

Collective Agreement

between

Consumers Glass, Brampton, Ont.

and

United Steelworkers of America, Local 260

Begins:

09/02/1997

Terminates:

03/01/2001

02292 (05)

INDEX

ARTICLE NO.	DESCRIPTION	PAGE NO.
1	PURPOSE.....	2
2	RECOGNITION & JURISDICTION.....	2
3	UNION SECURITY.....	2
4	MANAGEMENT RIGHTS.....	4
5	NO DISCRIMINATION NOR INTIMIDATION.....	5
6	UNION COMMITTEE.....	6
7	GRIEVANCE PROCEDURE.....	8
8	ARBITRATION.....	11
9	SENIORITY.....	13
9.9	TEMPORARY TRANSFERS.....	15
9.10	LOSS OF SENIORITY.....	16
10	LAY-OFFPROCEDURE.....	17
10.4	RECALL FROM LAY-OFF.....	18
11	HOURS OF WORK.....	18
11.6	REST PERIOD.....	20
11.7	LUNCH PERIODS.....	20
12	JOB POSTING.....	20
13	WAGES.....	22
13.02	NEWCLASSIFICATIONS.....	22
13.03	SHIFT PREMIUMS.....	22
13.04	LEAD HAND AND FIRST AID PREMIUM.....	23
13.05	I.S. MACHINE PREMIUMS.....	23
13.06	REPORTING PAY.....	23
13.07	CLASSIFICATIONRATE APPLICATION.....	24
13.08	RATE OF PAY ON JOB POSTING.....	24
13.09	HOT PAY.....	24
13.10	COST OF LIVING ALLOWANCE.....	25
14	OVERTIME AND SUNDAY PREMIUM.....	29
14.07	CALL IN PAY.....	30
14.08	CALL IN ON PLANT HOLIDAY.....	30
14.09	MEAL ALLOWANCE.....	30
15	PLANT HOLIDAYS.....	31
15.03	PLANT HOLIDAY PREMIUM.....	32
15.04	PLANT HOLIDAYS-CONDITIONS OF ENTITLEMENT.....	33
16	VACATIONS WITH PAY.....	34
17	HEALTH AND WELFARE.....	37
18	AUTOMATION AND TECH. CHANGE.....	39

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02292(05)

INDEX

ARTICLE NO.	DESCRIPTION	PAGE NO.
18.02	SEVERANCE PAY	40
19	LEAVES OF ABSENCE.....	41
19.02	PREGNANCY AND PARENTAL LEAVES	41
19.03	LOCAL UNION LEAVE.....	41
19.04	LEAVE FOR FULLTIME WORKSITH UNION.....	41
19.05	BEREAVEMENT LEAVE.....	42
19.06	JURY DUTY.....	42
20	SAFETY AND HEALTH	43
20.03	OCCUPATIONAL HEALTH & SAFETY 3 COMMITTEE	43
20.06	SAFETY EQUIPMENT.....	43
20.07	INJURY AT WORK.....	44
21	BULLETIN BOARDS	45
22	GENERAL.....	45
22.01	TOOL ALLOWANCE	45
22.02	CAFETERIA.....	45
22.05	ADDRESS AND PHONE NUMBER.....	46
23	NO STRIKE OR LOCKOUT	46
24	DURATION OF AGREEMENT	47

LETTERS OF UNDERSTANDING

1	DRIVER'S UNIFORMS	48
2	LOCAL UNION LEAVE	48
3	LICENSE RENEWAL.....	48
4	PLANT HOLIDAYS.....	48
5	WINTER PANTS AND JACKETS.....	48
6	OVERTIME LOG.....	49
7	APPRENTICESHIP PROGRAM.....	50
8	FORMING BONUS PLAN.....	51
9	PENSION PLAN	51
10	JOB POSTING.....	51
11	PROCEDURES FOR ABSENCE DUE TO DISABILITY	51
12	LAYOFF	57

APPENDIX A - SEPTEMBER 2, 1997

APPENDIX A - SEPTEMBER 2, 1998

APPENDIX A - SEPTEMBER 2, 1999

APPENDIX A - SEPTEMBER 2, 2000

INDEX ALPHABETICAL

ARTICLE NO.	DESCRIPTION	PAGE NO.
22.05	ADDRESS AND PHONE NUMBER.....	46
8	ARBITRATION.....	11
18	AUTOMATION AND TECH. CHANGE.....	39
19.05	BEREAVEMENT LEAVE.....	42
21	BULLETIN BOARDS.....	45
22.02	CAFETERIA.....	45
14.08	CALL IN ON PLANT HOLIDAY.....	30
14.07	CALL IN PAY.....	30
13.07	CLASSIFICATION RATE APPLICATION.....	24
13.10	COST OF LIVING ALLOWANCE.....	25
24	DURATION OF AGREEMENT.....	47
22	GENERAL.....	45
7	GRIEVANCE PROCEDURE.....	8
17	HEALTH AND WELFARE.....	37
13.09	HOT PAY.....	24
11	HOURS OF WORK.....	18
13.05	I.S. MACHINE PREMIUMS.....	23
20.07	INJURY AT WORK.....	44
12	JOB POSTING.....	20
19.06	JURY DUTY.....	42
10	LAY-OFF PROCEDURE.....	17
13.4	LEAD HAND AND FIRST AID PREMIUM.....	23
19.4	LEAVE FOR FULLTIME WORKSITH UNION.....	41
19	LEAVES OF ABSENCE.....	41
19.03	LOCAL UNION LEAVE.....	41
9.10	LOSS OF SENIORITY.....	16
11.07	LUNCH PERIODS.....	20
4	MANAGEMENT RIGHTS.....	4
14.09	MEAL ALLOWANCE.....	30
13.02	NEWCLASSIFICATIONS.....	22
5	NO DISCRIMINATION NOR INTIMIDATION	5
23	NO STRIKE OR LOCKOUT.....	46
20.03	OCCUPATIONAL HEALTH & SAFETY COMMITTEE.....	43
14	OVERTIME AND SUNDAY PREMIUM.....	29
15.03	PLANT HOLIDAY PREMIUM.....	32
15	PLANT HOLIDAYS.....	31

INDEX ALPHABETICAL

ARTICLE NO.	DESCRIPTION	PAGE NO.
15.04	PLANT HOLIDAYS - CONDITIONS OF ENTITLEMENT.....	33
19.02	PREGNANCY AND PARENTAL LEAVES....	41
1	PURPOSE.....	2
13.08	RATE OF PAY ON JOB POSTING.....	24
10.04	RECALL FROM LAY-OFF.....	18
2	RECOGNITION & JURISDICTION.....	2
13.06	REPORTING PAY.....	23
11.06	REST PERIOD.....	20
20	SAFETY AND HEALTH.....	43
20.06	SAFETY EQUIPMENT.....	43
9	SENIORITY.....	13
18.02	SEVERANCE PAY.....	40
13.03	SHIFT PREMIUMS.....	22
9.09	TEMPORARY TRANSFERS	15
22.01	TOOL ALLOWANCE.....	45
6	UNION COMMITTEE.....	6
3	UNION SECURITY.....	2
16	VACATIONS WITH PAY.....	34
13	WAGES	22

LETTERS OF UNDERSTANDING

7	APPRENTICESHIP PROGRAM.....	50
1	DRIVER'S UNIFORMS.....	48
8	FORMING BONUS PLAN.....	51
10	JOB POSTING.....	51
12	LAYOFF.....	57
3	LICENSE RENEWAL.....	48
2	LOCAL UNION LEAVE.....	48
6	OVERTIME LOG.....	49
9	PENSION PLAN.....	51
4	PLANT HOLIDAYS.....	48
11	PROCEDURES FOR ABSENCE DUE TO DISABILITY.....	51
5	WINTER PANTS AND JACKETS.....	48

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THIS AGREEMENT made as of the 2nd day of September 1997

BETWEEN

CONSUMERS GLASS, BRAMPTON, ONTARIO
(hereinafter called "the Company")

and

UNITED STEELWORKERS OF AMERICA
and **its** Local 260
(hereinafter called "the Union")

Article 1
PURPOSE

Clause 1.01

This Agreement is made to establish and maintain orderly collective bargaining relations between the Company and its employees, to provide for the prompt and equitable disposition of grievances and to establish and maintain satisfactory working conditions, hours of work, and wages for said employees.

Article 2
RECOGNITION AND JURISDICTION

Clause 2.01

The Company recognizes the Union as the bargaining agent of all employees of Consumers Glass Brampton, save and except Supervisors, persons above the rank of Supervisor, production specialists, quality control technicians, Occupational Health Nurse, security guards, office and sales staff, students employed on a co-operative training basis and persons covered by a certificate of the board, dated 27 October 1970, issued to the Canadian Union of Operating Engineers.

Clause 2.02

The term "Employee" or "Employees" wherever hereinafter used shall mean only those persons coming within the bargaining unit as defined above.

Article 3
UNION SECURITY

Clause 3.01

It shall be a condition of employment that all employees must become and remain members of the Union in good standing.

Clause 3.02

All new employees shall become and remain members of the Union in good standing upon completion of their

probationary period as a condition of employment.

Clause 3.03

The Company shall deduct weekly from the wages of its employees initiation fees, union dues in the amount fixed by the Constitution and By-Laws of the United Steel Workers of America and its' Local 260. Regular dues deductions shall start with the first pay following employment by the Company. The initiation fee shall be deducted from the first pay following the acquiring of seniority by the employee. The Company agrees to remit such deductions weekly to the Financial Secretary of the Local. The weekly dues cheque shall be accompanied by a list showing the name and clock number of each employee and the total weekly dues deduction being remitted for each employee. If, for any reason, there has been no weekly deduction from any individual, the Company will state the reason why.

Clause 3.04

Hiring dates, the names, current addresses of new employees, and the names and date of severance of employment shall be forwarded to the Financial Secretary of the Local with the dues cheque.

Clause 3.05

The form of dues deduction authorizations shall be as follows:

I, the undersigned, voluntarily do hereby authorize and direct Consumers Glass, Brampton, Ontario, to deduct from my gross earnings, accumulated to my credit from the date of signature hereof, Union Dues as required by the Constitution and By-Laws of the United Steel Workers of America and its' Local 260, and the Union initiation fee, and to remit same weekly to the Financial Secretary of Local 260 United Steel Workers of America, whose receipt thereof shall be considered a discharge to Consumers Glass, Brampton, Ontario, for the amounts deducted from my earnings as authorized and directed herein.

Date:.....

Clock No.:

Signature:.....

Clause 3.06

The employer agrees to acquaint new employees with the fact that a Union Agreement is in effect, and with the conditions of employment set out in the articles dealing with Union Security and Dues Check-off. New employees will be introduced to the shop steward or executive board member in their department when they commence work.

Clause 3.07

The Union will indemnify the Company against all claims by employees made against it by reason of compliance with this article.

Clause 3.08

If the Constitution of the United Steel Workers of America or the By-Laws of its' Local 260, should be amended to provide changes in the payment of union dues, initiation fees and assessments, etc., the Company will be advised of such changes so that they may be put into effect.

Article 4

RESERVATION OF MANAGEMENT RIGHTS

Clause 4.01

The Union acknowledges that it is the right of the Company to:

- a) Maintain order, discipline and efficiency;
- b) hire, discharge, suspend, transfer, classify, promote, demote, lay-off employees, provided that a claim that an employee has been discharged or suspended without just cause may be the subject of a grievance and dealt with in accordance with the Grievance Procedure and Arbitration;

- c) make and alter from time to time reasonable rules and regulations to be observed by employees;
- d) generally to manage the enterprise in which the Company is engaged, and, without restricting the generality of the foregoing, the right to plan, direct, and control operations, direct the work forces, services to be performed, and the methods, procedures and equipment in connection therewith, determine the products to be manufactured and the methods, the Schedules of Production- processes and means of manufacturing, the engineering and designing of its' products, and the control of material and parts to be incorporated in the products produced, the products to be handled, and the extension, limitation, curtailment or cessation of operations.

Clause 4.02

The Company agrees that these functions will be exercised in a manner consistent with the terms of this Agreement.

Article 5

NO DISCRIMINATION NOR INTIMIDATION

Clause 5.01

It is agreed that there shall be no discrimination, coercion or intimidation, either by the Company or by the Union, or by their respective representatives or members against any employee because of activity or lack of activity in the Union. There shall be no discrimination against any employee male or female because of race, religion, creed, colour or national origin.

Clause 5.02

It is further agreed that there shall be no Union activity on the premises of the Company, except as permitted by Management.

Article 6
UNION COMMITTEE

Clause 6.01

The Company agrees to recognize a maximum of twenty-seven (27) stewards appointed by the Local from among the employees. The Union shall appoint two (2) employees who, together with the President of the Local, shall constitute a grievance committee to meet with management. However, there shall be no more than one (1) employee from any one department serving on this committee. Employees shall not be eligible to serve as stewards unless they have one (1) year or more of seniority. The Chief Steward(s) as designated by the Union shall deal with the shift superintendent or appropriate Line Manager in the settlement of grievances at step No. 2 of the grievance procedure and the remaining stewards shall assist employees with the settlement of grievances as provided under the grievance procedure.

Clause 6.02

The zones shall be defined as follows:

Zone 1 - Warehouse, Shipping and Drivers

Zone 2 - Select & Pack, Quality Control

Zone 3 - Mould Repair, Machine Repair, Lehrs and Variable Parts

Zone 4 - Forming and Upkeep

Zone 5 - Plant Maintenance, Vehicle Mechanics and Cold End Maintenance

Zone 6 - Batch and Furnace, Stores

There will be a minimum of one (1) steward per shift/zone.

Clause 6.03

The Company agrees that the grievance committee members shall be compensated at their regular hourly base rate for time spent during their regular working hours in attending grievance committee meetings with the Plant Manager and other meetings called by Management.

Clause 6.04

An Employee member of the grievance committee and/or a

representative of the International Union, after obtaining the written permission of the Plant Manager, the Manager, Human Resources or the Plant Manager's designated representative, may enter the factory to adjust grievances.

Clause 6.05

It is understood that the stewards and other officers of the Local have their regular work to perform on behalf of the Company and will spend only such reasonable time during working hours as is necessary to service grievances as provided under the Grievance Procedure. If it is necessary to service a grievance as authorized by this Agreement, they will not leave their regular work without first obtaining the permission of the Supervisor of the department in which they are respectively employed, and such permission will not be unreasonably withheld. It is also understood that stewards or members of the grievance committee shall not enter other departments without first obtaining the permission of the supervisors of such departments and notifying them as to the nature of the grievance and the personnel involved. Upon leaving such department after servicing a grievance they will notify the supervisor thereof and upon resuming their regular work after servicing a grievance in their own or another department will report to their own Supervisor, and if requested, give a reasonable explanation as to their absence and the time spent.

Clause 6.06

The Recording Secretary of the Local shall notify the Company in writing of the names of the stewards and Local Officers and the effective dates of their appointments. The Company shall keep the Local President advised, in writing, of the names of the Supervisor and other Management personnel. The Company and the Local shall each advise the other of any change in these names.

Article 7
GRIEVANCEPROCEDURE,

Clause 7.01

Direct Settlement of Problem:

Nothing in this Agreement shall be deemed to take away the right of employees to present a personal problem directly to the Company through their Supervisor, in the presence of a steward if the employees so chooses, provided that no decision shall be made which is inconsistent with the provisions of this Agreement.

Clause 7.02

Definition of Grievance and Procedure:

If employees have a complaint they shall give their Supervisor an opportunity to adjust the complaint which shall be presented by the employee to the Supervisor within five (5) full working days after the circumstances giving rise to the complaint have originated or occurred. In discussing a complaint with the Supervisor the employee may be accompanied by a steward. The Supervisor's decision shall be given within five (5) working days and adjustment, if any, will be made immediately. Notwithstanding the above, for continuous shift employees and Supervisors, "working days" during the complaint process will be considered to be scheduled shifts including Saturdays and Sundays.

If an employee has an unsettled complaint, it may be taken up as a grievance within three (3) full working days after receiving the Supervisor's decision, in the following manner and sequence:

Step No. 1

Between the employee, with the steward, and the department Supervisor. The grievance shall be presented in writing and the decision of the department Supervisor shall be rendered in writing within three (3) full working days following presentation of the grievance.

Step No. 2

Within three(3) full working days following the decision under Step No. 1:

By the Chief Steward and the steward servicing the grievance under Step No. 1, with the proper Shift Superintendent or appropriate Line Manager, at which time the written record of the grievance shall be submitted and the decision given in writing to the steward with a copy to the Union President within not more than five(5) full working days following receipt of the written grievance at this Step.

Failing satisfactory settlement, then:

Step No. 3

If the disposition of the grievance at Step No. 2 is not satisfactory to the employee, the Local President may within three(3) working days of receiving the decision under Step No. 2 refer the grievance to the Plant Manager or designate. Such a meeting will be held within five(5) working days after the date of the receipt of request for such meeting. A representative of the International Union shall attend this meeting. The grievor or the Steward may be in attendance at this step. A written answer shall be given within five(5) days of the meeting or within such long time as may be mutually agreed upon.

Step No. 4

Failing settlement of any difference between the parties under Step No. 3 of the Grievance Procedure arising from the interpretation, application, administration or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, such difference or question may be taken to arbitration as provided in Article 7 within fifteen(15) working days after the final decision under the Grievance procedure is given.

Clause 7.03

Group Grievance:

- a) A complaint or grievance of a group of three (3) or more employees shall begin at Step No. 2.

- b) A grievance arising out of a job posting under Article 12.01(f) must be presented at Step 2 of the grievance procedure within five(5) full working days following the posting of the successful applicant' as provided under Article 12.01(e).

Clause 7.04

Union and Company Grievances:

Any difference arising directly between the Company, the Union and/or the Local may be submitted in writing by either party at Step No. 3 and the time limits provided under the applicable provisions of the Grievance Procedure shall appropriately apply to both parties.

Clause 7.05

All written decisions arrived at between the representatives of the Company and the representatives of the Union and/or the Local shall be final and binding upon the Company, the Union, the Local and the employee or employees concerned.

Clause 7.06

Discharge or Suspension:

- a) Management shall not take disciplinary action without first warning the employee, unless the circumstances justify immediate discipline or discharge. Any written disciplinary action or discharge notice must be given in writing with a copy to the Local Union President. In the event of a claim that an employee has **been** discharged or suspended unjustly or unreasonably, a grievance shall be filed commencing at Step No. 3 of the Grievance Procedure and must be filed within five(5) full working days after the notice has been given.
- b) Written or recorded verbal warnings shall be given in the presence of a Union committee member or steward. The Company and the Union agree that disciplinary penalties shall not be imposed unreasonably or unjustly.

- c) If it is determined or agreed at any step in the Grievance Procedure or decided through Arbitration that any employee has been disciplined or discharged unjustly, or that a penalty is too severe, the Management shall put the employee back on the job held prior to the discipline or discharge with no loss of seniority and they shall pay the employee the amount that **would** have been earned had the employee been working or by any other arrangements as to compensation which is just and equitable in the opinion of the parties or in the opinion of the Board of Arbitration, or single Arbitrator, if the matter is so referred.

Clause 7.07

Saturdays, Sundays and Plant Holidays shall not be counted in determining the time limit during which an action may be taken or completed pursuant to the Grievance Procedure, including Arbitration. Any time limits fixed by this Article and Article 8 are mandatory; however, such time limits may be extended by written agreement between the Company and the Union.

Article 8 ARBITRATION

Clause 8.01

When a grievance is submitted to arbitration as hereinbefore provided, the parties agree to generally proceed with a sole arbitrator, however, should either party so request, a three(3) member board will be used.

Clause 8.02

When either party requests that any matter be submitted to arbitration before a sole arbitrator, it shall so inform the other party in writing and at the same time suggest the name of a sole arbitrator. If within one week thereafter, the parties are unable to agree on the selection or use of a sole arbitrator they shall proceed in accordance with clause 8.03.

Clause 8.03

Where either party requests that any matter be submitted to arbitration and before an "Arbitration Board", it shall make

such request in writing addressed to the other party of this Agreement, and at the same time nominate an appointee, and provide the other party with the name, address and telephone number of its appointee. Within five(5) days thereafter, the other party shall nominate an appointee, and provide the other party with the name, address and telephone number of its appointee, provided, however, that if such party fails to nominate an appointee as herein required, the Labour Management Arbitration Commission for the Province of Ontario shall have power to effect such appointment upon the application thereto by the party invoking Arbitration Procedure. The two appointees so nominated shall confer within five(5) days and shall attempt to select by agreement a Chairman of the Arbitration Board. If they are unable to agree upon such a Chairman within such period, they shall then request the Labour Management Arbitration Commission for the Province of Ontario to select an impartial chairman.

Clause 8.04

No person may serve on a Board of Arbitration who has been involved in an attempt to negotiate or settle the grievance.

Clause 8.05

This Agreement shall not be altered, modified or amended by a sole arbitrator or an Arbitration Board.

Clause 8.06

The proceedings of the sole arbitrator or Arbitration Board will be expedited by the parties hereto, and the decision of the sole arbitrator or the chairman of the arbitration Board will be final and binding upon the parties hereto and the employee or employees concerned.

Clause 8.07

Each of the parties hereto will bear the expenses of the appointee representing it and the parties will jointly bear the expenses of the chairman of the Arbitration Board or the sole arbitrator.

ARTICLE 9 SENIORITY

Clause 9.01

"Seniority" will be defined as the length of employment, commencing with the last date of hiring, subject to any exceptions contained in this Agreement.

Clause 9.02

- a) Employees shall be termed probationary and shall be placed on the seniority list when they have been employed continuously for two(2) months from the date they were last hired except that employees who do not work continuously during their probationary period shall be credited with two(2) months seniority when they have worked fifty(50) days within any twelve(12) consecutive calendar months. Their hiring date shall be the date two(2) months prior to the fiftieth(50) day worked. Employees hired on the same day will be placed on the seniority list in alphabetical order.

- b) The above provisions do not apply to students hired for the summer period as vacation replacement employees. Such replacement employees will only be hired after the lay-off list is exhausted of employees who can perform the available work satisfactorily. All such employees who remain employed as of mid-September of the current year will become new employees as defined in 9.02(a).

Clause 9.03

Dismissal of Probationary Employees:

It is understood that probationary employees may be dismissed by the Company for reasons less serious than might justify the dismissal of an employee who has acquired seniority.

Clause 9.04

Seniority will be on a plant-wide basis.

Clause 9.05

An updated seniority list showing each employee's plant-wide seniority shall be posted in each department in January and July.

Clause 9.06

Two(2) copies of the seniority list shall be furnished to the President of the Local at the time of posting.

Clause 9.07

The President, Vice-president, Recording Secretary and the Financial Secretary of the Local shall have top seniority applicable in the case of lay-off only, provided they have at least one(1) year of seniority.

Clause 9.08

Seniority on Transfer

- a) Persons transferred prior to 1 January 1971 ~~from~~ other locations to jobs within this unit at the Brampton Plant shall upon being transferred, be credited for seniority purposes with the total length of time since they were last hired.

Persons transferred by the Company from other locations of Consumers Glass after 1 January 1971 to jobs within this unit at the Brampton Plant shall be credited with Brampton Plant seniority dating from date of hire at Brampton for purposes of job posting, lay-off, etc., and with Company seniority for vacation and other entitlements, provided however that such transfer will not result in the lay-off nor the extension of lay-off at the date of such transfer of any employee in the bargaining unit having qualifications equal to those of the person so transferred.

- b) **An** employee transferred to a salaried position will **retain** the right to return to the job held at the date of transfer out of the bargaining unit for a period of ninety(90) days.

Employees transferred back to the bargaining unit after

ninety(90) days shall have the right to a job based on credited seniority as a Palletizer or Selector Packer.

Salaried employees transferred to the bargaining unit will be credited with the seniority they held **at** the date of transfer out of the bargaining unit.

Clause 9.09

Temporary Transfers:

- a) Temporary vacancies which are expected to last sixty(60) days or **less** shall be filled by qualified employees **as** assigned by the Company, giving consideration to seniority first. All other temporary vacancies shall be posted indicating the estimated duration of **the** job.
- b) In the case of temporary transfers of sixty(60) days or less, employees will receive their own rate, or the classification rate for the job to which they **are** transferred, whichever is greater.
- c) It is understood that when the job is completed, employees will revert to their regular job.
- d) It is understood **that** experience gained on temporary transfers of sixty(60) days or less shall not count if the vacancy becomes permanent.
- e) In case of a cutback in the work force due to furnace rebuilding or repair, all classified forming machine operators shall retain their base rate.
- f) The duration of any temporary job posting will not exceed nine(9) months. If the same temporary vacancy still exists after *nine*(9) months, it will be re-posted. It is understood that experience gained on a temporary posting shall count if the job is posted **as** a permanent position.
- g) **The** Union shall be notified, in writing, of all temporary

transfers of one(1) week or more and/or job postings.

Clause 9.10

Loss of Seniority:

Seniority shall be accumulated but employees shall lose all seniority if they:

- a) voluntarily quit the employ of the Company;
- b) are discharged, and such discharge is not reversed through the Grievance or Arbitration procedures;
- c) are absent from work for a period of three(3) normally scheduled consecutive working days or overstay a leave of absence for three(3) normally scheduled working days, without advising the Company's Human Resources Department giving justifiable cause for the absence and furnishing such documentary evidence as may be reasonably required by the Company;
- d) following a lay-off, after being notified by the Company by registered mail at their last address on the Company's record to return to work, fail to make arrangements which are satisfactory to the Company within three(3) calendar days after the notification to return to work and fail to return to work within seven(7) calendar days after having been notified to return to work;
- e) have been laid off for more than twelve(12) consecutive calendar months and having less than five(5) years seniority. An employee having(5) years or more seniority shall retain and accumulate seniority during a period of eighteen(18) months of continuous lay-off;
- f) accept employment elsewhere, without the consent of the Company where such employment prevents the employees from effectively discharging their duties to the Company, except when on lay-off,

Clause 9.11

Seniority shall be maintained and accumulated during a leave of absence only when it has been approved in writing by the Manager, Human Resources with a copy to the President of the Local.

Article 10
LAY-OFF PROCEDURE

Clause 10.01

Except for emergency lay-offs of five(5) days or less when the Company has decided that circumstances require a reduction of the working force, the following shall apply:

- a) All vacation replacement employees shall be laid off first.
- b) Thereafter, all probationary employees shall be laid off.
- c) Thereafter, the employees with the least seniority shall be laid off first, providing those employees retained can perform the available work satisfactorily.
- d) At the discretion of the Company, fifty percent(50%) of the forming machine operators and forming specialists may be retained, based on seniority, providing they do not replace an employee with more seniority.
- e) Notwithstanding Article 10.01(c), in the event of a partial or complete shutdown of production operations, the company may, at its discretion, schedule employees for formal training related to their job. The employees requiring training shall be scheduled according to seniority within their classification. The company will provide the union with the training plan, i.e., content, names of the employees to be trained and length of the training program.

Clause 10.02

- a) In the event of an emergency lay-off of five(5) working days or less, the Company will retain needed

classifications **as** required on a department shift seniority basis. No employee will receive an emergency lay-off of more than five(5) working days in total in any twelve(12) month period.

- b) **An** employee upon returning to work following an emergency lay-off **as** provided under paragraph (a) above will be furnished by the Company with written confirmation of such lay-off. A copy of this notice shall be given to the Local President.

Clause 10.03

Except in case of emergency lay-off, or lay-off of five(5) days or less, employees shall be given general written notice of lay-off a minimum of seven(7) days in advance of the effective date except where employees **are** recalled for a specific short term period not to exceed seven (7) working days. **A** copy of this notice shall be given to the Local President at the same time.

Clause 10.04

When recalling employees to work after a lay-off, they shall be called in reverse order **to** that in which they have been laid off subject to the condition in clause 10.01(c).

Clause 10.05

Employees shall be notified of recall by any practical means; however, failing to contact an employee by these means, notification shall be in the form of a registered letter. Responsibility of proper address and telephone number on record with the Human Resources Department shall be that of the employee.

Article 11 HOURS OF WORK

Clause 11.01

The current schedules and hours of work **as** outlined below and presently in force will remain in effect. Any proposed changes outside this schedule will be mutually agreed to by the Union Committee and the Plant Manager.

Clause 11.02

If the Union Committee does not agree with a proposed change in the schedule of hours the Company will proceed with the change subject to the Union's right to grieve.

Clause 11.03

Schedule of Hours:

Hours of work for seven(7) days continuous shift employees will be:

(42 hour) Week Average

Shift 1 - 11:30 p.m. - 7:30 a.m.

Shift 2 - 7:30 a.m. - 3:30 p.m.

Shift 3 - 3:30 p.m. - 11:30 p.m.

Steady Day Workers:

(40 hour) Monday to Friday

8:00 a.m. - 4:30 p.m.

7:00 a.m. - 3:30 p.m.

Intermittent shift "A" - Warehouse

(40 hour) Monday to Friday

Day Shift: 7:30 a.m. - 3:30 p.m.

Afternoon Shift: 3:30 p.m. - 11:30 p.m.

Intermittent shift "B" - Warehouse

(40 hour) Monday to Friday

Day Shift: 7:30 a.m. - 3:30 p.m.

Afternoon Shift: 3:30 p.m. - 11:30 p.m.

Night Shift: 11:30 p.m. - 7:30 a.m.

Clause 11.04

Normally scheduled hours will be posted for day, intermittent and continuous shift workers. Whenever practicable, employees shall be given at least twenty-four hours notice of any change in shifts or hours.

Clause 11.05

It is understood that the foregoing provisions shall not constitute a guarantee of hours of work per day or of days of work per week, nor shall these schedules be arbitrarily modified for the purpose of avoiding the payment of overtime.

Clause 11.06

Rest Periods

The Company agrees to grant each employee during each half of a shift, a rest period not to exceed ten(10) minutes, which will be arranged by the Supervisor.

Clause 11.07

Lunch Periods:

The Company will grant to each employee on a continuous shift operation, a thirty(30) minute paid lunch break. Employees on steady day work will be allowed an unpaid lunch period of thirty(30) minutes.

**Article 12
JOBPOSTING**

Clause 12.01

Subject to clauses 12.02 and 12.03, the Company shall post notice of all job vacancies or new classifications coming within the scope of this Agreement. Such notices shall be posted on the Human Resources and Warehouse bulletin boards for a period of five(5) days.

- a) Employees shall apply in writing on forms supplied by the Company, for posted jobs.

- b) In filling vacancies, preference will be given to employees on the basis of skill, competence and ability for the job concerned.

When those qualifications are met, the employee having the greatest plant-wide seniority will be given preference.

- c) When employees **are** not successful, they shall revert back to their last job and this procedure shall be applied to all jobs affected by the posting.
- d) It is understood, however, that if a vacancy is not filled for thirty (30) days it shall be considered a new vacancy for the purpose of posting.
- e) The name of the successful applicant will be posted on the Human Resources and Warehouse bulletin boards **as** soon **as** possible after the expiry date of the job posting.
- f) Upon request to the Human Resources Department, applicants who do not receive the position applied for will be given in writing the reasons why their application was refused. Unsuccessful applicants may lodge grievances **as** provided under 7.03(b).
- g) The President of the Local shall receive copies of all postings.
- h) Successful applicants to permanent positions that are lateral or downward need not be considered on subsequent job postings for a period of six(6) months from the date of appointment.
- i) If employees file a written notice with the Human Resources Department **as** to their interest in applying for a stipulated regular, full-time job should one become available during **an** absence due to vacation, their application will be given consideration.

Clause 12.02

Appointments to Supervisor and above the rank of Supervisor or leadhand positions shall not, however, be subject to the provisions of this Article. All appointments to these positions will be posted on the Company's notice board.

Clause 12.03

Job vacancies in a classification from which employees have been previously displaced as a result of a reduction in the work force shall not be subject to the provisions of this Article. Employees previously displaced from such jobs shall return to their former classifications as the vacancies occur.

Article 13

WAGES

Clause 13.01

Wage Rate (Schedules):

The wage rates during the life of this contract for the Brampton factory shall be as shown in Appendix "A".

Clause 13.02

New Classifications:

It is agreed that the Company has the right to establish new job classifications during the life of this Agreement and apply a wage rate for such classification. This will be discussed with the Union prior to implementation. If no agreement is reached the Union may lodge a grievance beginning at Step No. 3 of the Grievance Procedure, as provided in Article 7 of this Agreement.

Clause 13.03

Shift Premiums:

- a) In addition to the employee's regular hourly base rate, a shift differential will be paid to all employees working the afternoon shift. The amount of the differential will be thirty cents (\$0.30) per hour.
- b) In addition to the employee's regular hourly base rate, a shift differential will be paid to all employees working

the night shift. The amount of the differential will be ~~thirty-seven~~**cents(\$0.37)per** hour.

Clause 13.04

Leadhand and First Aid Premiums

Leadhands shall receive a minimum of twenty-five **cents(\$0.25)per** hour more than the top rated jobs under their jurisdiction. The assigned qualified First Aid Attendants shall receive twenty five **cents(\$0.25)** per hour over their normal rate.

Instructor Premium:

Instructors will receive twenty **cents(\$0.20)per** hour over the leadhand rate.

Clause 13.05

I.S. Machine Premiums will be as follows:

6 Section - single gob	- \$0.15
• double gob	• \$0.29
• triple gob	• \$0.35
8 Section - single gob	- \$0.17
• double gob	- \$0.39
• triple gob	- \$0.48
10 Section - triple gob	- \$0.65
12 Section - triple gob	- \$0.44*
* paid to both operators	

Forming Specialists shall receive the average machine premium of the machines under their jurisdiction.

Clause 13.06

When employees report for work at the regularly scheduled time for their shift, they shall be entitled to a minimum of **four(4)** hours pay at their regular hourly base rate, unless previously notified by the Company not less than **two(2)** hours prior to their normal starting time not to report and

provided that if requested by the Company the employees shall perform whatever available work to which they may be assigned.

Clause 13.07

When Classification Rate Applies:

On completion of six(6) months of active employment, a new employee shall be paid the classification rate for the job. Absences from work for any reason, including lay-off, for more than two(2) consecutive weeks will be added to the qualifying period.

Clause 13.08

Rate of Pay on Job Posting:

- a) Employees who are accepted through job postings shall receive the classification rate for the job providing that they have completed their probationary period. If employees have not completed their probationary period, they will be paid the probation rate of the appropriate group they have posted into.
- b) Employees who post back into a job which they have held previously, shall, if accepted on the job, receive a rate at the same level of progression as they received when they last worked on the job, except as covered under clause 13.08(a).

Clause 13.09

Hot Pay

Employees on Furnace Repair shall be paid thirty-five cents(\$0.35) per hour over their regular hourly base rate as premium for "Hot Work". "Hot Work" is defined as repair work on a furnace while it is to melting or holding heat temperature and necessitating the use of aluminized heat protective clothing. In addition, when a feeder spout requires changing while under operating temperature, those employees directly handling the spout change shall receive the "Hot Pay" premium. This premium shall not apply to employees specifically hired for routine maintenance work on a furnace or feeder.

Clause 13.10
Cost of Living Allowance
1st year of the Agreement

For this purpose:

- a) "The Consumer Price Index" means the Consumer Price Index for Canada as published by Statistics Canada (1971 = 100) and hereinafter called the C.P.I.
- b) The base index means the C.P.I. for the month of July 1997 + 5%
- c) The cost of living allowance program shall provide \$0.01 per hour for each full .35 point rise in the C.P.I. over the base index. Payments, if any, will commence in the first pay period beginning in the month following the publication of the C.P.I. for October 1997 based on the total point advance in the October 1997 C.P.I. over the base index. Thereafter, the allowance will be adjusted upwards or downwards as required at three months intervals based on the index as of January 1998, April 1998 and July 1998.
- d) This allowance will be paid only on regular hours actually worked and shall not be considered for the purpose of computing overtime, premium time or any other earnings for any benefits based on wages unless otherwise required by law.
- e) The allowance, if any, will continue following the September 2, 1998 wage increase.
- f) No adjustment retroactive or otherwise shall be made due to any revision which may later be made in the published index.
- g) The continuance of the cost of living allowance shall be contingent upon the availability of the official monthly C.P.I. in its present form and calculated on the same basis as the index in effect at the date of signing this Agreement unless otherwise agreed by the parties.

2nd Year of the Agreement

For this purpose:

- a) "The Consumer Price Index" means the Consumer Price Index for Canada as published by Statistics Canada (1971 = 100) and hereinafter called the C.P.I.
- b) The base index means the C.P.I. for the month of July 1998 + 5%.
- c) The cost of living allowance program shall provide \$0.01 per hour for each full .35 point rise in the C.P.I. over the base index. Payments, if any, will commence in the first pay period beginning in the month following the publication of the C.P.I. for October 1998 based on the total point advance in the October 1998 C.P.I. over the base index. Thereafter, the allowance will be adjusted upwards or downwards as required at three months intervals based on the index as of January 1999, April 1999 and July 1999.
- d) This allowance will be paid only on regular hours actually worked and shall not be considered for the purpose of computing overtime, premium time or any other earnings for any benefits based on wages unless otherwise required by law.
- e) The allowance, if any, will continue following the September 2, 1999 wage increase.
- f) No adjustment retroactive or otherwise shall be made due to any revision which may later be made in the published index.
- g) The continuance of the cost of living allowance shall be contingent upon the availability of the official monthly C.P.I. in its present form and calculated on the same basis as the index in effect at the date of signing this

Agreement unless otherwise agreed by the parties.

3rd Year of the Agreement

For this purpose.

- a) "The Consumer Price Index" means the Consumer Price Index for Canada as published by Statistics Canada (1971 = 100) and hereinafter called the C.P.I..
- b) The base index means the C.P.I. for the month of July 1999 + 5%.
- c) The cost of living allowance program shall provide \$0.01 per hour for each full .35 point rise in the C.P.I. over the base index. Payments, if any, will commence in the first pay period beginning in the month following the publication of the C.P.I. for October 1999 based on the total point advance in the October 1999 C.P.I. over the base index. Thereafter, the allowance will be adjusted upwards or downwards as required at three months intervals based on the index as of January 2000, April 2000 and July 2000.
- d) This allowance will be paid only on regular hours actually worked and shall not be considered for the purpose of computing overtime, premium time or any other earnings for any benefits based on wages unless otherwise required by law.
- e) The allowance, if any, will continue following the September 2, 2000, wage increase.
- f) The continuance of the cost of living allowance shall be contingent upon the availability of the official monthly C.P.I. in its present form and calculated on the same basis as the index in effect at the date of signing this Agreement unless otherwise agreed by the parties.

4th Year of the Agreement

For this purpose:

- a) "The Consumer Price Index" means the Consumer Price Index for Canada as published by Statistics Canada (1971 = 100) and hereinafter called the C.P.I.
- b) The base index means the C.P.I. for the month of July 2000 + 5%.
- c) The cost of living allowance program shall provide \$0.01 per hour for each full .35 point rise in the C.P.I. over the base index. Payments, if any, will commence in the first pay period beginning in the month following the publication of the C.P.I. for October 2000 based on the total point advance in the October 2000 C.P.I. over the base index. Thereafter, the allowance will be adjusted upwards or downwards as required at three months intervals based on the index as of January 2001.
- d) This allowance will be paid only on regular hours actually worked and shall not be considered for the purpose of computing overtime, premium time or any other earnings for any benefits based on wages unless otherwise required by law.
- e) No adjustment retroactive or otherwise shall be made due to any revision which may later be made in the published index.
- f) The continuance of the cost of living allowance shall be contingent upon the availability of the official monthly C.P.I. in its present form and calculated on the same basis as the index in effect at the date of signing this Agreement unless otherwise agreed by the parties.

Article **14**
1 OVERTIME AND SUNDAY PREMIUM

Clause 14.01

As far as reasonably practicable, overtime will be equitably distributed among those normally performing the work to be done. The Company shall maintain a log book in each department of all overtime worked and/or refused and such log book shall be readily available for all employees in the Department to examine.

Clause 14.02

All work performed in excess of the employee's normal scheduled daily working hours will be considered overtime and paid at the rate of time and one-half(1-1/2) and at double(2) time for time worked in excess of ten(10) consecutive hours.

Clause 14.03

Continuous shift workers shall be paid at the rate of time and one-half(1-1/2) for all work performed on Sunday and at double(2) time for all work performed on the Sunday of the employee's long weekend off.

Clause 14.04

- a) Overtime and Sunday premium rates shall be calculated on the basis of the employee's regular hourly base rate exclusive of all other earnings, plus shift premium where applicable.
- b) An employee who for the convenience of the Company is required to work a second shift of eight(8) hours within a twenty-four(24) hour period due to a shift changeover shall be paid at the overtime rate for such excess hours except when the employee's shift cycle is changed as a result of a reduction of the working force.

Clause 14.05

Shift workers will protect their jobs for one(1) hour into the next shift at the applicable overtime rate.

Clause 14.06

Except as provided in 14.05 above, overtime shall be voluntary. However, employees shall be expected to cooperate with the Company in an emergency and be paid the applicable overtime rate.

Clause 14.07**Call-in pay:**

Employees called in for emergency work outside of their regular working hours shall be paid not less than the equivalent of four(4) hours pay at straight time rates, or the applicable overtime rate, whichever is higher, except when such call-in is not more than one(1) hour before the start of their regular shift, in which case the hours so worked shall be paid for at the overtime rate. Employees shall be permitted to go home if so desired after the emergency work has been completed.

Clause 14.08**Call-in on Plant Holiday**

Employees called in to work on a plant holiday shall receive a minimum of four(4) hours pay at double time or pay for actual hours worked at double time, whichever is greater. All call-ins on a plant holiday shall be on the basis of shift and classification that would normally perform the work to be done and by seniority.

Clause 14.09**Meal Allowance:**

Employees required to work(2) hours or more of overtime, either prior to or beyond their normal scheduled daily working hours shall receive a meal allowance. The amount of the meal allowance will be five dollars(\$5.00).

Clause 14.10

Overtime and premium pay shall not pyramid.

Article 15
PLANT HOLIDAYS

Clause 15.01

Plant Holidays and Hours Observed • Continuous Shift:

Subject to other paragraphs of this article, continuous shift employees who have completed their probationary period will be paid for the following holidays on the basis of eight(8) hours at their regular hourly base rate, regardless of the day on which they fall:

- | | |
|-----------------------------|--------------------------------------|
| 1. December 31st | 8. Sunday before
Thanksgiving Day |
| 2. New Years Day | 9. Thanksgiving Day |
| 3. Good Friday | 10. December 24th |
| 4. Easter Saturday | 11. Christmas Day |
| 5. Easter Sunday | 12. Boxing Day |
| 6. Sunday before Labour Day | |
| 7. Labour Day | |

The foregoing holidays shall be observed during the time periods following:

- | | |
|------------------|--|
| Nos. 1, 2 - | 7.30 a.m., December 31 until
7.30 a.m., January 2 |
| Nos. 3,4,5, - | 7.30 a.m., Good Friday until
7.30 a.m., Easter Monday |
| Nos. 6,7 - | 7:30 a.m., Sunday before Labour Day
until
7.30 a.m., Tuesday after Labour Day |
| Nos. 8, 9 - | 7.30 a.m., Sunday before
Thanksgiving Day until
7.30 a.m., Tuesday after Thanksgiving
Day |
| Nos. 10,11,12, - | 7.30 a.m., December 24 until
7.30 a.m., December 27 |

Clause 15.02

Plant Holidays and Hours Observed - Day, Intermittent and Non-Continuous Shift:

Subject to other paragraphs of this article, all day, intermittent and non-continuous shift workers who have completed their probationary period will be paid for the following holidays on the basis of eight(8) hours at their regular hourly base rate regardless of the day on which they fall:

- | | |
|------------------|---------------------|
| 1. New Years Day | 7. Thanksgiving Day |
| 2. Good Friday | 8. December 24th |
| 3. Victoria Day | 9. Christmas Day |
| 4. Canada Day | 10. Boxing Day |
| 5. Civic Day | 11. December 27th |
| 6. Labour Day | 12. December 31st |

The foregoing holidays shall be observed for a period of twenty-four(24) hours commencing at 7:00 a.m., 7:30 a.m., or 8:00 a.m., as the case may be, on the day proclaimed by Federal, Provincial or Municipal proclamation.

Clause 15.03

Plant Holiday Premium:

- a) Those employees who are, as part of their normal job, regularly required and scheduled to work on statutory holidays because of the nature of their job (i.e. Batch & Furnace Attendant, Cullet Operator and Shift Electrician) and employees who are regularly scheduled to work on a statutory holiday for the purpose of ensuring the maintenance of buildings or machinery, will be paid at double time(2x) for hours worked. Such employees who so notify the Human Resources Department before the end of the pay period in which a paid holiday occurs, may in the alternative replace such a paid holiday which they have worked by another day off which they shall take at a date mutually satisfactory to them and the Company, or subject to the same conditions, accumulate up to a maximum of five(5) days the holidays so worked so as to take them consecutively. Such days shall accumulate as such

holidays accumulate.

- b) Other employees who volunteer and are scheduled to **work on** statutory holidays shall receive a minimum of four(4) hours pay at double time(2x) or actual hours worked at double time(2x), whichever is greater.
- c) Employees who volunteer to work in accordance with clause 15.03(b) will be scheduled on the basis of the shift that would normally be scheduled to work, by classification, by seniority, provided that such employees can perform the available work satisfactorily. In the event that sufficient employees are not available from the shift that would normally be scheduled to work, **the** remaining vacancies will be filled on a voluntary basis from other shifts by employees in the classification required, by seniority, provided that such employees can perform the available work satisfactorily. Any overtime worked or refused under this clause shall not be recorded in the applicable department's overtime record.
- d) Employees called into work on a statutory holiday, as covered by Article 14, Clause 14.08, may accumulate one day even if they have worked only four(4) hours subject to the maximum of five(5) days as specified under Clause 15.03(a).

Clause 15.04

To qualify for plant holiday pay employees must work their regularly scheduled shift immediately preceding and immediately following the holiday. However, under the following special circumstances employees will also qualify:

- a) If on lay-off of fifteen(15) calendar days or less;
- b) If on authorized leave of absence of not more than ten(10) days during which the holiday is recognized and having complied with other standard requirements;

- c) If absent because of illness for at least two(2) working days either before or after the holiday or if absent because of illness for a period of not more than twenty-one(21) days within which the holiday falls providing a written confirmation of illness from the employee's physician is provided to the Human Resources Department;
- d) If absent because of a bereavement leave;
- e) If the holiday falls within an employee's scheduled vacation period.

Clause 15.05

Employees will be paid as per clauses 15.01 and 15.02 for any holidays which fall within their vacation period. Employees who wish to take an extra day off at the beginning or end of their vacation can request a one(1) day leave-of-absence from their supervisor.

Article 16
VACATIONS WITH PAY

Clause 16.01

New Employees

Employees with less than one(1) year's seniority as of December 31st shall be entitled to receive in the following year, one day's vacation **up** to a maximum of ten(10) working days for every one(1) month of accumulated seniority completed during the calendar year preceding that in which the vacation is being taken.

Vacation pay shall be 4% of the employee's gross earnings accumulated during the 12 month period ending December 31st prior to the vacation year.

Clause 16.02

Employees who have completed one(1) or more years of accumulated seniority by December 31st of the preceding

year shall be entitled to receive in the following year vacations with pay on the following basis.

Accumulated Seniority	Vacation Entitlement	% of Previous Calendar Year Earnings
1 year	2 weeks	4%
5 years	3 weeks	6%
11 years	4 weeks	9%
20 years	5 weeks	11%
30 years	6 weeks	13%

Employees will be entitled to vacation pay based on the applicable percentage of their previous year's earnings or their weekly wage calculated on applicable normal working hours for each week of entitlement, whichever is the greater.

Clause 16.03

An employee upon termination of employment for any reason shall be entitled to receive accrued vacation allowance for the previous year in accordance with the terms of the Collective Agreement. For the current year such employee shall receive the appropriate percentage of year-to-date earnings based on accumulated seniority as of date of termination as follows

Accumulated Seniority	% of Previous Calendar Year Earnings
Less than 5 years	4%
5 years but less than 11 years	6%
11 years but less than 20 years	9%
20 years but less than 30 years	11%
30 years	13%

An employee who does not give at least seven (7) days' written notice of resignation shall be entitled to receive accrued vacation allowance in accordance with the terms of the Collective Agreement for the previous year and in accordance with the terms of the Employment Standards Act of the Province of Ontario for the current year.

Clause 16.04

Employees off work because of sickness or injury may upon request to the Human Resources Department receive vacation pay in lieu of vacation.

Clause 16.05

Vacations must be taken during the calendar year in which they are due.

Clause 16.06

Eligible employees will be granted their additional week of vacation with pay after the date in the year in which they qualify and each succeeding year thereafter.

Clause 16.07

- a) Should the company decide to stop production for the purpose of granting vacations, it will be in the period of July 1st to Labour Day and the company agrees to advise the Union at least ninety(90) days and sooner if possible prior to the shutdown.
- b) If a plant shutdown is contemplated during the Christmas season, the Union will be notified thirty(30) days and sooner if possible, prior to the date of the plant shutdown.

Clause 16.08

- a) Separate deposits will be made for each week of vacation entitlement.
- b) All deductions normally made from an employee's regular pay shall be deducted from the employee's vacation pay.

Clause 16.09

- a) Vacation requests submitted by April 1st will be considered based on seniority. Vacation requests submitted after April 1st will be considered on a first come first served basis.

- b) The number of employees who may be absent on vacation at any one time, in any one classification, department or shift, will be determined depending on the production requirements.
- c) If no vacation shutdown is scheduled, employees who submit their vacation request by April 1st shall, prior to the allocation of third, fourth and subsequent weeks of vacation to any employee, be granted two(2) weeks of vacation in the period from mid-June to mid-September.
- d) Employees eligible for vacation shall be notified of their vacation period as far as possible in advance.
- e) Employees shall receive their vacation pay, if desired, two(2) weeks preceding such period providing they requested such pay four(4) weeks preceding their vacation.

Article 17

HEALTH AND WELFARE

Clause 17.01

For those employees eligible for the following plans, the Company agrees to contribute the following percentage.

Weekly Indemnity - 100% of the premium cost for a plan which will provide 66-2/3% of the employee's basic weekly wage up to 60% of the E.I. Maximum Insurable Earnings on the basis of a 1-1-4-26 plan (first day of accident, first day hospital, fourth day of illness, with maximum claim period of twenty-six weeks).

Extended Health - 100% of the premium cost for a plan providing a \$20.00 deductible for those eligible for family coverage under this plan and \$10.00 deductible for those eligible for single coverage under this plan.

Group Life Insurance - 100% of the premium cost of existing plan will be paid by the Company. The life insurance benefit covers the following:

Employees with dependants - 200% of their "base hourly rate" times 2100 hours (maximum \$80,000.00):

Employees with no dependants - 150% of their "base hourly rate" times 2100 hours (maximum \$80,000.00).

Coverage is rounded to the nearest \$100.00.

Life insurance coverage will be provided to all retiring employees. The amount of life insurance coverage will be **\$3,000.**

Denial Plan:

The Company shall pay 100% of the premium cost for a Dental Plan based on the following **fee** schedule:

Effective January 1, 1998 - Claims paid based on 1997 ODA Schedule of Fees.

Effective January 1, 1999 - Claims paid based on 1998 ODA Schedule of Fees.

Effective January 1, 2000 - Claims paid based on 1999 ODA Schedule of Fees.

Effective January 1, 2001 - Claims paid based on 2000 ODA Schedule of Fees.

The plan covers 100% for Routine and Major Restorative Plan, Excelsior Class I and 50% of Class II and Class III.

The claims paid are subject to a deductible of \$25.00 **single/\$50.00 family** per year.

Maximum coverage is \$1,000.00 per person (single) and \$1,000.00 for each covered dependent (family) per year.

Subject to other eligibility requirements of the plans, employees will be eligible for Company paid Extended Health and Group Life insurance on the first (1st) day of the month following six (6) months of active employment.

Eligibility for weekly indemnity shall be the first (1st) day of the month following three (3) months of active employment.

Absences from work for any reason, including lay-off, for more than two(2) consecutive weeks will be added to the qualifying period.

Clause 17.02

Notwithstanding the foregoing provisions of 17.01, an employee's coverage and the Company's premium contributions in respect of that employee under the Extended Health, Group Life Insurance and Dental Plans shall be suspended from the end of the month following any month during which the employee is laid-off and until the employee returns to work upon being recalled to work by the Company.

An employee's coverage and the Company's premium contributions in respect of that employee under the Weekly Indemnity plan shall be suspended as of the last day worked following notice of lay-off.

Clause 17.03

Provision for National Plan:

In the event that during the term of this Agreement, there is introduced any health and/or welfare plan, under any Federal and/or Provincial authority which the employees of the Company are required to contribute through taxation or otherwise, it is agreed that the benefits contained in Article 17 of this Agreement shall be co-ordinated with any benefits that may be available under any such Federal and/or Provincial Plan. In the event that the costs of the co-ordinated coverage shall be less than the costs of the benefits outlined in Article 17, the Company shall provide additional Health and/or Welfare benefits, as mutually agreed to, to the extent available from the savings gained from the introduction of the co-ordinated plan.

Article 18

AUTOMATION AND TECHNOLOGICAL CHANGE

Clause 18.01

The Union acknowledges that the Company has the right to install at any time mechanical, electronic or any other type of

automated equipment. Such installations may affect the work of the entire bargaining unit or certain individuals in the unit, in which case the Company will:

- a) as far in advance as possible before the installation of such equipment, meet with the Union Committee and provide the Committee with data regarding proposed date of installation, number and classification of employees likely to be affected by it, and;
- b) provide training facilities for operating such equipment which, in the judgement of Management, will assist the senior displaced employee or employees to qualify for any new jobs so created;
- c) provide a period of time of fifteen (15) working days or such longer period as Management may decide appropriate for the senior employee or employees to learn to operate the equipment and, if in the judgement of management such employee(s) is not competent to operate the equipment after such period, then Management shall be entitled to staff the job as covered by the provision of Article 12.

Clause 18.02

Severance Pay:

- a) Subject to the seniority provisions of this Agreement, employees who become permanently displaced as a result of the closing of the plant, or a department, or as a consequence of technological changes, shall be entitled to a severance allowance in accordance with their seniority. The amount of severance allowance to which an employee shall be entitled shall be:

5 years but less than 7 years	- 3 months pay
7 years but less than 10 years	- 4 months pay
10 years but less than 15 years	- 5 months pay
15 years or more of service	- 12 months pay

- (b) All seniority rights will cease on payment of severance allowances.

Article 19
LEAVES OF ABSENCE

Clause 19.01

The employees may be granted leaves of absence by the Company upon written application to the employee's Department Head. A copy of the disposition of the request will be sent to the President of the Local Union.

Clause 19.02

Pregnancy Leave and Parental Leave:

Employees who have satisfied the eligibility requirements shall be entitled to a pregnancy and/or parental leave.

Clause 19.03

Local Union Leave:

Employees who have been elected or appointed by the Union to attend a Union Convention or business of the Union other than normal membership or committee meetings shall be granted a leave of absence without pay for this purpose. It is understood that no more than two(2) employees from any one department shall be appointed and the total from all departments shall not exceed ten(10). However, should it be necessary for more than one(1) employee from one department to be off at the same time, it will be the responsibility of the employees involved to make their own arrangement for a suitable replacement of equal classification.

During Wage Contract Negotiations only, the designated Union Committee shall be granted an automatic leave of absence to attend such meetings with Management.

Clause 19.04

One employee may be appointed or elected to work full-time for the Union and will be granted leave of absence for a period up to one(1) year and this leave will be extended by the Company from year to year upon written application by the employee. Upon expiration of the leave of absence, the employee will be re-employed in the position formerly held at the rate prevailing at the time of such re-employment.

a) **Clause 19.05**
Bereavement

(a) Employees shall be compensated at their base rate of pay for a period of not more than ~~three~~(3) days at ~~eight~~(8) hours each for absence due to death of the employee's mother, father, wife, husband, common-law wife, common-law husband, child, brother, sister, daughter-in-law, son-in-law, father-in-law, mother-in-law, brother-in-law and sister-in-law.

Employees shall be compensated at their base rate of pay for a period of **not** more than two (2) days at ~~eight~~(8) hours each for absence due to death of the employee's grandparents.

Employees who do not attend the funeral shall receive one(1) day off with pay.

(b) Employees shall be compensated at their base rate of pay for a period of not more than ~~one~~(1) day at ~~eight~~(8) hours for absence due to the death of their ~~grandchildren~~ for the purpose of attending the funeral.

(c) In **all** cases, satisfactory proof of relationship to the deceased shall be provided to the Human Resources Department.

Clause 19.06

Jury Duty:

Employees required to report for jury duty (or who have been subpoenaed as a crown witness) will receive wages calculated at regular base rate, times their normal daily working hours for any time lost from work in order to maintain continuity of pay.

It is understood that the employee must present the court certificate of service to substantiate their attendance at court and will reimburse the Company with all jury pay for those days.

Article 20
SAFETY AND HEALTH

Clause 20.01

The Company shall make reasonable provision for the occupational health and safety of their employees during the hours of their employment and take reasonable action to protect employees from injury, and the Union may bring to the attention of the Company recommended suggestions in this regard.

Clause 20.02

Such matters shall be subject to discussion between the Company and the Safety Committee.

Clause 20.03

An Occupational Health & Safety Committee shall be jointly set up on the following basis: three(3) representatives of the Union including a co-chairperson, three(3) representatives of Management including a co-chairperson and other' sub-committees as may be agreed upon by the Company and the Union.

Clause 20.04

Meetings will be held at least monthly. Minutes shall be kept and a copy shall be sent to the Local President within one(1) week after the meeting.

Clause 20.05

The Occupational Health & Safety Committee shall have as its primary purpose the prevention of accidents and the investigation of the nature and cause of accidents resulting in lost-time or which could have resulted in lost-time and to advise the Company as to the remedial action the committee feels should be taken.

Clause 20.06

Safety Equipment

(a) The Company will provide at no cost to the employees, safety equipment, which will include safety

glasses, gloves, hard hats and special safety equipment, and any wearing apparel which is necessary for the safety of the employees.

(b) Safety Shoes

The Company will pay a subsidy towards the cost of each pair of safety work shoes purchased for the employees' use with a maximum of:

- | | |
|------------------|--|
| 4 pairs per year | • Forming Department employees and Cullet Operators |
| 3 pairs per year | • Plant Maintenance and Brick & Block Setters |
| 3 pairs per year | • Maintenance and Batch and Furnace Department employees |
| 2 pairs per year | • for all other employees |

The amount of the subsidy will be \$50.00.

Employees must have completed their probation period to be eligible for the subsidy. Purchase must be proved to the Company.

(c) The Company will pay one hundred percent (100%) of the cost of prescription safety glasses for employees who have completed their probation period, providing they are purchased through the Company, to a maximum of \$100.00.

Clause 20.07

Injury at Work:

Employees who are injured while at work and are unable to work the balance of the shift during which the accident occurred shall be paid on the basis of their regular hourly base rate for the entire shift, plus shift premiums if applicable.

Clause 20.08

The Company shall ensure that there is a trained First Aid Attendant on each shift and that the person shall be assigned work in the immediate vicinity of Line 17-1 in the Cold End.

Article21
BULLETINBOARD

Clause 21.01

The Company agrees to furnish four(4) locked notice boards in mutually agreed upon locations easily accessible to the employees, for the purpose of posting notices of interest to the Local. Keys to these boards to be in possession of the Recording Secretary and Financial Secretary of the Local.

Clause 21.02

The Local may post material the subject matter of which will be restricted to recreational and social activities of the Local, notice of meetings, notice of elections of the Local and the Union.

Clause 21.03

All material will be subject to approval in writing by the Plant Manager or Manager, Human Resources before being posted.

Article22
GENERAL

Clause 22.01

Tool Allowance:

The Company will pay a yearly tool allowance of one hundred and twenty dollars(\$120.00) to employees who in the performance of their work are required by the Company to provide and maintain personally owned trade tools having a total value of three hundred dollars(\$300.00). This entitlement to be paid between December 1st and December 24th annually.

Clause 22.02

The Company will provide the employees with a cafeteria service of four hours in the middle of each shift, to cover meal breaks, seven days per week, other than for Firewatch, Batch & Tank or Electrical Maintenance, during regular cleaning hours or when suitable other arrangements have been made and mutually agreed upon.

Clause 22.03

Persons whose regular jobs are not included in the bargaining unit shall not perform any work which is normally performed by classifications included in the bargaining unit except for the purpose of instructions, experimentation and in emergencies.

Clause 22.04

Employees who have been subject to disciplinary action shall have their record amended to delete such reference to disciplinary action on the following basis: Written warnings and suspensions will be invalid after one year free of such action. Verbal warnings will be invalid after six months free of such action. This clause is not to be construed as nullifying any absentee records nor does it apply to disciplinary action resulting from violation of clause 23.01.

Clause 22.05

It shall be the duty of employees to notify the Human Resources Department of any change of address and phone number and if an employee should fail to do this, the Company will not be responsible for failure to notify such employee.

Article 23**NO STRIKE OR LOCK-OUT****Clause 23.01**

In view of the orderly procedure established by this Agreement for settling grievances, the Company agrees that there will be no lockout of its employees and the Local and the Union agree that there will be no strike or other collective action which will stop, curtail or interfere with work of the Company's operations. The Local and the Union agree that if any such collective action takes place, they will repudiate it forthwith and require their members to return to work.



Article 24
DURATION OF AGREEMENT


Clause 24:01

This Agreement shall continue until the 1st day of March 2001, and shall continue automatically thereafter during annual periods of one(1) year each, unless either party notifies the other in writing not less than thirty(30) days and not more than ninety(90) days prior to the expiration date that it desires to amend or terminate this Agreement. In the event of such notification being given as to amendment of the Agreement, negotiations between the parties shall begin within fifteen(15) days following such notification.

If pursuant to such negotiations an agreement on the renewal or amendment of this Agreement is not reached prior to the current expiration date, this Agreement expires upon execution of a new Agreement or completion of conciliation proceedings as prescribed by law, 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 this 9th day of July, 1998.

For the Company:


Jerry Collins, Plant Manager

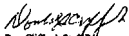
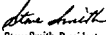
Avril Fisher, Manager, Human Resources

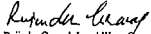
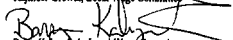

Alan Gordon, Director, Human Resources


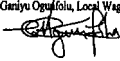
John LaScala, Manager, Ind'l Relations

Ann Ellis, Manager, H.R. Milton

For the Union:


Don Clifford, Staff Representative

Steve Smith, President

Tom Demers, Local Wage Committee

Rajinder Grewal, Local Wage Committee

Barry Kalynchuk, Local Wage Committee

Roger Marion, Local Wage Committee

Alan O'Grady, Local Wage Committee

Ganiyu Ogunfolu, Local Wage Committee


1. LETTERS OF UNDERSTANDING

1. **Drivers' Uniform**
See attached letter.

2. **Local Union Leave (Ref. Article 19.03)**
Leaves of absence will be granted for five(5) members of the Union Executive for purposes of attending the regular membership meeting, provided a notice of at least one week has been given to the Company.

3. **License Renewal**
See attached letter.

4. **Plant Holidays (Ref. Article 15.02)**
When a holiday falls on a Saturday or Sunday, an employee will be granted a lieu day at a time mutually agreed to between the Company and the employee. All lieu days accumulated in accordance with the terms of the collective agreement must be taken within 12 months of the date earned.

5. **Winter Pants and Jackets**

- a) It is agreed that the Company will supply winter pants and jackets for full time employees who regularly work in the warehouse.

One(1) pair of pants and a jacket will be supplied to each eligible employee once every two(2) years.

- b) It is agreed that the Company will supply winter jackets and pants every 2 years for full time employees who work regularly in the following job classifications:

- *Cullet Operator
- *Raw Material Unloader
- *Millwright/Welder
- *Utility Labourer-Maintenanceplant Maintenance Department

*Quality Control Inspector " A , Steady Days, assigned
ware audit and re- selection

The winter jacket and/or pants may be replaced more frequently at management discretion.

c) It is agreed that the Company will supply and replace winter jackets **as** required for full time employees who work regularly in the following job classifications:

*Batch & Furnace Attendant

*Brick & Block Setter

*Mould Storage Attendant

*Variable Parts Bench Hand

*Storekeeper

*Carpenter

*Pipe Fitter

*Vehicle Maintenance Mechanic

*Certified Instrument Technician

*Industrial Electrician/Instrument Technician

*Instrument Technician

d) It is understood that employees issued these pants and jackets will be responsible for them, will replace them in the event they **are** lost or stolen and will return them upon being issued a new pair or if terminated employment.

6. Overtime Log

a) In the case of an employee being absent from work (excluding vacations) or on a temporary posting or temporary transfer for more than one(1) week, overtime hours based on the average number of overtime hours recorded per employee in the affected work group (as per clause 14.01) during time of absence, shall be credited to the absent employee upon return to work.

b) Said average hours per employee (indicated in (a) above) shall be determined by totalling the number of overtime hours recorded during the absence and

dividing this **total** by the number of employees in the department or the affected work group. • 4

(c) In the case of new hires or employees transferring in from another department or classification designated in the collective agreement, said employees shall be credited with the average number of overtime hours recorded per employee in the affected work group (calculated in the same manner as (b) above).

7. Apprenticeship Program

The Company will follow the provisions regarding apprenticeship under the Apprenticeship and Tradesmen's Qualification Act of Ontario.

Candidates for apprenticeships will be selected as per the job posting procedures (of the collective agreement).

It is understood of course, that if there **are** no applicants for a posted job or those that do apply do not meet the qualifications, the Company will go outside of the bargaining unit to select a candidate.

The proposed wage rates for the apprentice will commence **at 85%** of the top rate for the trade involved and incremental increases in the rate will be made at **pre-determined** intervals in the program.

For example, an industrial electrician must complete 8,000 hours before being eligible to qualify for the certificate. The employee would therefore receive incremental increases after each 2,000 hours of work as an apprentice.

No apprentice will receive top rate until officially licensed.

8. Forming Bonus Plan

The Company agrees that should it determine a need to modify or discontinue the existing Forming Bonus Plan, no changes will be made without discussion and agreement with the Union.

9. Pension Plan

Effective January 1, 1997 - \$1.00 increase (\$24 to \$25)

Effective January 1, 1998 - \$1.00 increase (\$25 to \$26)

Effective January 1, 2000 - \$0.50 increase (\$26 to 26.50)

10. This letter is to confirm an understanding reached by the Company and the Union that employees do not have a right to return to their previous job after they have been posted as the successful candidate on a job posting EXCEPT as stipulated in Article 12.

11. PROCEDURES FOR ABSENCE DUE TO DISABILITY

1. Absent For One or Two Working Days

- To notify the Company at least one hour prior to the start of your shift in accordance with the posted procedure.
- For an absence due to a work-related disability, an employee will be required to provide a completed Treatment Memorandum to the Health Centre upon return to work (form available from the Health Centre).
- For an absence due to a non-occupational illness or injury, a doctor's note certifying fitness to return to work is not required.

2. **Absent Three Consecutive Working Days But
Less Than Two Weeks**

- If a work-related disability, to provide a completed Treatment Memorandum (form available from the Health Centre) within one week of date of accident or illness.
- If a non-occupational illness or injury, to provide a completed Weekly Indemnity claim form within one week of your date of disability.
- A return to work must be arranged at least one day in advance with your Supervisor or the Department Superintendent. **An** employee who fails to provide such advance notification will not be entitled to reporting pay if work is not available in the employee's classification.
- When returning to work, to provide to your Supervisor or the Health Centre, a doctor's note indicating **that** you are fit to return to work.

a) **Absent Two Weeks or More**

(a) If a work-related disability, to provide a completed Physician's Report (form available from the Health Centre) within one week of date of accident or illness.

(b) If a non-occupational illness or injury, to provide a completed Weekly Indemnity claim form within one week **of** your date **of** disability.

(c) If you expect to be disabled for more than two weeks, you must provide updated medical information in accordance with your prognosis. For example, **an** employee became disabled on April 22nd and on the initial medical form, the doctor indicated the employee would be disabled until May 15th. If the doctor later

determines that the employee will be disabled beyond May 15th, the employee must provide updated medical information to the company **prior** to May 15th.

*(d) If your doctor is uncertain **as** to when you will be able to return to work, **you are** to provide updated medical information on a monthly basis. In the case of a severe and lengthy disability, less frequent medical updates may be appropriate and they can be arranged with the Health Centre.

(e) **You** must obtain clearance from the Health Centre in order to return to work.

(f) Return to Work Notice

*Employees who have been absent from work due to disability for two weeks or more **are** responsible to consult with their physician to ensure that they **are** able to give the Health Centre at least one week's notice (subject to paragraph 3(h)(i) below) of their intention to return to work. This is so that return to work clearance procedures can be completed in advance of the date the employee is able to return to work. The Nurse shall record in the Nurse's notes, in the individual employee's file, the date and time that the employee contacted her to obtain clearance to return to work.

• If employees **are** unable to arrange clearance with the Health Centre **so** that they can return to work **on** the date indicated by their physician, they must contact the Human Resources Department at least one day prior to their return to work date **as** specified by their physician. The Human Resources Department will then consult with the Health Centre staff to determine whether the employee can return to work on the date indicated by the treating physician.

(g) Return to Work Clearance by Health Centre

Clearance by the Health Centre for serious disabilities

(i.e. two weeks or longer) is an important component of the Company's Health and Safety Programme for the following reasons:

i) to ensure that employees will not be a danger to themselves or their fellow workers when they return to work;

ii) to clarify any work restrictions required;

iii) to facilitate follow-up should the employee suffer relapse at work; and

iv) so that the Company can maintain up-to-date employee medical records.

- In order to enable an employee's physician(s) to make a more informed decision as to whether the employee is able to return to work, employees will be provided with a copy of the Physical Demands Analysis for their position at the time of the commencement of their disability absence. It is up to employees to provide such Physical Demands Analysis to their treating physician(s) and such physicians must certify on any return to work certificate that they have reviewed the Physical Demands Analysis and are satisfied as to the employee's fitness to return to work based on such review.

- Any requirement under the Procedures that an employee be cleared for return to work by the Health Centre does not include a requirement that the employee must undergo a physical capabilities medical assessment (PCMA) by the Occupational Health Physician or Nurse. Where there are reasonable and probable grounds to doubt that an employee is fit to return to work, employees may be requested to undergo a PCMA particularly where there has been an ongoing physical disability. Any such PCMA would be limited

injury to self or fellow employees. If an employee refuses to undergo a PCMA, the employee must otherwise provide reasonable medical evidence to the Health Centre certifying that he is fit to perform the work or the return to work will be delayed until such medical evidence is provided and the employee will not be entitled to be paid in the interim. A certificate from the employee's physician(s) may be considered to be reasonable medical evidence provided it clearly states that the employee has been examined by the physician and based on the physician's review of the Physical Demands Analysis of the employee's job it is the physician's opinion that the employee is fit to return to work.

(h) Pay for Work Days Missed Due to Health Centre Clearance

If an employee has been absent due to disability for two weeks or more, should there be a delay in the employee's return to work beyond the date indicated by their physician solely due to obtaining clearance from the Health Centre, the Company will reimburse the employee for all lost regular earnings provided:

I. the employee has given at least one week's advance notice of return to work to the Health Centre, or, in cases where one week's notice is not given due to circumstances beyond the employee's control and which were not caused by the employee's failure to communicate with their doctor or the Health Centre, gives as much notice as possible in the circumstances; and

II. the employee has provided satisfactory medical documentation during the absence in accordance with 3(f) and (g) above; and

III. the employee has given the Health Centre a reasonable return to work certificate or other reasonable medical evidence.

Employees whose Health and Welfare benefit coverage and/or pension accrual has lapsed during their absence, will have the same reinstated as of the first day for which they are compensated for lost earnings.

Employees who cancel, do not attend or arrive late for their appointment with the Health Centre (and cannot be accommodated) for **any** reason, will not be entitled **to** pay for lost hours or reinstatement of lost benefits. Circumstances beyond the control of the employee that prevent the employee from attending the appointment on time will not disqualify the employee from payment.

Nothing contained in this Procedure shall affect the rights or obligations of the Company, an employee or the Union under the Workers' Compensation Act (Ontario), **as** amended, or any other applicable statutes.

4. Return To Work - Modified Duties

- **An** employee absent due to disability will be evaluated for return to work on the basis of modified duties and/or hours in order to expedite and facilitate the return to work.

- **A** modified work program will be recommended by the Health Centre and be based on input from the employee's physician and/or the Workers' Compensation Board.

12. **New (ref. Clause 10.03)**

When an emergency lay off is in effect, a general written notice of **lay off may be posted in the plant** pursuant to clause 10.03 and this shall constitute effective notice of lay off **to** all employees in the bargaining unit whether **or** not they are at work and earning wages, including but not limited **to** employees who are absent from work on emergency lay off.

LETTERS

Mr. Don Clifford
Staff Representative
United Steel Workers of America

Dear Don:

Shifts

Two representatives of the Union and two representatives of the Company will meet from time to time, as may be reasonable, prior to June 30, 1998, to review different proposals that either party may make for alternative eight hour shift schedules to replace the schedules currently set out in Clause 11.03.

Yours truly,

A handwritten signature in black ink, appearing to read "Jerry D. Collins". The signature is stylized with a large loop at the beginning and several smaller loops and strokes.

Jerry D. Collins
Plant Manager

Mr. Don Clifford
Staff Representative
United Steel Workers of America

Dear Don:

Letter of Understanding #1 and #4 • Collective Agreement
September 1, 1994 - September 1, 1997

The parties agree to delete Letter of Understanding #1 and #4.

Should the Tractor Trailer Drivers be reinstated during the lift
of this agreement, the Company and the Union will recognize
these two letters.

Yours truly,

A handwritten signature in black ink, appearing to read "Jew D. Collins". The signature is stylized with a large loop at the beginning and a cursive style throughout.

Jew D. Collins
Plant Manager

**Mr. Don Clifford
Staff Representative
United Steel Workers of America**

Dear Don:

**Following the award of the outstanding leadhand
superseniority arbitration, the Company and the Union agree
to address any concerns resulting from the decision.**

Yours truly,

A handwritten signature in black ink, appearing to read "Jerry D. Collins". The signature is stylized with a large, looping initial "J" and a cursive "D" and "C".

**Jerry D. Collins
Plant Manager**

**Mr. Don Clifford
Staff Representative
United Steel Workers of America**

Dear Don:

**The Company and the Union agree to renew the General
Duties- Leadhand letter dated November 27, 1994 .**

Yours truly,

A handwritten signature in black ink, appearing to read "Jerry D. Collins". The signature is stylized with a large, looping initial "J" and a trailing flourish.

**Jerry D. Collins
Plant Manager**

**Mr. Don Clifford
Staff Representative
United Steel Workers of America**

Dear Don:

In the event that the Company experiences difficulty in recruiting skilled trades, the Company agrees to discuss with the Union, adjustments to the skilled trade wage rates.

Yours truly,

A handwritten signature in black ink, appearing to read "J. Collins", written in a cursive style.

**Jerry D. Collins
Plant Manager**

APPENDIX A

The progression times shown under Appendix A shall be deemed to be the time worked in the classification following the attainment of the classification rate.

EFFECTIVE SEPTEMBER 2, 1997

<u>PRODUCTION CLASSIFICATIONS</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>
	<u>PROBATION CLASSIFICATION</u>	<u>1 YEAR</u>	<u>2 YEARS</u>	
1. CARTON ASSEMBLER UTILITY LABOURER	14.12	15.50	-	-
2. SELECTOR PACKER PALLETIZER MECHANICAL SWEEPER OPERATOR UTILITY LABOURER - MAINTENANCE	14.19	15.61	-	-
3. OPERATOR IN TRAINING MOULD STORAGE ATTENDANT CHECKER LFHR SURFACE COATING ATTENDANT LABEL MACHINE OPERATOR	14.41	15.63	15.94	
4. CULLET OPERATOR LTO CHECKER LTOC/VERIFIER LTO PALLET PAD	14.59	16.11	16.31	
5. BATCH & FURNACE ATTENDANT RAW MATERIAL UNLOADER TRACTOR TRAILER DRIVER STOREKEEPER QUALITY CONTROL INSPECTOR "A"	14.78	16.31	16.63	16.79

6. MOULD INSPECTOR	15.38	16.79	16.99	17.30
7. VARIABLE PARTS BENCH HAND	15.54	17.06	17.22	17.45
8. FORMING OPERATOR	17.01	18.50	18.89	
9. FORMING SPECIALIST FEEDER UPKEEPMAN BRICK & BLOCK SETTER	17.73	19.25	19.41	19.65

TRADES CLASSIFICATION

1. UNLICENSED TRADES: INDUSTRIAL MAINTENANCE MECHANIC ELECTRONIC TECHNICIAN INSTRUMENT TECHNICIAN VEHICLE MAINTENANCE MECHANIC GENERAL MACHINIST	18.33	18.60	18.83	19.02
2. LICENSED TRADES - GROUP 1: INDUSTRIAL MAINTENANCE MECHANIC MILLWRIGHT/WELDER VEHICLE MAINTENANCE MECHANIC PIPE FITTER WELDER CARPENTER GENERAL MACHINIST TOOL & DIE MAKER	19.27	19.55	19.77	20.03
3. LICENSED TRADES - GROUP 2: CERTIFIED ELECTRONIC TECHNICIAN CERTIFIED INSTRUMENT TECHNICIAN INDUSTRIAL ELECTRICIAN/INSTRUMENT TECHNICIAN	19.76	20.03	20.26	20.54

APPENDIX A

The progression times shown under Appendix A shall be deemed to be the time worked in the classification following the attainment of the classification rate.

EFFECTIVE SEPTEMBER 2, 1998

<u>PRODUCTION CLASSIFICATIONS</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>
	<u>PROBATION CLASSIFICATION</u>	<u>1 YEAR</u>	<u>2 YEARS</u>	
1. CARTON ASSEMBLER UTILITY LABOURER	14.40	<u>15.81</u>		
2. SELECTOR PACKER PALLETIZER MECHANICAL SWEEPER OPERATOR UTILITY LABOURER - MAINTENANCE	14.47	15.92		
3. OPERATOR IN TRAINING MOULD STORAGE ATTENDANT CHECKER LEHR SURFACE COATING ATTENDANT LABEL MACHINE OPERATOR	14.70	15.94	16.26	-
4. CULLET OPERATOR LTO CHECKER OVERIFIER LTO PALLET PAD	14.88	16.43	16.64	-
5. BATCH & FURNACE ATTENDANT RAW MATERIAL UNLOADER TRACTOR TRAILER DRIVER STOREKEEPER QUALITY CONTROL INSPECTOR "A"	15.08	16.64	16.96	17.13

6. MOULD INSPECTOR	15.69	17.13	17.33	17.65
7. VARIABLE PARTS BENCH HAND	15.85	17.40	17.56	17.80
8. FORMING OPERATOR	17.35	18.87	19.27	
9. FORMING SPECIALIST FEEDER UPKEEPMAN BRICK & BLOCK SETTER	18.08	19.64	19.80	20.04

TRADES CLASSIFICATION

1. <u>UNLICENSED TRADES:</u> INDUSTRIAL MAINTENANCE MECHANIC ELECTRONIC TECHNICIAN INSTRUMENT TECHNICIAN VEHICLE MAINTENANCE MECHANIC GENERAL MACHINIST	18.70	18.97	19.21	19.40
2. <u>LICENSED TRADES - GROUP 1:</u> INDUSTRIAL MAINTENANCE MECHANIC MILLWRIGHT/WELDER VEHICLE MAINTENANCE MECHANIC PIPE FITTER WELDER CARPENTER GENERAL MACHINIST TOOL & DIE MAKER	19.91	20.19	20.42	20.68
3. <u>LICENSED TRADES - GROUP 2:</u> CERTIFIED ELECTRONIC TECHNICIAN CERTIFIED INSTRUMENT TECHNICIAN INDUSTRIAL ELECTRICIAN/INSTRUMENT TECHNICIAN	20.41	20.68	20.92	21.20

APPENDIX A

The progression times shown under Appendix A shall be deemed to be the time worked in the classification following the attainment of the classification rate.

EFFECTIVE SEPTEMBER 2, 1999

<u>PRODUCTION CLASSIFICATIONS</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>
	<u>PROBATION CLASSIFICATION</u>	<u>1 YEAR</u>	<u>2 YEARS</u>	
1. CARTON ASSEMBLER UTILITY LABOURER	14.69	16.13		
2. SELECTOR PACKER PALLETIZER MECHANICAL SWEEPER OPERATOR UTILITY LABOURER - MAINTENANCE	14.76	16.24		
3. OPERATOR IN TRAINING MOULD STORAGE ATTENDANT CHECKER LEHR SURFACE COATING ATTENDANT LABEL MACHINE OPERATOR	14.99	16.26	16.59	-
4. CULLET OPERATOR LTO CHECKER LTOC/VERIFIER LTO PALLET PAD	15.18	16.76	16.97	-
5. BATCH & FURNACE ATTENDANT RAW MATERIAL UNLOADER TRACTOR TRAILER DRIVER STOREKEEPER QUALITY CONTROL INSPECTOR "A"	15.38	16.97	17.30	17.46

6. MOULD INSPECTOR	16.00	17.46	17.68	18.00
7. VARIABLE PARTS BENCH HAND	16.17	17.75	17.91	18.16
8. FORMING OPERATOR	17.70	19.25	19.66	
9. G SPECIALIST FEEDER UPKEEPMAN BRICK & BLOCK SETI	18.	20.03	20.20	20.44

TRADES CLASSIFICATION

1 UNLICENSED TRADES: INDUSTRIAL MAINTENANCE MECHANIC ELECTRONIC TECHNICIAN INSTRUMENT TECHNICIAN VEHICLE MAINTENANCE MECHANIC GENERAL MACHINIST	19.07	19.35	19.59	19.79
2. LICENSED TRADES - GROUP 1: INDUSTRIAL MAINTENANCE MECHANIC GHT/WELDER VEHICLE MAINTENANCE I IPE FIT I CARPENTER GENERAL MA TOOL & DIE MA	20.56	20.84	21.08	21.34
3. LICENSED TRADES - GROUP 2: CERTIFIED ELECTRONIC TECHNICIAN CERTIFIED INSTRUMENT TECHNICIAN INDUSTRIAL ELECTRICIAN/INSTRUMENT TECHNICIAN	21.07	21.34	21.59	21.87

APPENDIX A

The progression times shown under Appendix A shall be deemed to be the time worked in the classification following the attainment of the classification rate.

EFFECTIVE SEPTEMBER 2, 2000

<u>PRODUCTION CLASSIFICATIONS</u>	<u>\$</u> <u>PROBATION</u>	<u>\$</u> <u>CLASSIFICATION</u>	<u>\$</u> <u>1 YEAR</u>	<u>\$</u> <u>2 YEARS</u>
1. CARTON ASSEMBLER UTILITY LABOURER	14.98	16.45	<i>Base</i>	-
2. SELECTOR PACKER PALLETIZER MECHANICAL SWEEPER OPERATOR UTILITY LABOURER - MAINTENANCE	15.06	16.56		
3. OPERATOR IN TRAINING MOULD STORAGE ATTENDANT CHECKER LEHR SURFACE COATING ATTENDANT LABEL MACHINE OPERATOR	15.29	16.59	16.92	-
4. CULLET OPERATOR LTO CHECKER LTOC/VERIFIER LTO PALLET PAD	15.48	17.10	17.31	
5. BATCH & FURNACE ATTENDANT RAW MATERIAL UNLOADER TRACTOR TRAILER DRIVER STOREKEEPER QUALITY CONTROL INSPECTOR "A"	15.69	17.31	17.65	17.81

6. MOULD INSPECTOR	16.32	17.81	18.03	18.36
7. VARIABLE PARTS BENCH HAND	16.49	18.11	18.27	18.52
8. FORMING OPERATOR	18.05	19.64	20.05	
9. FORMING SPECIALIST FEEDER UPKEEPMAN BRICK & BLOCK SETTER	18.81	20.43	20.60	20.85

TRADES CLASSIFICATION

1. UNLICENSED TRADES: INDUSTRIAL MAINTENANCE MECHANIC ELECTRONIC TECHNICIAN INSTRUMENT TECHNICIAN VEHICLE MAINTENANCE MECHANIC GENERAL MACHINIST	19.45	19.74	19.98	20.19
2. LICENSED TRADES - GROUP 1: INDUSTRIAL MAINTENANCE MECHANIC MILLWRIGHT/WELDER VEHICLE MAINTENANCE MECHANIC PIPE FITTER WELDER CARPENTER GENERAL MACHINIST TOOL & DIE MAKER	20.97	21.26	21.50	21.77
3. LICENSED TRADES - GROUP 2: CERTIFIED ELECTRONIC TECHNICIAN CERTIFIED INSTRUMENT TECHNICIAN INDUSTRIAL ELECTRICIAN/INSTRUMENT TECHNICIAN	21.49	21.77	22.02	22.31

NOTES

75

REMEMBER

**YOUR UNION MEETING IS THE LAST
WEDNESDAY OF THE MONTH
AT 1:00 P.M. AND 4:45 P.M.**

PLEASE ATTEND