company will receive holiday pay.

13.04 Employees absent from work because of layoff due to lack of work, or approved leave of absence because of comparable reasons, will receive holiday pay if otherwise eligible, provided:

- (a) The employee has worked during the week prior to, or during the week in which the holiday falls.
- (b) The employee returns to work on their scheduled work day following the holiday.

These qualifications cover the entire Christmas period. For the Christmas period only and for employees absent from work because of layoff due to lack of work, the provisions of (a) above shall not apply and the employee will receive holiday pay if otherwise eligible provided she/he has worked during the thirty (30) calendar days prior to the beginning of the Christmas period.

ARTICLE 14 -VACATIONS WITH PAY

14.01 The vacation year shall be from July 1st to June 30th during the term of this agreement.

14.02 Employees having less than one year's seniority as of June 30th shall receive vacation pay in accordance with "The Employment Standards Act".

14.03 Employees with more than one year's seniority as of June 30th shall receive vacation with pay as follows:

1-3 yrs.	-2 wks.	• 4% or 80 hrs.	pay whichever is greater.
3-5 yrs.	-2½ wks.	• 5% or 100 hrs.	pay whichever is greater.
5-7 yrs.	-3 wks.	• 6% or 120 hrs.	pay whichever is greater.
7-9 yrs.	-3½ wks.	• 7% or 140 hrs.	pay whichever is greater.
Over 10 yrs.	-4 wks.	• 8% or 160 hrs.	pay whichever is greater.
Over 15 yrs.	-4½ wks.	• 9% or 180 hrs.	pay whichever is greater.
Over 20 yrs.	-5 wks.	• 10% or 200 hrs.	pay whichever is greater.
Over 25 yrs.	-5½ wks.	• 11% or 220 hrs.	pay whichever is greater.

All the above are providing the employee has worked 1300 hours in the vacation year. If the hours worked are less than 1300, the percentage will apply. Employees absent during the vacation year due to work injury, maternity/parental leave or union business will be excluded from this requirement.

14.04 Any employee receiving vacation pay based on hours, will have added to his/her hourly rate, for the purpose of calculating his/her vacation pay, the weighted average of the C.O.L.A. during the vacation year.

or January 1 of each vacation year an employee whose vacation entitlement at the date of his/her proposed vacation is greater than two (2) weeks may receive up to two (2) weeks vacation pay in advance. To qualify for payment an employee must give at least one (1) month's notice of his/her vacation.

14.06 The plant vacation shut-down notice will be posted by May 1 each year and subject to change only in exceptional circumstances. Were the vacation schedule is changed, an employee who provides documentation supporting prepaid travel and accommodation commitments will be permitted to take his/her vacation as planned during the originally published shut-down period.

14.07 An employee on Sickness and Accident benefits at the time vacation is to be taken may elect to defer the vacation and vacation pay and continue receiving benefits.

ARTICLE 15 - INJURY ALLOWANCE

15.01 Employees who are injured at work, and are unable to continue at their job or at other work considered suitable, shall be paid at their regular earnings for the balance of the shift on which the injury occurs.

ARTICLE 16 - REST PERIODS

16.01 Employees shall be allowed a rest period of ten (10) minutes each half shift. The time of this rest period to be determined by management but so that it will be approximately in the middle of each half shift. Rest periods will be staggered by Departments so as to relieve the congestion in the cafeteria.

Employees will also be allowed a rest period of ten (10) minutes each two (2) hours of overtime. Where there is less than two (2) hours between the last break and the start of an employee's shift, a half break will be allowed prior to the employee starting work on their shift. Where overtime of more than one (1) hour follows a shift, the employee will be entitled to a full break between the end of their shift and the start of the overtime.

ARTICLE 17 - WASH-UP PERIODS

17.01 The Company will allow a period of five (5) minutes for the purpose of washing up, putting away tools and cleaning the immediate job area prior to the end of each 8-hour shift or overtime period following the end of a shift.

ARTICLE 18 • HEALTH AND SAFETY

18.01 The Company will maintain adequate sanitary arrangements throughout the plant, provide proper safety devices, and agree to eliminate conditions which are or may be a hazard to the health or safety of employees. The Company will provide protective equipment and clothing where needed. No employee shall be required to operate or use any machine, tool or die that is not in safe working order.

The Health and Safety Committee shall consist of six (6) members, three (3) shall be selected from the Union and three (3) from the Company. The Committee will comply with all of the relevant provisions of the Occupational Health and Safety Act including meeting at least once monthly.

Provision will be made for the National Union Health and Safety Representatives to inspect the plant quarterly, if desired or at anytime when a serious injury or fatality has occurred. Two (2) weeks advance notice is to be given to the Company except where the inspection is required as a result of a serious injury or fatality. The Committee is to be allowed to accompany all safety tours of the plant by an outside group. The Committee will be provided with a full copy of all reports/recommendations arising from said tours. The Company reserves the right to make the final decisions on any suggestions which involve cost or down time. The Committee will not attend discussions regarding hours except where necessary in order to fulfil its mandate as provided for under the Occupational Health and Safety Act.

18.02 The Company will reimburse all seniority employees for the purchase of one pair of Canadian Standards Association approved safety shoes per contract year at full cost up to a maximum of \$70.00. The full time use of approved safety shoes is a condition of employment for all plant personnel. If the safety shoes purchased in the contract year become worn out prior to the commencement of the next contract year, the cost of a replacement pair will be reimbursed under the same provisions.

The Company will set up three (3) or more accounts with safety shoe suppliers in the Brampton area.

18.03 The Company will pay the full cost of cleaning one set per week of "Tool and Die Maker" and "Plater's" work clothing

Employees who are temporarily assigned to set-up shall be supplied with temporary coveralls. Further, the Company will make available aprons for any employee requiring one.

ARTICLE 19 - LEAVE OF ABSENCE

19.01 An employee may be granted a leave of absence if reasons satisfactory to the Company are provided. **All** requests for leaves of absence and all leaves of absence must be made in writing. One copy of a leave shall be furnished to the Committee Chairperson, one copy to the employee, and one copy shall be retained by the Company.

A request for a leave of absence (LOA) should not be unreasonably denied. Should a request be denied a full explanation of the reasons for the denial will be given to the employee. The Company further agrees that whenever possible they will accommodate the employees request for a **LOA**.

19.02 (a) An employee with at least thirteen **(13)** weeks service before the expected birth date will be granted a pregnancy leave of absence of up to seventeen (17) weeks duration as provided for under the Employment Standards Act of Ontario.

(b) An employee with at least thirteen **(13)** weeks service and who is the parent of a child will be granted a parental leave of absence of up to eighteen **(18)** weeks duration following the birth of their child, or the coming of their child into their custody, care and control for the first time, as provided for under the Employment Standards Act of Ontario.

19.03 Leave of absence with seniority accumulating will be granted from year to year to employees accepting a full time position with the National or Local Union. In addition, a reasonable number of employees will be allowed leave of absence in writing to the Company. The Company will not unreasonably refuse leave of absence to committee person for proper cause in connection with affairs of the Local Union.

19.04 The Company agrees to pay into a special fund two cents **(2¢)** per hour per employee for all hours worked for the purpose of providing paid education leave. Said paid education leave will be for the purpose of upgrading the employee's skills in all aspects of Trade Union functions. Such monies to be paid on a quarterly basis into a trust fund established by the National Union, **C.A.W.**, and sent by the Company to the following address: CAW Paid Education Leave Program, **P.O. Box 897**, Port Elgin, Ontario **NOH 2C0**.

ARTICLE 19 - LEAVE OF ABSENCE (cont'd)

The Company further agrees that a member of the bargaining unit, selected by the Union to attend such courses, will be granted a leave of absence without pay for twenty (20) days of class time, plus travel time where necessary, said leave of absence to be intermittent over a twelve (12) month period from the first day of leave. Employees on such leave of absence will continue to accrue seniority and benefits during such leave.

ARTICLE 20 • GENERAL PROVISIONS

20.01 The Company shall provide a Bulletin Board for the use of the Union, located in a prominent place, for the posting of notice of meetings, elections, social functions, etc.

20.02 Meetings between the Shop Committee and representatives of the Company may be held at the request of either party and at the convenience of both. At any meeting with Management the Shop Committee may have present a representative of the National Union. Matters to be discussed at such meetings shall be listed in an agenda to be supplied by the party requesting the meeting. Such agenda to be submitted as early as possible. In any event, meetings shall be held at least once a month.

20.03 When either party requests a meeting, the meeting shall be held within the next five (5) consecutive working days unless there is mutual agreement to extend the time.

20.04 The schedule of wages to be paid for the duration of this collective agreement shall be in accordance with Appendix "A" attached hereto.

The Company will provide a COLA of one cent (1¢) per hour for each .078 increase of the Consumer Price Index on the basis 1986=100. The Base will be the January 1991 Index published in February 1991 of 125.0. The adjustments to the COLA are to be calculated quarterly from the Index published in the months of November, February, May and August. The Adjustments will be made in the first pay period of the month following publication of the Index.

For the term of this collective agreement, COLA will be limited to covering increases in the Consumer Price Index of a maximum four percent (4%). In the event the CPI does not increase by four percent (4%) in any calculation, COLA will be calculated as though the CPI has increased by four percent (4%). In any case, a reduction

ARTICLE 20 - GENERAL PROVISIONS (cont'd)

in the CPI will not result in a negative adjustment in wages or future COLA. All COLA will be incorporated into the base rate as it becomes payable and will be considered the employee's regular rate of pay for all purposes, including vacation pay based on hours.

20.05 Upon the establishment of a classification not shown in this agreement, the Company will notify the Union of such. It is understood that new classifications will be subject to negotiation between the Company and the Union and will be subject to the grievance procedure.

20.06 The Company agrees to provide each employee in the bargaining unit with a printed copy of the Collective Agreement within a reasonable time of the signing of this agreement.

20.07 The Company agrees to distribute pay cheques in sealed envelopes.

Payday shall be Wednesday for the Afternoon and Midnight shifts and Thursday for the Day shift whenever possible.

A short payment to an employee of \$50.00 or more will be made up to the employee within two (2) working days.

20.08 The Company will pay \$150.00 to current retirees at Christmas time.

20.09 If there is a classification dispute on a new job the Union will have the right to use the grievance procedure.

20.10 The Company agrees to allow employees one (1) minute silence at 11:00 a.m. on April 28th of each year in observance of the National Day of Mourning for those workers killed on the job.

20.11 Substance abuse is recognized to be a serious medical and social problem which can affect employees. The Company and the Union have a strong interest in encouraging early treatment and assisting employees towards full rehabilitation.

Company assistance will include referral of employees to appropriate counselling services or treatment and rehabilitation facilities. The Company will provide all normal group insurance benefits while under a medically prescribed course of substance abuse treatment. It is agreed however that, prior to any introduction of legislated requirements in Canada, the Company will not introduce drug or alcohol testing into the workplace.

ARTICLE 20 -GENERAL PROVISIONS (cont'

A Substance Abuse Committee will be established comprised of one (1) representative each from the Company and Union. The Union Substance Abuse Representative will come from the Plant Committee provided for in Article 8.01 and will be allowed such time as is necessary without loss of pay for the administration of the program.

ARTICLE 21 - EMPLOYEES' WELFARE PLAN, PENSION PLAN, GROUP INSURANCE, HOSPITAL PLAN, MEDICAL AND SURGICAL CARE

21.01 The schedule of benefits will be in accordance with Appendix "B" attached hereto. Benefit coverage will continue for thirty (30) days following the date on which an employee is laid off or such greater period of time as allowed by the individual plan.

In addition, at the time of lay-off, the Company will advise the employee of the availability of benefit continuation beyond the thirty (30) day period as allowed by the individual plan. The premiums for such continuation will be borne in full by the employee.

21.02 ESTABLISHMENT OF PENSION PLAN

(a) The Company established a pension plan, a copy of which is attached hereto as Appendix "C", and made a part of this Agreement as if fully set out herein, modified and supplemented, however, by the provisions hereinafter for the purpose of providing retirement benefits to employees of the Company represented under this collective bargaining agreement. In the event of any conflict between the provisions of the Plan and the provisions of this Agreement, the provisions of this Agreement will supersede the provisions of the Plan to the extent necessary to eliminate such conflict.

ESTABLISHMENT OF PENSION PLAN (cont'd)

(b) The effectiveness of the Plan and this Article are both contingent upon and subject to obtaining and retaining such approval of the Minister of National Revenue as the Company may find necessary to establish the deductibility for income tax purposes of contributions made by the Company under the Plan and the tax exempt status of the Trust Fund under applicable provisions of the income Tax Act or any other applicable tax laws, as now in effect or hereafter amended or enacted. The agreement to establish and maintain the plan as herein provided is also subject to the requirement that the plan is accepted for registration under the Pension Benefits Act of the Province of Ontario and any other applicable laws now or hereafter enacted and that such acceptance and registration is continued thereafter.

(c) The pension benefit is \$13.00 per month per year of service to 31 May, 1986, \$14.00 to 31 May, 1987, \$15.00 to 31 May, 1988, \$16.00 to 31 May, 1989, \$17.00 to 31 May, 1990 and \$18.00 for each year of service after June 1, 1990.

21.03 APPOINTMENT OF TRUST COMPANY OR INSURANCE COMPANY

The Company shall have the sole right to appoint for the purposes of the Plan a trust company or companies and/or an insurance company or companies (hereinafter referred to as the "Trustees"). A trust company so appointed shall be incorporated under the laws of Canada or any province thereof and shall be qualified to operate thereunder as a trustee, and an insurance company so appointed shall be licensed under the laws of Canada and qualified thereunder to operate as an insurance company. The Company shall execute a trust agreement with any such trust company and/or enter into a contract with any such insurance company. The appointed trust company and/or insurance company shall receive and hold contributions payable by the Company and have the right under the terms of the trust agreement and/or contract to invest and re-invest the monies it holds for the purposes of the Plan. All monies held by the Trust company and/or insurance company shall jointly constitute a single fund (herein referred to as the "trust Fund") for the purposes of the Plan.

21.04 FINANCE

(a) The Company shall finance the Plan by ~~contributions~~ as set forth in Article IX of the Plan; provided, however, that during the period of this agreement contributions with respect to the Plan shall not be less than

- (i) The amount of the "current service" or "normal cost".
- (i) and
- (ii) ~~The amount which, when applied to the unfounded~~ present value cost attributable to prior service, would
- (i) amortize such cost in accordance with the provisions
- (i) of The Pension Benefits Act **1987** (Ontario), and
- (iii) The amount which would amortize any experience
- (i) deficiencies in accordance with the provisions of The
- (i) Pension Benefits Act, **1987** (Ontario).

(b) If the Company, during the period of this Agreement contributes ~~amounts in~~ addition to the ~~amounts~~ required by paragraph A above, such additional amount may be considered by ~~the Company as advance contributions to the Plan for the purpose of~~ said paragraph A and shall not be construed as reducing the aforesaid maximum funding period. The Company shall not be obligated to make additional payments to the Trust Fund to make up deficiencies in any year caused by depreciation of value of the securities in the Trust Fund resulting from abnormal conditions, except as may be required under the provisions of The Pension ~~Benefits Act, 1987~~ (Ontario).

21.05 ADMINISTRATION

The Company shall have sole responsibility for the administration of the Plan.

21.06 CREDITED SERVICE FOR UNION LEAVE OF ABSENCE

Service for pension purposes after September **30, 1972**, shall be credited as defined in the Plan except an employee who shall be absent from his/her work pursuant to a leave of absence granted by the Company for Union business shall receive credit at the rate of forty **(40)** hours per week while on such leave.

TOMATIC RETIREMENT

employees shall be retired ~~under the~~ Plan as of the first day of the month following his/her sixty-fifth birthday, except as provided in the Plan

21.08 The Company will provide each employee in the bargaining unit with a copy of The Pension Plan

ARTICLE 22 - JURY DUTY

22.01 Each employee who is summoned to and reports for jury duty or is subpoenaed witness, as prescribed by applicable law (subject to the eligibility requirements set out below), shall be paid by the Company the difference between the employee's regular straight time hourly rate (that is, his/her regular hourly wage rate but excluding shift premiums) for the number of hours up to ~~8~~ that he/she otherwise would have been scheduled to work and the daily jury duty fee paid by the court (not including travel allowance or reimbursement of expenses). The Company's obligation to pay an employee for jury duty under this section is limited to a maximum of **60** days in any calendar year.

ARTICLE 23 - BEREAVEMENT PAY

23.01 (a) When death occurs in an employee's immediate family (that is, current spouse, parent, parent of a current spouse, child, brother or sister, grandparents, grandchildren, step parent-in-law, stepchild, step sister, step brother, son-in-law, daughter-in-law) the employee, on request, will be excused for a maximum of three **(3)** regularly scheduled working days within a seven **(7)** day period of the date of death for the express purpose of arranging or attending a funeral.

(b) An employee excused from work under this section shall receive up to three **(3)** days' pay based on eight **(8)** hours per day at his/her regular hourly rate for time lost.

An employee who is excused from work under this section to travel to a funeral outside the province shall be provided with a leave of absence for a reasonable period of ~~time and~~ shall receive up to three **(3)** days' pay for time lost, on Company approval.

On request, an employee will be excused for one **(1)** regularly scheduled work day in the event of the death of their brother-in-law, sister-in-law, or grandparents-in-law.



ARTICLE 24 · PLANT CLOSING LANGUAGE

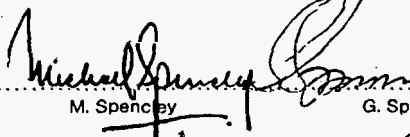
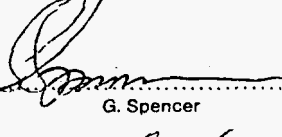
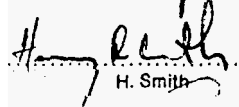
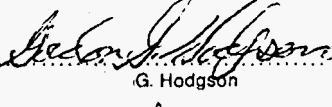
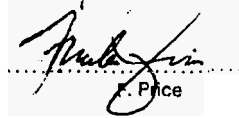
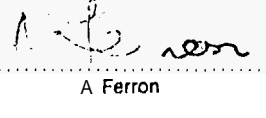
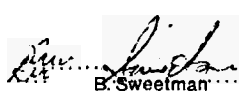

24.01 In the event a plant closure is announced or anticipated, a memorandum of agreement will be negotiated and signed as a rider to this Agreement. Included in the language of such memorandum will be a provision for severance pay in an amount no less than that provided for under the Ontario Employment Standards Act.

ARTICLE 25 - DURATION

25.01 This agreement shall become effective as of June 1, 1991 and shall remain in effect until May 31, 1994.

SIGNED ON BEHALF
OF THE COMPANY:

SIGNED ON BEHALF
OF THE UNION:

 M. Spencey	 G. Spencer
 H. Smith	 G. Hodgson
 P. Price	 A. Ferron
 B. Sweetman	 G. Kandola

APPENDIX " A RATES OF PAY	Effective: June 1, 1991		
	Starting Rate	60 Day Rate	90 Day Rate
Operator A	16.29	16.43	16.60
Operator/Trimmer	16.16	16.33	16.48
Trimmer	15.97	16.14	16.27
Metal Man	16.29	16.43	16.60
Material Handier	15.70	15.82	15.92
Sweeper- General Labour	15.55	15.65	15.76
Machining & Assembly	15.37	15.49	15.55
Buffer	16.10	16.26	16.41
Polisher	16.10	16.26	16.41
Plater	16.01	16.18	16.33
Rackers, Quality Control	15.33	15.43	15.55
Plating Technician	16.44	16.61	16.76
Waste Treatment Technician	16.01	16.18	16.33
Painter	16.01	16.18	16.33
Inspect & Pack	15.27	15.37	15.49
Floor Inspector	15.45	15.55	15.66
Millwright Maintenance	17.20	17.36	17.52
Millwright Maintenance B	16.30	16.47	16.62
Electrician	17.20	17.36	17.52
Tool & Diemaker	17.89	18.05	18.21
Clerk	16.04	16.21	16.38
Material Handlers - Shipping	15.97	16.07	16.19

A premium of \$0.50 per hour on all top rates for lead hands in the classification

APPENDIX "B"

Effective with the signing of this agreement the ~~Company~~ will assume 100% of the cost of the following benefits now in effect for employees, spouse and dependents requiring same:

- (a) Major Medical Plan - 100% insured.
- (b) Life Insurance coverage for all employees \$27,000.00 and AD & D \$27,000.00. Effective June 1, 1992 both Life insurance AD & D will increase to \$29,000.00.
- (c) Sickness and Accident Benefits
To provide coverage from the 1st day of an accident or hospitalization or from the 4th day of sickness to a maximum of 39 weeks scaled to two-thirds of earnings for a maximum of the UIC benefit.
- (d) Extended disability coverage will be provided after 39 weeks for 50% of the weekly wage to age 65. The maximum benefit is limited to \$1400.00 per month. This benefit will be paid for up to 24 months after the 39 week period if an employee is unable to perform his occupation at Hudson Bay Diecasting Limited and does not engage in any other occupation or employment. After 24 months the employee must be unable to engage in any occupation or business for compensation or profits to qualify for the benefit
- (e) The Greenshield Drug Plan, or similar Plan with no loss of benefits to employees, whereby employees will pay 35¢ per prescription.
- (f) ~~The~~ Greenshield plus Four Dental Plan, or similar Plan with no loss of benefits to employees, at the current O.D.A. fees level.
- (g) 100% of the cost of prescription safety lenses and standard safety frames for employees will be paid by the Company. Any employee wishing non-standard safety frames will be required to pay an additional cost
- (h) Personal Tools broken in service or lost in inaccessible places or stolen from Company property shall be replaced by tools of equal value by the Company, unless an investigation by the Company and the Union proves that the wear or breakage or loss was due to the employees' carelessness or neglect. The Company will supply employees with metric tools when and if needed.
- (i) A Vision Care Plan will provide a \$60.00 per family member reimbursement towards the cost of frames and lenses upon presenting a prescription from an optometrist or ophthalmologist.

In the event the Company changes insurance carriers, the benefits provided under the new carrier will not be any less than those provided under the previous carrier.

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