

SOURCE	CO.
EFF.	9004 24
TERM.	9204 23
No. OF EMPLOYEES	160
NOMBRE EMPLOYÉS	L.W.

AGREEMENT

between

Carborundum Abrasives Inc.
Plattsville, Ontario

and

Local 12,
Energy and Chemical
Workers' Union
Plant & Maintenance Employees

April 24, 1990 - April 23, 1992

MAR 25 1991

0231204

INDEX

Purpose of this Agreement	3
Recognition	3
Management Rights.....	4
Stewards and Committees	4
Grievance Procedure	5
No Discrimination	9
Strikes and Lockouts	9
Seniority, Promotions and Transfers	9
Leaves of Absence	18
Hours of Work and Overtime	21
Holidays	25
Vacations	26
Jury Duty and Bereavement Pay	27
Wages	29
General Clauses	31
Cross Training	36
Termination	37
Addendums	
Group Benefit Plan	44
Safety Shoe and Tool Allowance	49
“Red Circle” Rates	50
Continuous Shift Operations	51
Pension Plan	54
Appendix I	
Jobs Available for Cross Training	61

Agreement made this 8th day of October 1990 between:

Carborundum Abrasives Inc., Plattsville, Ontario (hereinafter referred to as the Company)

and

Local 12, Energy and Chemical Workers' Union (hereinafter referred to as the Union)

Article I
Purpose of this Agreement

Section 1.01 The purpose of this Agreement is to promote the mutual interests of the employer and its employees and **to develop and insure harmonious relations among all the parties concerned.** It is **recognized by** all the parties that this **end** can best be served by the **operation of** the plant in a manner which will insure the safety and welfare of all employees, economy of operations, the improvement of quantity and quality of production, and the protection of property. It is **recognized** by this Agreement to be the duty of the employer and the employees to cooperate fully, individually and collectively for the advancement of these conditions.

Article II
Recognition

Section 2.01 The Company **recognizes** the Union or its successor as the exclusive bargaining agent for all employees of the Company except Assistant Supervisor, persons above the rank of Assistant **Supervisor**, Laboratory employees, Watchmen, office and sales staff, persons regularly employed for not more than twenty-four hours a week and guards as defined in the Ontario Labour Relations Act.

Section 2.02 All employees in the bargaining unit, as defined in Article II, Section **2.01**, who are members of the Union as of the effective date of the Agreement must remain members of the Union for the duration of this Agreement.

Section 2.03 **The Company** agrees **to deduct from the** wages owing to each employee, who has worked five **(5)** or more days in each month, union dues in the amount as specified to the Company **by** the local Union and remit the same monthly to the local Union together **with** a record of each deduction.

Section 2.04 The Company agrees that there shall not be any performance of bargaining unit work by employees who are excluded from the bargaining unit.

Committee such persons will be **compensated** for all time lost from regular work schedules to attend such scheduled **grievance** meetings with the Company. Departments, as it applies to this section, are three (3) areas; Finishing, Making and Maintenance.

Section **4.04** Each January 1, **the Union will supply a list of** all Stewards, Chief Stewards, President and all **other posts** within the Union in writing to the Human Resources **Manager**. The Company will also be notified of any **change to** the aforementioned list at the time of the change. The Company will only **recognize** the individuals on this list as Union Officials.

Section **4.05** It is agreed that the Union President will be assigned to **the day shift and will** be provided reasonable **time** to conduct Union affairs. Should the assignment of Union President to the day **shift** result **in** other employees being denied full shift rotation, then the Union President will be assigned to a day worker job, at his/her rate of pay, or as provided for in Article XIV, Section **14.07**. The Union President **will** be returned to his/her former job-when doing so does not deny other employees the opportunity for full shift rotation. However, the Union President will be returned to **his/her former job at the end of his/her term in office**.

Section **4.06** The **Company agrees to re-imburse** the members of the Bargaining Committee for regularly scheduled shifts at their normal straight time hourly rate for time lost at negotiations up to but not including conciliation.

Section **4.07** During the orientation of **new** employees, the Company agrees to provide a **designated** local Union Officer reasonable time and space to present the Union orientation program.

Article V Grievance Procedure

Section **5.01** "Grievance" as **used in** this Agreement means a disagreement as to whether the terms and conditions of the Agreement have been properly applied, administered, performed or enforced. Earnest efforts will be made by both

parties to settle grievances through the following grievance procedure in a timely fashion:

- Step 1: If an employee has a grievance which he/she has been unable to settle by discussion with his/her supervisor, it may be presented in writing to the supervisor by the employee and his/her steward within ten working days of the event on which the grievance is based. If the supervisor is unable to satisfactorily settle the grievance within three (3) days after receipt of the grievance, the grievance **may be moved to the next step. The written grievance must set forth the following:**
- a) The nature of the grievance and the **circum-**stances out of which it arose.
 - b) The remedy of correction which the Employer is requested to make.
 - c) The section or sections of the Agreement which are claimed to have been violated.
- Step 2: Within five (5) days of the decision in Step 1, the Grievance Committee may present the grievance to the Plant Manager or his/her designee. The Plant Manager or his/her designee **shah have the second step meeting within five (5) days of his/her receipt** of the written grievance. A representative of the Employer's division and/or corporate Personnel staff may be present at this meeting as well as a representative of the National Union and/or a representative designated by **the local** union. The Plant Manager or his/her designee will give his/her decision in writing within five (5) days after the meeting in this step.
- Step 3: If the grievance is not satisfactorily settled in Step 2, then within thirty (30) days either party may appeal, in writing, the matter to a single arbitrator. The parties may, by mutual agreement, refer the matter to an arbitration board.
- A. Single arbitrators will **be** chosen in the following manner:
 - 1) When a grievance is appealed to arbitration the Union **will at the same time submit the names of** four (4) arbitrators.
 - 2) Within five (5) days of receipt of the names of

these arbitrators, the Company will name four (4) arbitrators.

- 3) The Union will delete two (2) of the Company's choices and the Company **will** delete two (2) of the Union's choices.
 - 4) The four (4) remaining arbitrators will be contacted and the first available arbitrator will be the arbitrator used.
 - 5) **The** same arbitrator will not be used twice, consecutively.
 - 6) The parties shall jointly **bear the** expenses of the single arbitrator.
- B. Arbitration boards **will** be chosen in the following manner.
- 1) **Each party will nominate a board member within** five (5) days of the grievance being appealed to arbitration.
 - 2) The two nominees will attempt to select by agreement a Chairman of the Arbitration Board.
 - 3) The parties shall pay the expenses of their nominee to the Board.
 - 4) The parties shall equally bear **the** expenses, if any, of the Chairman of the Arbitration Board.

If an agreement **cannot** be reached with the name of the Arbitrator within five days, the Minister of Labour of the Province of Ontario will be asked to appoint an impartial individual to act as an Arbitrator.

Section 5.02 The Arbitration Board **shall not be authorized** to make any decision inconsistent with **the** provision of the Agreement, or to alter, modify or amend any parts of this Agreement. The decision of a majority of such Board or if there is no majority decision, the decision of the Chairman will be final and binding upon the parties.

A single Arbitrator shall not be **authorized** to make any decision inconsistent with the provision of the Agreement, nor to alter, modify, or amend any parts of **this** Agreement. The decision of the Arbitrator **will be** final and binding upon the parties.

Section 5.03 Any difference arising directly between the Company and the Union may be submitted in writing by either party at Step No 2.

discharged at the Company's lawful discretion.

An employee who has worked less than sixty (60) continuous days and has left the employ of the Company and is rehired shall have his/her previous period(s) of employment added to his/her seniority date after completion of a probationary period of sixty (60) continuous days, providing all such periods are within a twelve (12) month period from the most recent date of hire.

Section 8.02 A Seniority list will be posted on the bulletin boards and a copy provided to the Local Union President, Vice-President, Treasurer, Recording Secretary and all Union Stewards.

The Union Treasurer will also be notified once each month of the names of the new employees hired and the names of employees who have terminated their employment. Seniority lists shall be updated and reposted every six (6) months.

Where two (2) or more employees have the same seniority date, their names will be placed on the list in alphabetical order.

Section 8.03 An employee will lose his/her seniority if he/she:

- a) Quits the employ of the Company.
- b) Is discharged and is not reinstated through the grievance procedure.
- c) Is laid off for a period of more than twenty-four (24) months.
- d) Fails to return from lay-off within five days after recall by the Company. Such recall will be by registered mail to the last address furnished to the Company by the employee. The Company shall notify the Local Union Secretary of any person on the recall list they have failed to locate and any person who has declined recall.
- e) Exceeds a leave of absence, unless he/she is able to provide a satisfactory reason for his/her absence to the Plant Manager or his/her designated representative. The Plant Manager or his/her designated representative in making his/her decision, will act in a fair manner.
- f) Is absent for more than three (3) consecutive days without just cause except in the case of illness or accident, provided the Company is notified within the above period.

Section 8.04 When it shall become necessary to reduce the number of employees in an occupation the following procedure will be followed:

- a) **The least senior employee in the occupation to be curtailed will be declared excess.**
- b) i j The excess employee shall displace **another employee** who has less seniority provided the excess employee has the ability according to the following factors which **will** be used by the Company to determine qualifications and ability to do the work:
 - “Previous incumbency on the job according to the Employee Record” **(not required when displacing a probationary employee)**
 - “Physical Fitness”
 - “**Ability to do the work required as outlined in the Canada Sand Papers Job Descriptions**”
- ii) **The excess employee will start in the highest rate and proceed to each lower rate to find an employee to displace.**
- iii) **In each rate the excess employee will start with the most junior employee of that rate and work up the seniority of that rate until they find the first employee that they have the ability to displace who is junior to them.**
- iv) In the event a dispute arises as to an employee’s qualifications and ability to perform a job, the employee shall be granted an opportunity to demonstrate his/her ability by actual performance on the job providing such **opportunity will not** endanger himself/herself or other employees or cause damage to equipment or machinery. Such demonstration period **will not exceed four (4) hours. Employees displaced** by this procedure **will** exercise the same displacement rights as provided herein and so on until the necessary reduction is accomplished. The employee curtailed must **serve** notice of his/her intent to demonstrate his/her ability within forty-eight **(48)** hours **after receiving his/her written curtailment notice.**
- c) Any such excess employee not wishing to displace **an employee** as provided above, may displace the least senior employee in the lowest job rate provided he/she **has the qualifications** and ability to perform the work and his/her seniority is greater at the time of the reduction.

- d) "Previous incumbency on the job" as referred to in Section 8.04 (b) shall not apply to those jobs that are indicated in Schedule "A" of this Collective Agreement.
- e) Employees assigned to a job as a result of the above procedure, who fail to make good on the job they are assigned to, will be reassigned to available work in an equal or lower rated job occupation than from which they were curtailed, provided their qualifications and seniority will allow.
- f) The President, Chief Steward, Vice-President, Recording Secretary and Treasurer shall be retained at work, notwithstanding their positions on the seniority list, providing they are qualified to perform the work available.
- g) It is agreed that employees will be given a minimum of one (1) calendar week's notice of any lay-off or one (1) week's pay in lieu of notice. A lay-off, as it applies to this paragraph (g), is five (5) or more consecutive days.
- h) **The company agrees to give the Union President a copy of layoff notices at time of issue and any curtailment list developed.**

Section 8.05 Seniority will accumulate during layoff up to the length of seniority with a maximum of two years. Such seniority accumulation will not apply to credited service under the Pension Plan.

Section 8.06 When there is a need for additional employees in an occupation, the following procedure will be used to fill these vacancies:

- a) Employees actively at work in the plant who have been curtailed from the occupation, will be transferred back to the occupation in order of seniority except if the employee who was curtailed has subsequently successfully bid to another job in which case they shall have the opportunity by seniority to return to the job they were curtailed from and except as provided for in Section 8.04 (e). Employees shall not lose their recall right to the job that they have been originally curtailed from until such time as the employee has successfully bid to a job of equal to or higher rate than the job from which they have been curtailed. The occupation not filled as provided above will be posted and filled as outlined in Section 8.06 (b).
- b) **If** there are no curtailed employees actively at work, the

position will be posted and a copy given to the Union President. Such posting will include a job description, number of vacancies and an anticipated commencement date. The posting period will be three (3) working days. When continuous 4 shifts are worked, the posting period **will** be five (5) working days. Any employee who wishes to bid must notify the Personnel Department in writing during the posting period. In filling a posted job the Company will only consider those employees making application.

The following factors will be considered in making the selection of an employee to fill the job:

- i) Physical fitness.
- ii) Ability to do the job as **outlined** in the Canada Sand Papers Job Description.
- iii) Seniority.

The most senior employee making application who meets the first two factors will be selected. The selected employee will be given a period of time to train and acquaint him/herself with the new position. If during the first five (5) days of this period of time the employee wishes not to remain on the new position, he/she will be ~~returned to his/her former position.~~ **However, he/she** will be prevented from bidding on another posting to that same job for a period of six (6) months.

An employee **who is found suitable for any given job will** have his/her application for such job marked "accepted". Should the employee prove unable to perform the duties in an acceptable manner, the application **will** be marked "rejected" and withdrawn from file. Reasons for such rejection to be supplied, in writing, to the Union and the employee.

- c) Employees going on vacation or other approved absences may file a request with the Company to ensure their eligibility and consideration for any permanent vacancy occurring during their absence.
- d) The employer agrees to post permanent office Union job openings simultaneously on office and plant job posting boards. Plant employees wishing to be considered for such openings may do so within the posting period provided in this Article. The employer is under no obligation to **fill** such posted job **with** a plant applicant.
- e) If there are no successful bids on the posted vacancies,

employees on the recall list **will** be recalled in order of seniority. Employees who refuse recall to tram under **this section shall not lose their seniority nor shall their** recall rights to other jobs or training opportunities be affected.

- f) Where a job posting for a permanent position has not been filled under the above procedures, consideration will be given to probationary employees who have bid on the job. The employee with the earliest start date will be assigned to the job at the minimum rate for that classification. Any vacancy resulting from a probationary employee being assigned to a job as a result of this provision will be filled by a new hire or another probationary employee.
- g) **If**, after the above procedure, vacancies **still** remain, **the** Company will be free to use its discretion in filling the vacancy.
- h) When a new job is created in the bargaining unit, the occupation will be posted in the plant and filled in accordance with **the** factors as outlined in Section **8.06 (b)**. If there are no bids received or if there are no qualified bidders, the Company is free to fill the vacancy at its discretion.
- i) An employee who bids on a job may withdraw such application at any time by applying in writing to the Personnel Department.
- j) The successful bidder will be entitled to the vacancy unless such bidder is notified in writing that the vacancy has been cancelled.

Section **8.07** Any employee who is a successful bidder will not be considered for any further vacancy for a period of six **(6)** months except where such vacancy is in an equal or higher rated category. Similarly, any employee who rejects **a transfer to any job will sign a waiver to that effect and will** not be considered for the same job for a period of six **(6)** months.

Section **8.08** Due to the unique operations of the # 3 Making Department, operating requirements from time to time necessitate changes in shift schedules, numbers of shifts and the number of employees.

- a) When it is necessary to reduce the number of employees

in the # 3 Making Department, the most senior employees will be given the first **opportunity** to decide which jobs they wish to be assigned to in the # 3 Making Department provided they have the qualifications to **perform** such work. Those employees who are declared excess will displace junior **employees** in other classifications as provided for in Section 8.04 (b). If displacement is not possible, they will be laid off.

- b) When it is necessary to increase the number of people in the # 3 Making Department, the following procedure will be used:
- i) The most senior employees will be given the first opportunity to decide **which** jobs they wish to be assigned to in the # 3 Making Department provided they have the qualifications to perform such work.
 - ii) Curtailed employees actively at work who are curtailed from the remaining vacancies will be returned **to their former positions.**
 - iii) Remaining vacancies will be posted and **filled** in accordance with Section 8.06 (b), (e), (f) and (g).

Section 8.09 "As production schedules permit, temporary vacancies and surges of work will be filled from within the job groupings as defined in Appendix I. When assigning employees having previous incumbency to temporary vacancies which have not been posted, the Company will endeavour to make such assignments on a rotational basis. Temporary vacancies which have not been filled in accordance with the above will be filled through the following procedures:

- a) For those vacancies that are for a known duration of five (5) or less days:
- i) If the vacancy still exists, the curtailed employees actively at work in order of seniority will fill the vacancy.
 - ii) **If the** vacancy still exists, qualified employees on the recall list will be offered the opportunity to do the job but **if** the employee refuses he/she shall not lose his/her seniority nor shall he/she lose his/her recall rights.
 - iii) When temporary assignments cannot be filled by the above, the Company will be free to fill the vacancy at its discretion.

- iv) Employees shall return to their former jobs at the end of the temporary vacancy.
- b) For vacancies of a known duration in excess of five (5) days, the following procedure will apply:
 - i) The curtailed employees actively at work in order of seniority will fill the vacancy.
 - ii) If the vacancy still exists, the Company will post the vacancy immediately for one (1) day and the Company will have three (3) days to fill the vacancy.
 - iii) If the vacancy still exists, qualified employees on the recall list will be offered the opportunity to **do the job** but if the employee refuses he/she shall not lose his/her seniority nor shall he/she lose his/her recall rights.
 - iv) When temporary assignment cannot be filled by the above, the Company will be free to fill the vacancy at its discretion.
 - v) Employees shall return to their former jobs at the end of the temporary vacancy.
- c) For surges of work for longer than four (4) weeks the vacancy will be filled by Section 8.06.
- d) When an additional shift is required and the duration of the shift is shorter than two (2) months, the job or jobs will be considered as a temporary vacancy and the employee(s) in these positions shall return to the job they last held.
- e) **For vacancies as a result of 8.06 (b) the Company may fill** the resulting vacancies at its discretion for a maximum of ten (10) working days.

Section 8.10

- a) Excepting temporary disabilities, should an employee because of health or other reasons acceptable to the Company, have to withdraw from **his/her** job, he/she shall be placed in the lowest rated job in the plant provided he/she is qualified and **his/her** seniority is greater. Such employee will not be considered again for the job from which he/she withdrew for a period of one (1) year.
- b) If, in the Company's opinion, a bargaining unit employee, as a result of a major medical condition, has become unfit or handicapped to the extent that he/she can no longer **perform his/her** regular job, the Company **will**

make every attempt to obtain suitable employment for him/her if available.

In the event that suitable employment is not available, such employee will be placed on a job that he/she would be able to perform as a regular employee. This may include the displacement of less senior employees. This only takes place upon the agreement of both the Union and the Company. This section will only apply when 8.10 a) cannot be used.

Section **8.11** Senior employees working within occupations having more employees than required for rotating shifts may, with one (1) week's written notice, decline to work the shift schedule provided the Company has sufficiently qualified junior employees within that occupation to fill the shift schedule.

Section **8.12** Transfer from Plant Unit to Office Unit

- a) When an employee is transferred from the Plant Bargaining Unit to the Office Bargaining Unit then such employee shall be considered a new employee with no seniority in the Office Bargaining Unit.
- b) An employee so transferred **will** not be required to serve the probationary period as provided for in Article 8, Section 8.01 of the Office & Clerical Employees Collective Agreement.
- c) A transferred employee shall be entitled to participate in the Employee Benefit Programmes, Appendix I of the Office & clerical Employees Collective Agreement, on the first day of the month following his/her date of transfer.
- d) Vacation entitlement shall be based on the employee's office continuous service plus the years of accumulated **seniority in the Plant Bargaining Unit, which together shall** be deemed "continuous service" for the purposes of Article 12, Section 12.01 of the Office & Clerical Employees Collective Agreement.
- e) Entitlement for **Earnings** Continuance shall be the same

as that of a new employee.

- f) If, after thirty (30) working days, the Employer finds that a transferred employee cannot satisfactorily perform the duties of the job, the employee will be returned to his/her former job and rate of pay.
- g) A transferred employee may not transfer back to the Plant Bargaining Unit except in the event of his/her layoff from the Office.
- h) In the event the employee is laid off from the Office Bargaining Unit he/she will be returned to the Plant with the seniority he/she had accumulated upon leaving the Plant Bargaining Unit and displace according to Article 8, Section 8.04 of the Plant Collective Agreement.

Article IX Leaves of Absence

Section 9.01 The Company may grant leaves of absence, without pay, for legitimate personal reasons. Requests for such leave will be submitted, in writing, to the Plant Manager, or his/her designate, for approval. The Union will receive copies of such approved requests.

Section 9.02 The Company will grant leaves of absence, without pay, to employees for the purpose of attending Union conventions and seminars provided an employee gives one (1) week's advance notice in writing.

Section 9.03

- a) The Company will grant a leave of absence, without pay, for a period of one (1) year to any employee who is appointed to a full-time staff position with the Union, the Ontario Federation of Labour or the Canadian Labour Congress provided the employee gives a minimum of two (2) weeks advance notice in writing. Such leave may be extended by mutual agreement of the parties upon annual application by the **employee** prior to the expiration of the leave.
- b) All benefit coverages will cease at the end of the month

in which the employee last worked. Employees will be allowed to maintain the benefit levels through the **Company** provided the employee pays to the Company the total premiums in advance of **the billing date**. For pension purposes, any leave in excess of ninety (90) days shall not be included in credited service.

Section 9.04 Seniority shall not **accumulate** during leaves of absence except as follows:

- a) An employee on **leave of absence for illness or injury** will accumulate seniority for not more than twelve (12) months.
- b) Seniority will accumulate during short leaves of absence to attend Union conventions not to **exceed** three (3) weeks and to attend Union training schools not to exceed twenty-four (24) weeks.
- c) Seniority will accumulate for the period of legal temporary disability in case of **illness** or injury which is compensable under the Ontario Workers' Compensation Law.
- d) **Seniority will accumulate for a maximum of thirty (30) days during a leave of absence granted under Section 9.01.**

Section 9.05

- a) An employee who becomes pregnant who has been employed for at **least** one (1) year shall be granted, upon written application, a leave of absence without pay of seventeen (17) weeks from her **employment** or such shorter absence as the employee may request.
- b) Application for such leave shall be submitted at least **three (3) weeks in advance and shall include the requested date** for the commencement of such leave and be accompanied by a certificate from the employee's doctor specifying the anticipated delivery date.
- c) Such leave shall commence during the period of eleven (11) weeks immediately preceding the estimated date of her delivery and shall not end before the expiration of six (6) weeks following the actual date of her delivery or such **extended** periods as required by the employee's condition as certified **by** the employee's doctor.
- d) Where the employee and the employer agree that the period of leave which follows the date of birth may be

less than six (6) weeks, the employeemay return to work providing a certificate from her doctor of her fitness to resume her employment. If the employee cannot perform her normal duties, the Company can order an extension of the leave provided in this article.

- e) An employee to whom such leave has been granted shall be reinstated to her former position or work of comparable nature at the same increment level of pay as she received prior to the commencement of the leave. An employee will provide three (3) weeks' written notice to the company in the event that:
 - i) she is requesting to return to work prior to the termination of the seventeen (17) weeks' leave of absence; or
 - ii) she is requesting an extension beyond the seventeen (17) weeks' leave of absence. Such request must be made three (3) weeks prior to the expiration of the ~~seventeen (17) weeks.~~
- f) Credits for seniority, vacations, and pension under the provisions of this collective agreement shall continue to accrue during the period of the leave.
- g) Contributions for any employee benefits provided under the Collective Agreement will continue to be made by the Company during such leave.
- h) An employee who has ceased to work due to complications related to pregnancy and is otherwise entitled to Maternity Leave shall be granted leave upon providing the Company, before the expiration of two (2) weeks after she ceased to work, with a certificate from her doctor stating that she was unable to perform the duties of her employment because of medical conditions arising from her pregnancy.
- i) In the event the employee is unable to return to work at the conclusion of such leave because she is disabled for non-pregnancy reasons, she must be paid disability benefits accumulated in respect of her service when the leave began. Such benefits will commence on the date she would otherwise have returned to work.

Article X
Hours of Work and Overtime

Section 10.01

For the purpose of computing the employee's pay, the standard work day will be **defined** as the twenty-four (24) hour period commencing with the start of the employee's scheduled shift and the standard work week will be forty (40) hours commencing at 00:01 Monday, with the exception of the 3rd shift of Continuous 3 Shifts which shall commence at 11:00 p.m. Sunday.

Section 10.02 The regularly scheduled work shift shall be **defined in terms of continuous operation of equipment** with relation to start and end times as follows:

Continuous 3 Shifts

shift	Start	End
1	7:00 a.m. Monday	3:00 p.m. Friday
2	3:00 p.m. Monday	11:00 p.m. Friday
3	11:00 p.m. Sunday	7:00 a.m. Friday

See Notes 1, 2 and 4

continuous 2 shifts

shift	Start	End
1	6:00 a.m. Monday	2:00 p.m. Friday
2	2:00 p.m. Monday	12 Midnight Thursday

See Notes 1 and 2

Continuous 4 Shifts

As defined in Addendum to Contract Number 4.

Day Workers - Monday to Friday

Start	End
7:30 a.m.	4:00 p.m.

See Note 3

Note 1 Adhesive Mix Operator and Inspector-Mixer will start one hour earlier.

ote 2 **Takedown** Operator and Maker Utility II will start one (1) hour later, except during a Hot Resin Schedule the Sizer Operator may also be scheduled to start up to one (1) hour later than their regularly scheduled starting time.

Note 3 Maintenance personnel for the purpose of boiler **start up, may** be required to work 4:00 a.m. to 12:00 a.m. Monday (paid lunch).

Note 4 Maintenance personnel who work Shift #2 (afternoons) may be required to work four 9-hour shifts (Monday to Thursday) and one 4-hour shift (Friday) to meet production requirements.

Section 10.03 Time and one-half will be paid for all hours worked in excess of eight hours within a standard work day as outlined in Section 10.02 and for all hours worked in excess of the standard work week as outlined in Section 10.02 (unless already paid on a daily basis).

Section 10.04 Time and one-half will be paid for all hours worked on Saturday and double time will be paid for all hours worked on Sunday except for employees working on continuous 4 shifts.

Employees working on continuous shifts will be paid time and one-half for the sixth consecutive day worked and double time for the seventh consecutive day worked.

Section 10.05 Nothing in this Agreement shall be construed to require the pyramiding of premium pay.

Section 10.06 Except as provided in Section 14.06 nothing within this Agreement shall be deemed to guarantee eight (8) hours work or any other number of hours in any day, or forty (40) hours or any other number of hours, in any week, or five or any other number of days in a week, or pay for any time lost from work as a result of fire, flood, power failure or other cause beyond the control of the Company.

Section 10.07

a) A record of overtime opportunity will be posted and maintained on a weekly basis. The overtime distribution

list will show hours worked, hours refused in amounts equal to hours worked, and total of the previous two as total hours. The overtime distribution list shall revert to zero (0) hours at the beginning of each calendar year. The Company **shall** offer to distribute overtime on the basis of total hours. Initially, the Company will offer overtime hours among employees in the classification where the overtime occurs, in accordance with the overtime distribution list. Subsequent overtime will be offered to employees able to **perform** the work in accordance with the overtime distribution list. The Company will attempt to keep **overtime** opportunity hours equitable among employees in accordance with the above. A maximum of forty-eight (48) hours will be maintained between **employees in the classification.**

Employees who have permanently transferred or have been curtailed into a classification will be deemed to have received overtime opportunity based on the average of their new classification.

An employee having a legitimate claim for being bypassed for **overtime** shall be given the first consideration for the next overtime **opportunity**. If the bypassed **employee** is prevented, because of curtailment, to work that opportunity he/she will be paid the equivalent of lost hours.

b) The Company shall give no less than forty-eight (48) hours notice when overtime work is desired on Saturday and Sunday. It is understood that emergency situations may occur and that employees are expected to respond to reasonable requests to work the necessary overtime.

Section 10.08 A request from the Union for hours of work other than those provided for in other sections of this Agreement may be considered by the Company provided reasonable and efficient coverage of job requirements are retained.

Section 10.09 Employees will be provided a minimum of twenty-four (24) hours prior **notice** of a shift change. In the event such advance notice is not given, the employee **will** be paid **at the** rate of time and one-half for the first rescheduled

shift only.

When an employee is required to change his/her scheduled shift during the course of the work week due to operation requirements, he/she shall be paid at the rate of time and one-half for his/her hours worked on the first shift following such change or changes. ~~However, this premium payment will not~~ apply where the change is due to the employee's own request, assignment as a result of a job posting or when an employee is exercising his/her seniority rights.

Section 10.10 If an employee's shift is changed after a break of only one shift, he/she shall be paid at the rate of time and one-half for the first shift following such a change.

Section 10.11 Day Worker - One ten (10) minute paid rest period will be provided in the first four (4) hours of work and one ten (10) minute paid rest period will be provided in the second four (4) hours of work: Day Workers do not receive a paid lunch.

Continuous shift workers, and employees required to run equipment or processes continuously, shall receive a thirty (30) minute paid lunch period and one ten (10) minute break period during the shift. Such break period will be scheduled so as to not interfere with normal operations.

Section 10.12 Effective October 8, 1990, a premium of sixty-two (62) cents per hour will be paid for all hours worked on afternoon shifts and a premium of sixty-nine (69) cents will be paid for all hours worked on night shifts.

Effective April 23, 1991, a premium of sixty-four (64) cents per hour will be paid for all hours worked on afternoon shifts and a premium of seventy-two (72) cents will be paid for all hours worked on night shifts.

An afternoon shift is a shift which starts between 2 p.m. and 10 p.m. A night shift is a shift which starts between 10 p.m. and 6 a.m.

Employees working on continuous four (4) shifts will be paid night shift premium for all hours worked.

Section 10.13 Effective April 23, 1986, a premium of forty-seven (47) cents will be paid for all hours worked on a "Hot Resin" or "Waterproof" run.

Section 10.14 An emergency call-in shall be defined as a call-in to perform work during a period separated from the employee's regular shift and not continuing into or extending beyond such scheduled shift.

Section 10.15 An employee responding to an emergency call-in **shall** be paid for such hours at the appropriate rate of pay, but shall be guaranteed not less than four (4) hours pay at his/her straight-time payroll hourly rate.

Article XI Holidays

Section 11.01 The following holidays will be observed: New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, December 24th, Christmas Day, Boxing Day, Employee's birthday and an additional holiday, the date of which will be mutually agreed upon by the parties. Any holiday falling on Saturday or Sunday shall be recognised on the working day nearest to the holiday or on a day mutually agreed to by both parties.

Section 11.02 An employee who completes **his/her** probationary period will be paid for any holiday which may have fallen within **his/her probationary** period. An employee who holds seniority will be paid for a holiday at the employee's regular straight-time rate **times the number of his/her scheduled hours, plus shift premium, provided the** employee works the full scheduled day immediately prior to and his/her full scheduled day immediately following the holiday.

Section 11.03 An employee will be eligible to receive **holiday** pay if the employee is absent on the last scheduled working day prior to or following the holiday by reason of **illness** or injury substantiated by medical evidence or for other bona fide reasons acceptable to the Plant Manager or his/her designate, and provided the employee is not receiving Sickness and Accident nor Workers' Compensation **Benefits**.

Section 11.04 An employee who works on the day of ob-

servance of a holiday will be paid the holiday pay allowance and, in addition, **double time** for all hours worked.

Section 11.05 An employee who is scheduled to work on a holiday and who fails to **fulfill** the work schedule will not receive holiday pay unless the employee had a legitimate reason for such absence.

Article XII Vacations

Section 12.01 Each employee who has worked in the current calendar year **shall** be entitled to receive a vacation with pay subject to the provisions of this **Article**.

Years of Seniority in the Current Calendar Year	Vacation Entitlement	Percentage of Total Annual Earnings
---	-------------------------	---

Effective April **23, 1990**

1 but less than 5	2 weeks	4
5 but less than 10	3 weeks	6
10 but less than 18	4 weeks	8
18 but less than 25	5 weeks	10
25 years or more	6 weeks	12

Total annual earnings for **the** purpose of this paragraph Section 12.01 shall include those earnings earned between July 1 of the previous year and June **30** of the current year.

Section 12.02 Employees will receive the greater of the ~~applicable percentage of their total annual earnings or their regular hourly rate as of June 30, multiplied by 40, multiplied~~ by the number of weeks they are to receive as vacation entitlement.

Section 12.03 For employees who have less than one year seniority as of June **30** of any year, they will receive **4 percent** of their total earnings from their date of employment to June **30** as vacation pay. **They** will receive **10/12** of a day's

vacation for each month worked as vacation entitlement.

Section 12.04 Vacation pay will be issued **in the second week** of July of the current calendar year. If an employee wishes to take his/her vacation and receive his/her vacation pay prior to **the second week of** July, he/she may do so by giving his/her supervisor two week's notice in writing.

Section 12.05 Vacation pay and time in excess of two weeks maybe carried forward. In such instances, weeks of vacation pay carried over will be paid at the rate calculated as of June **30** of the year in which the vacation credits were obtained. Such **re-scheduled** vacation will have secondary consideration to vacations **normally** scheduled in that calendar year.

Section 12.06 If an employee terminates **for any** reason or is laid off, vacation pay will be calculated on the basis of 2 percent of gross earnings from the previous July **1** to the date of termination or lay-off for each week of vacation entitlement as outlined in Section **12.01**.

Section 12.07 If an employee is **re-employed**, only those earnings which he/she receives after such reemployment will be considered in calculating vacation pay.

Article XIII Jury Duty and Bereavement Pay

Section 13.01 An employee who is called for jury duty, or to act as a witness in a court proceeding to which he/she has been subpoenaed, **will be paid for such time lost from his/her regular shift, the difference** between the fee which he/she receives and his/her payroll hourly rate, for each hour lost from his/her regularly scheduled shift, provided he/she returns to work if **excused in** time to do so.

Section 13.02 The Employer will protect the employee against loss of pay during absence due to a death in his/her immediate family in accordance with the following regulations:

- a) The term "immediate family" shall include only father or mother, step-father or step-mother, **step-son or step-**

daughter, brother or **sister**, father-in-law or **mother-in-law**, and grandchildren.

- b) An **employee** will be protected under such circumstances against loss of pay during the time lost from his/her regularly scheduled work hours at **his/her** regular **straight-time** hourly rate subject to the following:
- i) The time to be paid for, shall be for three **(3)** days straight time pay lost in the seven day period commencing from the day of death, which may include days after the funeral.
 - ii) Compensation shall not exceed pay for three **(3)** ~~times the number of hours in the regularly scheduled~~ work day.
 - iii) In a case under the article where because of distance or other cause the employee does not attend the funeral of his/her deceased relative, the Employer shall grant an excused absence from the hours the employee is scheduled for work in his/her regular work week of one **(1)** day between the date of death and the date of the funeral and will pay the employee for the scheduled hours not worked during the said one **(1)** day at the employee's payroll hourly rate, provided that upon request he/she furnishes the Employer with satisfactory proof of death.

Section 13.03 In the event of the death of a grandmother or grandfather or brother-in-law or sister-in-law, or son-in-law or daughter-in-law, the employee **will** be permitted one **(1)** day compassionate leave with pay.

Section 13.04 In the event of the death of his/her spouse, **son, or daughter**: the employee will be permitted five **(5)** consecutive work days compassionate leave with pay at his/her regular straight time hourly rate.

Section 13.05 In the event the death of a family member occurs while the employee is on vacation, his/her vacation may be extended by the applicable number of bereavement days.

- vii) **One (1) referee shall be appointed by the Company and one (1) shall be appointed by the Union.**
- viii) **Agreement by the referees shall be final and binding on both parties.**
- ix) **If the referees fail to reach agreement, the job description and evaluation shall be treated as a grievance and submitted in Step 2 of the grievance procedure.**
- x) **Job descriptions established prior to April 22, 1984, will only be referred by either party to the other for review, validation and reevaluation where significant inaccuracies are apparent. Significant inaccuracies are defined as factor degrees which will result in one (1) or more grade changes. A changed job description, if applicable, and the reevaluation will be submitted. The receiving party must respond in writing within 30 days with their agreement or disagreement. If no agreement is reached, the steps indicated in vi, vii, viii, and ix above shall be applicable.**
- xi) **Any rate changes as a result of the application of this section will be effective on the date of submission of the changed description/evaluation.**

Section 14.02 The progression schedule on jobs within the rate ranges as set forth in **Schedules A and B, shall not** exceed a period of six (6) months divided into intervals with promotional increments at three (3) months and six (6) months as indicated in Schedules A and B.

Section 14.03 Each new employee will be paid the minimum rate for his/her occupation as provided in subsection (a) below and all other rate changes will be made on the date as provided in sub-section a) below.

a) All rate changes that may occur as the result of the application of this Agreement will become effective on the first day of the work week nearest of the date of the change.

Section 14.04 An employee who successfully bids to any higher rated occupation will be transferred at his/her own rate or the mid point for the occupation to which he/she is transferred, whichever is higher, and will progress to the maximum of the rate in accordance with Schedules A and B.

Section 14.05 An employee who is demoted or successfully

bids to an lower rated occupation will be transferred at his/her rate or the maximum rate of the occupation to which he/she is transferred, whichever is lower, and will progress to the maximum of the rate in accordance with Schedules A and B.

Section 14.06 An employee who reports for work when there is no work for him/her without having been previously notified not to **report** for work, will be given four (4) hours pay provided he/she performs work assigned to him/her by his/her supervisor. This will not apply in a case of fire, flood, power failure or other causes beyond the control of the Company.

Section 14.07 When an employee is temporarily transferred to a higher rated job he/she will receive his/her own rate or the mid point of the job to which he/she was transferred, whichever is the greater. The Company will keep a record of time worked by an employee **assigned to a** job on a temporary basis for weekly periods. These weekly periods will be accumulated for the purposes of progression within the job range of the progression rate schedule as provided for in this Agreement. The rate of pay that an employee will receive on a second and subsequent temporary transfer will be determined by the accumulation of **time** he/she has spent on the job in accordance with the **record mentioned above**. **When an** employee is temporarily transferred to a lower rated job he/she will receive his/her own rate for the period of the time of **the** transfer. Temporary transfer does not affect an employee's progression on his/her own job.

Article XV General Clauses

Section 15.01 The Company agrees that the Union notices **may be posted on the Bulletin boards after the approval of the** Plant Manager.

Section 15.02 Monthly meetings of the Labour Management Safety Committee will be held in the interest of the safety and health of the employees.

Section 15.03 The Insurance and Pension Plan have been agreed to, and will remain in force for the life of this Agreement unless changed by Government order. A **description** of such plans has been reduced to writing **and** is made a part of this Agreement for reference.

Section 15.04

- a) **The Local Union President will be notified in writing as soon as practical of any employee promoted from the bargaining unit.**
- b) ~~Any such employee returning to the bargaining unit will do so as a new hire.~~

Section 15.05 Supervisory employees **will not perform** work normally performed by the bargaining unit, unless such work is for the purpose of training or development or in cases of emergency (an unforeseen combination of circumstances which calls for immediate action).

Section 15.06

Maintenance Training Program

- a) Preamble:

The parties recognize the importance and value of ensuring that Maintenance Department employees have a thorough knowledge of methods, practices and skills of their trades in order to meet the needs of industry and to acquire the appropriate certificates of qualification or recognition available through the **Ministry of Skills and Development**, or as may otherwise be **recognized** by the parties if not designated or regulated officially. Nothing in this Section 15.06 shall be deemed to supercede the job description and evaluation plan agreed to by the parties.

- b) Purpose:

The Maintenance Training Program is to qualify present and future Maintenance Department employees with a Certificate of Apprenticeship and a Certificate of **Qualification** in trades selected by the Company.

- c) **Education Qualifications:**

- i) An employee applying for apprenticeship training must have a **minimum** of Grade **10** standing **in** an

Ontario Secondary School or an equivalent level of education;

AND

- ii) Acceptance into the Maintenance Training Program shall be conditional upon the employee **satisfying** the requirements established by the **Ministry of Skills and Development** for entry into the **trade**.
- d) Training:
- i) Training and instruction will consist of practical **on-the-job** training and shall be coupled with related instruction at a college of applied arts and technology*
 - ii) The apprentice **will** be required to complete the **necessary periods of training** and instruction as set out in the regulations for the trade in question.
 - iii) The periods of **time** to be spent at a college of applied arts and technology shall be **determined** by the **Ministry of Skills and Development**.
 - iv) An apprentice enrolled in the trade of Electrician may be given the opportunity to take and complete the Electronic Control Course upon completing the basic, intermediate and advanced course in the trade of Electrician.
- e) Training Allowance:
- i) **When** an apprentice attends courses at a college of applied arts and technology, tuition fees, living allowance and travel expenses are paid by the Federal Department of Manpower and Immigration and the Ontario **Ministry of Skills and Development** under a shared cost arrangement.
- f) Failure to Maintain Satisfactory Performance:
- i) Present **employees** of the Maintenance **Department in Classification G, M, H, or higher who apply for and qualify for acceptance into the Maintenance Training Program** and who fail to maintain a **satisfactory level of performance will be retained in their department in the job classification held by them at the time of entering the program and be paid the appropriate rate** of pay applicable thereto.
 - ii) other employees entering the Maintenance **Training Program** who have completed their probationary period and who fail **to maintain** a satisfactory level of performance or request to be removed from the

program **will be assigned to the lowest rated job in the plant, provided they** have the qualifications and ability to perform the work and their seniority is greater at the time of the **reduction**. If such employee cannot so displace a junior employee they will be laid off and **take their place on the recall list**.

- g) Determination of Number of Apprentices:
 - i) The determination of the number of apprentices in any given trade shall be determined by **the Company** subject to the appropriate Government Regulations.
 - ii) The number of apprentices allowed to attend a college of applied arts and technology at any one time, shall be determined by the Company.
 - iii) All apprentices shall be registered under the Apprenticeship and Tradesmen's Qualifications Act of the Government of Ontario.
 - iv) Where there are more qualified candidates than openings, seniority **shall** govern.
- h) Rates of Pay:
 - i) Rates of pay shall be in accordance with a schedule of training mutually agreed to by the parties and shall **be** consistent with Government regulations.
 - ii) The starting classification for all apprentices shall be the classification called "Apprentice". Apprentices will **start at rate number 9, maximum level, and will be advanced to the maximum of the next rate following** the completion of each 1000 hours of satisfactory **performance** or each 1000 hours of credit as determined by the **Ministry of Skills and Development**.
 - iii) **Assignment to this program shall be on the basis of** an employee's bid on the posted position of Apprentice and on the basis of the employee's qualifications as determined by **the Ministry of Skills and Development**. When **determining** the successful bidder for the posted position of Apprentice, the Company shall first consider applicants from the classification Maintenance, **2nd Class**, consistent with the provision of Section **8.06**, **Failing** to get a **successful** bidder from Maintenance, **2nd Class**, the provision of Section **8.06** shall govern.
 - iv) When an apprentice is required to attend at a college of applied arts and technology, the Company will consider those hours which the apprentice attends

school as hours worked for the purposes of this Agreement. It is understood that the maximum number of hours so considered will be forty (40) hours in a week and payment will be at the rate of pay of the group to which he/she is assigned at the time in question. Where an employee is absent from school on a day on which he/she is required to attend, he/she shall not be entitled to receive pay from the Company for such day.

- v) Where an apprentice fails the examinations administered by the college of applied arts and technology and repeats same, he/she shall not be paid by the Company for time lost from work.
- vi) When an apprentice successfully completes the Maintenance Training Program and furnishes proof that he/she qualifies for a Certificate of Apprenticeship and a Certificate of Qualification, he/she shall be paid the full rate for the trade classification effective from the beginning of the pay period immediately following the completion of the prescribed hours of training and instruction established for him/her by the Ministry of Skills and Development.

Section 15.07 When the Company purchases major new production equipment, it will advise the Union of the anticipated date of installation and personnel needs so that the appropriate seniority provisions of the Agreement may be fully implemented.

Section 15.08 In the event of technological change the Company shall meet with the Union Committee to discuss the impact of such a technological change with a view to resolving any potential difficulties or conflicts. During such discussions the Union and the Company will endeavour to minimize layoffs by considering the training and retraining needs of affected employees, and/or the reassignment of such employees to positions elsewhere in the plant. However, should such technological change result in job elimination requiring termination of employment then the Company will meet with the Union Bargaining Committee to effect a settlement for those employees affected.

Section 15.09 The Company will provide space for two (2) filing cabinets for the Union's files with no liability to the Company.

Section 15.10 In the event of permanent closure of the Plattsville facility, each active employee at the time of closure will be eligible for severance pay as follows:
An amount equal to the employee's regular wages for a regular non-overtime work week multiplied by the sum of:

- a) the number of the employee's completed years of employment, and
- b) any additional number of the employee's completed ~~months of employment divided by 12.~~

This severance provision is inclusive of any provisions of the Employment Standards Act of Ontario.

Article XVI
Cross Training

1. **The Company will post a list of jobs and units required for cross training purposes by job group (reference Appendix 1). Employees may bid on jobs listed in their job groups in order of preference. Bids must be received by the Personnel Department within the posting period which shall be three weeks.**
2. **The Company will develop a cross training schedule based on seniority and job preference of the bidders. The Company will use the schedule to determine the order in which cross training opportunities will be assigned. This schedule will indicate all bids received on each job and order of preference of the bidders. A copy of the schedule will be sent to the Union President at the time of posting.**
3. **The Company will ensure completion of one cross training opportunity per successful bidder as indicated on the schedule, within a 12 month period and providing the bidder is available for such 12 month period.**
4. **Completion of the cross training requirement as shown in Appendix 1 will result in an employee being deemed**



- to have previous incumbency. Record of cross training status will be maintained and posted by department on a monthly basis.
5. Employees will be assigned within their job groups, as defined in Appendix 1, to temporary vacancies, or surges of work up to four weeks, for which they have previous incumbency.
 6. During periods of cross training, payment will be at the employee's rate of pay at the time cross training occurs. When an employee is reassigned to a job for which the employee has completed cross training, the employee will be paid at the rate of that job.
 7. An employee may withdraw a bid for cross training by notifying the Personnel Department in writing prior to completion of the cross training period.
 8. Positions vacated due to cross training opportunities may be filled by employees having successfully bid for cross training, employees having completed cross training, utility operators or lead hands. Failing this it may be filled at the Company's discretion.
 9. Upon completion of the cross training schedule, the Company will repost in accordance with 1 above. Such schedule will not exceed 12 months.

Article XVII
Termination

Section 17.01 This Agreement shall become effective on the 24th day of April, 1990, and shall remain in effect until 12:01 a.m., April 23, 1992, and thereafter shall be automatically renewed for one year periods unless either party shall notify the other party of a desire to modify or terminate this Agreement. Such notification must not be more than ninety (90) days or less than thirty (30) days prior to the 23rd day of April, 1992, or the same date in a subsequent year during the life of this Agreement.

SIGNED at Plattsville, Ontario this 8th day of October 1990,

Carborundum Abrasives Inc.

R. Dumbreck

E. Kett

C. Stephens

R. Simpson

Local 12

Energy and Chemical Workers' Union

B. Van Rassel

K. Davidson

B. Davie

C. Fowler

D. Mitchell

K. Arsenaault

J. Henderson

Schedule A

Titles, Rate Numbers and Progression Schedules from April 24, 1990, to and including April 23, 1991.

* Indicates previous incumbency is not required as per 8.04 (d).

Title	Rate No.	Min.	3 Mos.	6 Mos.
* Bench & Miscellaneous	1	11.205	11.355	11.515
* Shredder Operator	1	11.205	11.355	11.515
* Belt Puller	2	11.430	11.580	11.740
* Wide Belt Cutter Helper	3	11.655	11.805	11.965
Clerk Typist	4	11.880	12.030	12.190
* Collator Operator	4	11.880	12.030	12.190
* General Cleaner	4	11.880	12.030	12.190
* Prepare Handy Rolls	4	11.880	12.030	12.190
* Service Ream Cutter	4	11.880	12.030	12.190
Shrink Wrap & Pack Opr.	4	11.880	12.030	12.190
Skive & Taper	4	11.880	12.030	12.190

Trim Collector	4	11.880	12.030	12.190
Assistant Warehouse Opr.	5	12.105	12.255	12.415
Butt/Splice Short Belts	5	12.105	12.255	12.415
* General Helper - Maker	5	12.105	12.255	12.415
* Join & Press Short Belts	5	12.105	12.255	12.415
Large Disc Cutter Opr.	5	12.105	12.255	12.415
Packaging Clerk	5	12.105	12.255	12.415
* Service Large Press	5	12.105	12.255	12.415
Shipping Clerk	5	12.105	12.255	12.415
* Short Belt Cutter	5	12.105	12.255	12.415
Skive, Rough, Glue Opr.	5	12.105	12.255	12.415
Wrap & Pack Rolls	5	12.105	12.255	12.415
Assemble & Pack Belts/Shts	6	12.330	12.480	12.640
Butt/Splice	6	12.330	12.480	12.640
* General Helper-Finishing	6	12.330	12.480	12.640
* General Helper-Stearate	6	12.330	12.480	12.640
Intermediate Belt Cutter	6	12.330	12.480	12.640
Join & Press Long Belts	6	12.330	12.480	12.640
Join & Press Wide Belts	6	12.330	12.480	12.640
* Maker Utility II	6	12.330	12.480	12.640
Sandblast Operator	6	12.330	12.480	12.640
Skive, Feather, Taper-Int	6	12.330	12.480	12.640
Small Press Operator	6	12.330	12.480	12.640
Stock Room Attendant	6	12.330	12.480	12.640
Wide Belt Cutter	6	12.330	12.480	12.640
Wrap & Pack Belts	6	12.330	12.480	12.640
Wrap & Pack Sheets	6	12.330	12.480	12.640
Cutter & Slasher	7	12.555	12.705	12.865
Long Belt Cutter	7	12.555	12.705	12.865
Maintenance Clerk Typist	7	12.555	12.705	12.865
Mechanical Belt Cutter	7	12.555	12.705	12.865
Skive, Feather, Taper-Wide	7	12.555	12.705	12.865
Auto Packaging Machine Opr	8	12.780	12.930	13.090
Biflex Operator	8	12.780	12.930	13.090
Cloth Take Down Operator	8	12.780	12.930	13.090
Maintenance Helper	8	12.780	12.930	13.090
Reassemble Operator	8	12.780	12.930	13.090
Rewind Operator	8	12.780	12.930	13.090
Shipping Operator	8	12.780	12.930	13.090

Slitter Operator	8	12.780	12.930	13.090
Stock & Stores Operator	8	12.780	12.930	13.090
Apprentice - Start	9	13.005	13.155	13.315
Warehouse Operator	9	13.005	13.155	13.315
Order Layout	10	13.230	13.380	13.540
Ream Cutter Operator	10	13.230	13.380	13.540
Receiver	10	13.230	13.380	13.540
Takedown Operator- Maker #2	10	13.230	13.380	13.540
Takedown Operator-Stearate	10	13.230	13.380	13.540
Auxiliary Operator - Mkg	11	13.455	13.605	13.765
Large Press Operator	11	13.455	13.605	13.765
Maker Utility I	11	13.455	13.605	13.765
Roll Grinder	11	13.455	13.605	13.765
Sizer Operator	11	13.455	13.605	13.765
Adhesive Mix Operator	12	13.680	13.830	13.990
Stearate Operator	12	13.680	13.830	13.990
Takedown Operator	12	13.680	13.830	13.990
Utility Operator	12	13.680	13.830	13.990
Cloth Processing Operator	13	13.905	14.055	14.215
Dieman	13	13.905	14.055	14.215
Maker Helper I	13	13.905	14.055	14.215
Maker Operator-Maker #2	13	13.905	14.055	14.215
Adhesive Mix Opr-Stearate	14	14.130	14.280	14.440
Maintenance, 2nd Class	14	14.130	14.280	14.440
Inspector - Making	15	14.355	14.505	14.665
Inspector-Mixer-Maker #2	15	14.355	14.505	14.665
Lead Hand	16	14.580	14.730	14.890
Maker Operator	16	14.580	14.730	14.890
Automotive Mechanic	18	16.030	16.180	16.340
Maintenance, 1st Class	18	16.030	16.180	16.340
Industrial Electrician	19	16.255	16.405	16.565
Lead Hand -Maintenance	19	16.255	16.405	16.565

Schedule B

Titles, Rate Numbers and Progression Schedules from April 23, 1991.

Title	Rate No.	Rate		
		Min.	3 Mos.	6 Mos.
* Bench & Miscellaneous	1	11.655	11.805	11.965
*Shredder Operator	1	11.655	11.805	11.965
*Belt Puller	2	11.945	12.095	11.255
*Wide Belt Cutter Helper	3	12.185	12.335	12.495
Clerk Typist	4	12.425	12.575	12.735
*Collator Operator	4	12.425	12.575	12.735
*General Cleaner	4	12.425	12.575	12.735
*Prepare Handy Rolls	4	12.425	12.575	12.735
*Service Ream Cutter	4	12.425	12.575	12.735
Shrink Wrap & Pack Opr.	4	12.425	12.575	12.735
Skive & Taper	4	12.425	12.575	12.735
Trim Collector	4	12.425	12.575	12.735
Assistant Warehouse Opr.	5	12.665	12.815	12.975
Butt/Splice Short Belts	5	12.665	12.815	12.975
*General Helper - Maker	5	12.665	12.815	12.975
*Join & Press Short Belts	5	12.665	12.815	12.975
Large Disc Cutter Opr.	5	12.665	12.815	12.975
Packaging Clerk	5	12.665	12.815	12.975
*Service Large Press	5	12.665	12.815	12.975
Shipping Clerk	5	12.665	12.815	12.975
*Skive Belt Cutter	5	12.665	12.815	12.975
Skive, Rough, Glue Opr.	5	12.665	12.815	12.975
Wrap & Pack Rolls	5	12.665	12.815	12.975
Assemble & Pack Belts/Shts	6	12.905	13.055	13.215
Butt/Splice	6	12.905	13.055	13.215
*General Helper-Finishing	6	12.905	13.055	13.215
*General Helper-Stearate	6	12.905	13.055	13.215
Intermediate Belt Cutter	6	12.905	13.055	13.215
Join & Press Long Belts	6	12.905	13.055	13.215
Join & Press Wide Belts	6	12.905	13.055	13.215
*Maker Utility II	6	12.905	13.055	13.215

Sandblast Operator	6	12.905	13.055	13.215
Skive, Feather, Taper-Int	6	12.905	13.055	13.215
Small Press Operator	6	12.905	13.055	13.215
Stock Room Attendant	6	12.905	13.055	13.215
Wide Belt Cutter	6	12.905	13.055	13.215
Wrap & Pack Belts	6	12.905	13.055	13.215
Wrap & Pack Sheets	6	12.905	13.055	13.215
Cutter & Slasher	7	13.145	13.295	13.455
Long Belt Cutter	7	13.145	13.295	13.455
Maintenance Clerk Typist	7	13.145	13.295	13.455
Mechanical Belt Cutter	7	13.145	13.295	13.455
Skive, Feather, Taper-Wide	7	13.145	13.295	13.455
Auto Packaging Machine Opr	8	13.385	13.535	13.695
Biflex Operator	8	13.385	13.535	13.695
Cloth Take Down Operator	8	13.385	13.535	13.695
Maintenance Helper	8	13.385	13.535	13.695
Reassemble Operator	8	13.385	13.535	13.695
Rewind Operator	8	13.385	13.535	13.695
Shipping Operator	8	13.385	13.535	13.695
Slitter Operator	8	13.385	13.535	13.695
Stock & Stores Operator	8	13.385	13.535	13.695
Apprentice - Start	9	13.625	13.775	13.935
Warehouse Operator	9	13.625	13.775	13.935
Order Layout	10	13.865	14.015	14.175
Ream Cutter Operator	t o	13.865	14.015	14.175
Receiver	10	13.865	14.015	14.175
Takedown Operator-				
-Make? #2	10	13.865	14.015	14.175
Takedown Operator-Stearate	10	13.865	14.015	14.175
Auxiliary Operator - Mkg	11	14.105	14.255	14.415
Large Press Operator	11	14.105	14.255	14.415
Maker Utility I	11	14.105	14.255	14.415
Roll Grinder	11	14.105	14.255	14.415
Sizer Operator	11	14.105	14.255	14.415
Adhesive Mix Operator	12	14.345	14.495	14.655
Stearate Operator	12	14.345	14.495	14.655
Takedown Operator	12	14.345	14.495	14.655

Utility Operator	12	14.345	14.495	14.655
Cloth Processing Operator	13	14.585	14.735	14.895
Dieman	13	14.585	14.735	14.895
Maker Helper I	13	14.585	14.735	14.895
Maker Operator-Maker #2	13	14.585	14.735	14.895
Adhesive Mix Opr-Stearate	14	14.825	14.975	15.135
Maintenance, 2nd Class	14	14.825	14.975	15.135
Inspector - Making	15	15.065	15.215	15.375
Inspector-Mixer-Maker #2	15	15.065	15.215	15.375
Lead Hand	16	15.305	15.455	15.615
Maker Operator	16	15.305	15.455	15.615
Automotive Mechanic	18	17.035	17.185	17.345
Maintenance, 1st Class	18	17.075	17.185	17.345
Industrial Electrician	19	17.275	17.425	17.585
Lead Hand - Maintenance	19	17.275	17.425	17.585

**Addendum to Contract - Number 1
Group Benefit Plan**

All permanent, active, **fulltime** employees are eligible to participate in the Group Benefit Plan on the first day of the month coinciding with or next following the date they commence employment with the Company.

Employees do not have to prove insurability to be members of the Group Benefit Plan.

The insurance briefly described in **this** section is subject to the terms and conditions of the Group Policy issued to your Company. If you become insured, you will receive a booklet outlining your benefits under the Group Policy.

1. O.H.I.P.

The Company will pay 100% of the current cost of O.H.I.P.

2. Extended Health Care

The Company will pay 100% of the current cost of Extended Health Care. This benefit includes \$110 for prescription glasses every 24 months (effective July 1, 1988), prescription **drugs** and private hospital coverage. There is a deductible of \$10 per single and \$20 per family per year.

Semi-private hospital coverage under the Extended Health Cam Program does not require a deductible.

3. Dental Care

The Company will pay 100% of the premium for a dental plan equivalent to a Blue Cross Dental Plan No. 9, Rider No. 3, which, effective July 1, 1986 covers 80% for Routine Treatment, 50% for Major Treatment including dentures, and 50% for orthodontics (to a lifetime maximum of \$500). Effective **October 8, 1990, the 1990** Ontario Dental Association fee schedule will be used. Effective **January 1, 1991, the 1991** Ontario Dental Association fee schedule will be used.

4. Sickness and Accident

The Company will pay 100% of the cost of the Sickness and Accident premiums. Effective August 1, 1986, the benefit level increases to

66-2/3 percent of the employee's regular weekly **earnings** with a minimum of \$261 and a maximum of the current Unemployment insurance weekly maximum. **S. & A. benefits will** be in an amount as will ensure registration of the plan with the Unemployment insurance Act. This improved benefit is accepted by the Union in satisfaction of an employee's share of the unemployment insurance premium rebates which will then become payable to **the** Company.

The commencement of payments **will be** on the first day of accident or **hospitalization**, or the fourth day of sickness to the maximum of twenty-six weeks.

If you become totally disabled as a result of sickness or accident, so as to be prevented from performing the **duties of your employment and a licensed physician** certifies thereto, you will be eligible to receive weekly sickness and accident benefits. Benefits will not be payable for any period during which you are not under the care of a licensed physician.

After you return to work, if you again become disabled from a different and unrelated cause, you again become **eligible for full** benefit. Of course, you must **be under** the care of a physician licensed to practice medicine. No **disability** benefits are **payable** for a period of pregnancy leave of absence, except as provided in Article IX.

5. Long Term Disability

The Company will provide a Long Term Disability plan that will take effect when Sickness and accident benefits are exhausted. **Effective October 8, 1990, The Long Term Disability benefits will be 55% of the straight time monthly earnings at time of disability.** Long Term Disability will **commence** at the expiration of the Sickness and Accident benefit period. An employee must be disabled from performing **his/her normal job** for the first two (2) years of absence including the **S & A** period and in order for Long Term Disability to continue, the employee must **be** disabled from performing any job within or outside the Company after that two (2) year period. Upon approval of a Waiver of Premium application, **basic life insurance coverage is continued without further** premium payments until the employee's **65th** birthday, providing he/she remains disabled and submits proof of

continuing disability as requested.

6. a) Basic Life Insurance

In the event of your death, **your Life Insurance** will be payable, either **in a lump sum** or in **installments** for such fixed periods as may be arranged to any person you designate as beneficiary. You have the right to change your beneficiary at anytime, within the limits prescribed by law.

Life Insurance under this program is Term Life Insurance, which provides no cash, no loan, or paid up values. The ~~purpose of this form of insurance~~ **does not permit** the creation of such values. You are informed of this so that you will not consider the Life Insurance **provided** under the program to be an adequate substitute for regular individual life insurance policies which **you may** now have or which you may **plan** to take in the future:

Each active employee is insured for **200%** of his/her basic **annual** earnings based **on** the regular hourly rate as of September **1st** of each year if he/she is actively at work, or on the date he/she returns to active employment. The amount of life insurance will be **adjusted** to the nearest **\$1000**. Each employee is **required** to pay a premium of **\$.25** per **\$1000** of life insurance **per** month.

b) Total and Permanent Disability Benefits

If you become totally and **permanently** disabled while insured under the program and **prior** to **age 65**, through either sickness or **injury**, an amount equal to the amount of your life insurance (not in excess of **\$24,000** if you are insured for more than that amount) **will be** payable to you at a rate of **\$18.00** per month for each **\$1000** of life insurance for a maximum duration of **60** months. Such **installments**, as paid, shall reduce the amount payable at death. The first payment will be made 3 months after the receipt by the **Insurance** Company of due proof of such disability. **If** death occurs while you are so disabled and before **age 65**, **any remaining** amount **payable** in **installments** plus the excess amount if any **will be** payable as a death benefit. **If**, while **you** are so disabled, death occurs on or after **age 65**, **any** remaining amount payable in **installments**, plus the excess amount, if **any**, over **\$24,000** will be payable as a death benefit.

7. Optional Life Insurance

Employees may obtain additional insurance for themselves and/or their spouses in multiples of \$10,000 to a maximum of \$150,000 each. Employees electing Optional Life Insurance may be required to prove insurability. The employee contribution for Optional Life Insurance is \$.90 per \$1000 of insurance per month.

8. Accidental Death & Dismemberment Insurance

The Company will pay 100% of the premium for the Accidental Death & Dismemberment Insurance.

In addition to any other benefits which an employee may receive, A.D. & D. benefits will be paid in the event of death by accident or injury by accident which results in the losses as outlined in the policy with the insurance carrier, a summary of which appears in the Employee Group Insurance Plan booklet.

~~The maximum amount payable under this plan is equal to the employee's Basic Life Insurance benefit.~~

9. Life Insurance Conversion

Upon application to the Insurance Company within 31 days after your Life Insurance terminates, you may arrange to continue your Life Insurance protection under an individual policy, for an amount not greater than the amount of Basic Life Insurance you have under the **program at the time of such termination, without medical examination.** Such individual policy may be on any one of the forms of policy issued by the insurance company other than a policy of term insurance or one which provides disability benefits or special benefits in the event of accidental death, and will be issued at the rate applicable at your age and class of risk at the time.

Any such individual life insurance policy will become effective at the end of the **31-day** conversion period referred to, and if you should die during such period, whether or not you have applied for such policy, an **amount** equal to the amount of Basic Life Insurance in **force under the program immediately prior to termination** or reduction will be payable to your beneficiary.

10. Termination of Insurance

- a) All benefits terminate at the end of the month in which an

- employee quits, is discharged or laid-off.
- b) If an employee is on a personal leave of absence for any reason, benefits cease at the end of the month in which an employee goes on such leave. If the employee wishes to continue benefit coverage beyond the end of the month in which the leave commences, he/she may do so provided he/she pays the full premium. However, employees on a leave of absence are not eligible for Sickness & Accident and Long Term Disability.
 - c) While an employee is on Workers' Compensation, Sickness & Accident, Long Term Disability or Maternity Leave, all benefits stay in force. Employees are not eligible to receive Sickness & Accident or Long Term Disability benefits if they are on Maternity Leave or Workers' Compensation.
 - d) If an employee retires between the ages of 62 and 65, his/her full amount of Basic Life Insurance is continued ~~until age 65; the full premium being paid by the company.~~ In addition, he/she may carry the following benefits, the full premium being paid by the employee: Extended Health Care and Dental Care.

At age 65, Basic and Optional Life Insurance will be reduced to 40% of the amount in effect on the day preceding the 65th birthday. All other benefit coverages cease.

At age 67, Basic and Optional Life Insurances will be reduced to 20% of the amount in effect on the day preceding the 65th birthday.

No employee contributions are required for these reduced amounts of Basic Life Insurance in force after age 65. For those employees who retired prior to July 1, 1984, the previous provision will remain in effect, as outlined in the April 23, 1982, to April 22, 1984, Agreement.

**Addendum to Contract - Number 2
Safety Shoe and Tool Allowance**

a) Safety Shoes

Effective **January 1, 1989**, the Company will provide a **safety shoe allowance of seventy-five (\$75.00) dollars per year**. Effective **January 1, 1991**, this will increase to **eighty (\$80.00) dollars per year**.

b) Tool Allowance

Effective **January 1, 1983**, the Company will provide a **tool allowance of two hundred (\$200.00) dollars per year** to each maintenance employee.

c) Coveralls

Effective **August 1, 1986**, the Company will provide **three (3) pairs of coveralls per year**, and supply cleaning service for them for each maintenance employee receiving a Tool Allowance.

Addendum to Contract • Number 3
“Red Circle” Rates

The Union has been provided with a list of individuals who are incumbents of occupations which decrease **in** Grade due to the **re-evaluation** that took place and was agreed upon during the **1980** negotiations. **Those** individuals, who on August **3, 1980**, are incumbents of such occupations, will be paid at the rate number of their occupation on that date and will receive the rate as long as they continuously remain in that occupation from August **4, 1980**, forward.

**Addendum to Contract - Number 4
Continuous Shift Operations**

Agreement between Carborundum Abrasives Inc. and The Energy and Chemical Workers' Union Local 12, regarding continuous shift operations at CAL.

The parties mutually agree that the following conditions will apply to the above mentioned continuous shift operations:

1. The parties agree that the members of Local 12 affected by the **continuous** shift operations have opted for a **12 hr.** continuous shift rotation as herein described.
2. The **specifics** contained in this Memorandum of Agreement amend the provisions of the current Collective Agreement only insofar as they apply to continuous shift operations.
3. The pay period and work week shall be **defined** as the same time frame and will commence with the start of the **first scheduled shift in a week. This has been agreed as 7:00 a.m. Sunday morning, to and including 6:59 a.m. Sunday morning.**
4. All hours worked in excess of **40** in a pay period, and **12** in a scheduled work day, will be paid for at one and **one-half** times the employee's current hourly rate. Time and one-half will be paid for all hours worked on the first scheduled day off and double time for all hours worked on the second and subsequent scheduled day off in a pay **period, conditional on the employees working their regularly** scheduled days in that period. Authorized absence for such things as sickness, accident, bereavement, etc. will count as days worked for the purpose of computing **overtime** for off scheduled days, providing that **such** absences are approved by the Plant Manager.
5. The hours of work in a four week cycle for this 12 hour continuous shift will be hours of **40, 36, 48, and 36. Monday of each week from 7:00 a.m. to 3:00 p.m. will be** considered down time for the maintenance of the Maker.
6. Vacations will be scheduled within the **pay/work** week. If a holiday falls during an employee's vacation, the employee **will** either be allowed one additional day off with pay. or will be paid **time** and one-half for the first eight hours worked instead of the day off, plus his/her regular hourly pay.
7. **If** a holiday is a scheduled work day, the employee will

be paid time and one-half, plus his regular hourly pay, for all hours worked on the holiday. If a holiday falls on a normally scheduled work day for an employee, but the shift is not scheduled to work, the employee will be paid twelve hours pay at his/her hourly straight time rate. If a holiday falls **on** a regularly scheduled day off, the employee **will** receive eight hours pay at his/her normal straight time hourly rate.

8. The parties agree that there will be no start up pay loss or pay premiums for employees affected.
9. Employees **will** be paid the current continuous shift premium for all hours worked on the 12 hour shift. Additionally, employees will be paid the afternoon shift premium for all hours worked between the hours of 7:00 a.m. and 7:00 p.m. and the night shift premium for all hours worked between the hours of 7:00 p.m. and 7:00 a.m. Effective April 23, 1988, the premiums referred to herein are: **\$.54** and **\$.58** per hour respectively. Effective ~~April 23, 1989~~ **the premiums referred to herein are \$.57** and **\$.61** per hour respectively.
10. This agreement is subject to the Employment Standards Act approval as necessary.
11. This **12** hour shift schedule will be implemented effective January 4, 1981. Either party may petition the other with **30** days notice that they wish **to** renegotiate the continuous shift schedule with the provision that no additional cost **will** be incurred by the Company to put in any other continuous shift schedule.
12. There will be one additional **10** minute break period over and above that specified in Section 10.11 of the Collective Agreement, for all employees working on continuous shift.
13. Holidays for continuous shift operations will be as provided in Article 11. When a holiday falls on **an** employee's normally scheduled work day, holiday hours paid will be considered as hours worked for purposes of overtime calculation.
14. A continuous shift employee who works a designated **holiday**, and the total hours worked in the work week **exceed 40**, will be paid as **follows**: halftime premium is paid for all hours **worked in excess** of **40**. All hours worked on the designated holiday are paid **at 2.5** times.
15. **If an** employee works his/her first scheduled day off, he/

she is paid at 1.5 times. If this day is also a designated holiday,, he/she is paid an additional 1.5 times.

16. When a designated holiday falls on a maintenance shift day, and the employee works only 4 hours, he/she is paid at 2.5 times for the 4 hours, and 1 times for 8 hours straight.
17. If an employee is legitimately sick under situation "16" then he/she is paid 8 hours holiday pay.
18. Premium pay for work on a holiday applies to the shift(s) where work day commences on the day of the designated holiday.

**Addendum to Contract - Number 5
Pension Plan**

The non-contributory pension plan provides to an employee retiring after **October 8, 1990**, a pension of **\$21.00 per month** times years of credited service. An employee retiring after **May 1, 1991**, will receive a pension of **\$22.00 per month** times years of credited service. The Rules and Regulations of the Pension Plan will form part of this Agreement.

SIGNED at **Plattsville, Ontario** this **8th** day of **October 1990**,

Carborundum Abrasives Inc.

R. Dumbreck

E. Kett

C. Stephens

R. Simpson

Local **12**

Energy and Chemical Workers' Union

B. Van Rassel

K. Davidson

B. Davie

C. Fowler

D. Mitchell

K. Arsenault

J. Henderson

June 25, 1986

Mr. G. Buchanan
National Representative
Energy and Chemical Workers' Union

This letter is to confirm our understanding regarding skill trades classifications.

Apprentice, Maintenance Class I. Industrial **Electrician** and Lead Hand Maintenance will no longer be evaluated according to the Job Evaluation Program but their rates of pay **will** be **negotiated separately**. However, **Apprentice, Maintenance** Class I, Industrial Electrician and Lead Hand Maintenance **will** maintain a job description.

(signed)
R. Dumbreck
Director of Manufacturing

June 28, 1988

Mr. K. Davidson
President
Local 12, E.C.W.U.

Re: Contracting Out

Recognizing the concern expressed by the Union Bargaining Committee during our 1988 negotiations, the Company assures the committee **that** it is not its intention to use contracting out to eliminate job classifications.

(signed)
R. Dumbreck
Director of Manufacturing

June 16, 1988

Mr. K. Davidson
President
Local 12, E.C.W.U.

Re: Cross Training

A procedure for cross training within a job group will be established and implemented by the Company during the life of this agreement.

(signed)
R. Dumbreck
Director of Manufacturing

July 30, 1990

Mr. **K.** Davidson,
President,
Local **12, E.C.W.U.**

Letter of Intent

Upon completion of an agreed to list of previous incumbency by employee, Section **8.04 b) iv)** of the Collective Agreement will no longer apply.

Yours truly,

(signed)
R. Dumbreck,
Director of Manufacturing

September 5, 1990

Mr. K. Davidson,
Local 12, E.C.W.U.

Letter of Understanding

Slitter Operators

It is the Company's intention to address the training issues raised during these negotiations regarding the slitting operations. To this end the Company will give priority to the on-the-job training needs of existing and new incumbents over any scheduled cross training.

(signed)
R.Dumbreck,
Director of Manufacturing

Appendix I
Jobs Available for Cross Training

Job Group No. 1

Maker No. 3	Units Required *
1. Sizer Operator	10
2. Auxiliary Operator - Making	30
3. Takedown Operator	10
4. Adhesive Mix Operator	20
5. Maker Helper I	10
6. Inspector - Making	25
7. Maker Operator	20

Job Group No. 2

Stearate Line

1. Stearate Operator	10
2. Takedown Operator - Stearate	10
3. Mixer/Inspector - Stearate	15

Job Group No. 3

Maker No. 2

1. Takedown Operator - Maker #2	10
2. Inspector/Mixer/Sizer - Maker #2	20
3. Maker Operator - Maker #2	20

Job Group No. 4

Receiving/Primary Conversion

1. Receiver	20
2. Stock and Stores Operator	20
3. Wrap and Pack Rolls	10
4. Rewind Operator	10
5. Slitter Operator	20
6. Biflex Operator	10
7. Order Layout	20

Job Group No. 5

Sheets/Discs

1.	Shrink, Wrap, and Pack	10
2.	Wrap and Pack Sheets	10
3.	Auto Packaging Machine Operator.. ..	10
4.	Ream Cutter Operator	20
5.	Trim Collector	2
6.	Packaging Clerk	10
7.	Large Disc Cutter	10
8.	Small Press Operator	10
9.	Large Press Operator	15

Job Group No. 6

Belt Department

1.	Packaging Clerk	10
2.	Intermediate Belt Cutter.. ..	10
3.	Wide Belt Cutter.. ..	10
4.	Skive, Feather, Taper	10
5.	Sandblast Operator	10
6.	Skive, Feather, Taper - Wide	10
7.	Mechanical Belt Cutter	10
8.	Butt Splice Short Belts	10
9.	Join and Press Wide Belts	10
10.	Butt Splice	10
11.	Wrap and Pack Belts	15
12.	Assemble and Pack Belts	15
13.	Cutter and Slasher	10

Job Group No. 7

Warehouse and Shipping

1.	Clerk Typist	20
2.	Shipping Clerk.....	20
3.	Assistant Warehouse Operator.. ..	10
4.	Warehouse Operator.. ..	20
5.	Reassemble Operator.. ..	20
6.	Shipping Operator	25

**Job Group No. 8
Maintenance**

1. Maintenance Clerk Typist20
2. Roll Grinder20

* 1 Unit = 4 Consecutive Hours