

# **AGREEMENT**

**BETWEEN:**

**CARGILL LIMITED  
MANITOBA POOL ELEVATORS  
PARRISH & HEIMBECKER LIMITED  
RICHARDSON TERMINALS LIMITED  
SASKATCHEWAN WHEAT POOL  
UNITED GRAIN GROWERS LIMITED**

**(each respectively hereinafter referred to as "The  
Company");**

**OF THE FIRST PART  
and**

**TRANSPORTATION . COMMUNICATIONS  
INTERNATIONAL UNION  
LODGE 650**

**(hereinafter referred to as "The Union").  
OF THE SECOND PART.**

## **1994-1997**

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THIS AGREEMENT made in duplicate this 5<sup>th</sup> day of May,  
1994.

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**CARGILL LIMITED**

**MANITOBA POOL ELEVATORS**

**PARRISH & HEIMBECKER LIMITED**

**RICHARDSON TERMINALS LIMITED**

**SASKATCHEWAN WHEAT POOL**

**UNITED GRAIN GROWERS LIMITED**

(each respectively hereinafter referred to as 'The Company'\*),

OF THE FIRST PART

and

**TRANSPORTATION . COMMUNICATIONS**

**INTERNATIONAL UNION**

**LODGE 650**

(hereinafter referred to as 'The Union').

OF THE SECOND PART.

#### **PREAMBLE**

It is understood and agreed that this Agreement shall be construed as comprising separate Collective Agreements between each individual Company named herein as parties OF THE FIRST PART, and the Union named herein as party OF THE SECOND PART, although the Agreement is written and executed as one document.

#### **ARTICLE 1 - RECOGNITION**

1:01 ( a ) The Company **recognizes** the Union as the exclusive Bargaining Agency for all its Terminal Elevator Employees below the rank of Operations Supervisor, exclusive of Maintenance Supervisors, Office Staff and Security Workers;

(b) Employees of the Company who are not in the bargaining unit shall not perform work normally done by members

of the bargaining unit to a degree or extent that it will result in a denial of any right (promotion, demotion, transfer, lay-off, or recall) of any employee in the bargaining unit;

(c) The Company shall post, in the Terminal facilities the names of any new supervisory employees dealing directly with bargaining unit personnel and the Company shall so notify the Union in writing.

1:02 The Company agrees that in respect of employees covered by this Agreement it will not **recognize** during the currency of this Agreement any other Trade Union **Organization** as a Bargaining Agency in respect of wages, hours of labour, and working conditions, or any other matter herein dealt with.

1:03 The Company also agrees for the said period to refrain from taking any action in respect of its employees which shall have the effect, either directly or indirectly, of altering any of the terms of the Agreement without the consent of the Union.

1:04 It is agreed also that no employee shall be deemed to be precluded by this Agreement from dealing directly with the Company respecting his own position.

$\frac{1}{2}$  1:05 As a condition of employment, all employees shall become and remain members in good standing of the Union.

1:06 The Union will use its best efforts to have the employees carry out their responsibilities under this Agreement in letter and spirit and to have its members deliver a fair day's work as called for by the position involved and the reasonable orders of the Company.

1:07 The Union **recognizes** that the Company has the authority to manage its affairs, to direct its working forces, including the right to hire, transfer, promote, demote and to suspend or discharge any employee for just cause and to increase or decrease the working force of the Company, to **reorganize**, close, disband any department or section thereof from time to time as circumstances and necessity may require. It is understood that the **exer-**

cise by the Company of the aforementioned management rights shall be consistent with the provisions of this Agreement.

1:08 The Union and the Company agree that there shall be no strike, slow-down or lockout during the life of this Agreement.

#### **ARTICLE 2 - DEDUCTION OF UNION DUES**

2:01 The Company shall deduct each month from the wages of each employee in the bargaining unit, an amount for Union dues, as directed by the Union. The direction shall be by Union letter to the Company setting out the Union interpretation of its Union dues resolution. The Company shall remit such sums deducted to the appropriate official of the Union, no later than the **15th** day of the following month, along with a list of the names of those employees for whom deductions have been made and the names of those for whom no deductions have been made, along with the reasons therefore.

#### **ARTICLE 3 - REPRESENTATION**

3:01 For the purpose set out in this Agreement and to ensure the carrying out of the obligation and responsibilities thereof, a Shop Committee shall be formed **from** among the staff of each Terminal Elevator and each Shop Committee shall have a designated Chairperson.

3:02 Although only three members of the Shop Committee, one of whom shall be the Chairperson, will meet with representatives of the Company as soon as possible when requested, the number of employees serving on the Shop Committee will **not** be limited to three.

3:03 All matters pertaining to the application of this **Agreement** or any matters wherein the parties to the Agreement feel aggrieved, shall be taken up by the Shop Committee with the Company's designated representative or conversely by the Company's designated representatives with the Shop Committee.

**3:04** The Secretary of the Union will supply the Superintendent or Operations Supervisor, in each elevator, with the names of the Shop Committee, Union Safety Committee and Union's appointees to the Joint Safety and Health Committee, including the respective Chairpersons.

**3:05** The Company will not unreasonably deny any **authorized** Union representative access to its elevator premises upon the presentation to the Superintendent of an entrance pass. Notice should also be given to the Superintendent when leaving the premises. Access will only be accorded to enable such Union officials to visit and engage in discussion with appropriate officials or employees of the Company in respect of matters arising out of the administration of the Agreement. Such visits shall not be used for the purpose of conducting Union meetings. The pass mentioned herein will, by its condition, relieve the Company from responsibility for any injury sustained by such officers of the Union. The **authorized** Union representative shall in addition to the foregoing, sign his name in an appropriate record book, an acknowledgement that the individual has entered the Company's facility and shall at the time of leaving the Company's facility sign his name so indicating.

**3:06** That the Shop Committee (not exceeding three **(3)** Union members at work) shall be allowed to meet once a month for a period not exceeding one **(1)** hour with no loss of benefits.

**3:07** An Employee wishing access to his personnel file regarding disciplinary matters, shall make such requests to his Operations Supervisor, and as soon as practical thereafter arrangements will be made for a time convenient to the Company and the Employee to review the file. The Employee may request that he be accompanied by a member of the Shop Committee.

i: Any notation in such Employee's file relating to disciplinary matters shall be voided after twenty-four **(24)** months. In case of lay-offs of more than a three **(3)** month duration, the **twenty-four** month period will be extended by the duration of the **lay-**

off.

3:08 An Employee with a Union problem involving the Company shall, with the permission of his Immediate Supervisor have the right to see and to speak to the Shop Chairperson or a Shop Committee member, who is on the job, without loss of wages.

#### **ARTICLE 4(a) - GRIEVANCE PROCEDURE**

4:01 Any grievance involving a question of the meaning or alleged violation of this Agreement shall be dealt with as follows:

Step No. 1 - Any grievance lodged by an employee or a Shop Committee will be submitted in writing on the grievance form which the parties have agreed to use for the purpose, a copy of which is attached hereto as Schedule "B". The original and two copies of the grievance, which must be signed by the **grievor** or the Shop Committee, will be submitted to the Operations Supervisor or other designated representative of the Company within ten (10) days of the occurrence of the event which is alleged to have given rise to the grievance. The employee will furnish the Shop Committee with a copy of his grievance. The Operations Supervisor or designated representative will render his decision in writing together with his reason or reasons therefore within five (5) days following his receipt of the grievance and concurrently he will send the original and two (2) copies of the grievance to the Shop Committee.

Step No. 2 - If a satisfactory settlement is not reached at Step No. 1, within the **five(5)** days provided, the grievance may, within the ensuing five (5) days be referred by the **grievor** or Shop Committee to the Superintendent, who, **within** a further five (5) days will render a written decision to the Shop Committee and concurrently send the original and two (2) copies of the grievance to the Local Chairperson. Settlement at Step No. 2 is not **final** unless the consent of the **grievor** is obtained.

Step No. 3 - If a satisfactory settlement is not reached at Step No. 2 within the five (5) days provided, the matter may be referred within the ensuing ten (10) days for discussion by the appropriate representatives of the Company and the Union. Should the grievance not be settled within ten (10) days following such discussion, the matter may be referred to arbitration by a Board of Arbitration as provided in Article 5 hereof by either party giving the other written notice within a further ten (10) days.

**ARTICLE 4(b) - UNION REPRESENTATION OF EMPLOYEES**

**4:02** Members of the Shop Committee not exceeding three in number shall, when required to attend meetings pursuant to Article 3:02, be allowed to leave their work stations for discussion with the Superintendent, Operations Supervisor or other designated representative of the Company concerning any grievance which may arise.

**4:03** When an employee is discussing any matter with a management representative, which matter could lead to a grievance, the employee may elect to be accompanied by a member or members of the Shop Committee or other representative or alternative representatives of the Union. If an employee in the above-noted circumstance elects to meet with a management representative as above-noted, such conduct shall not be prejudicial to the disposition of any grievance. A member or members of the Shop Committee or other appropriate representative of the Union may at any stage of the grievance procedure accompany the employee.

**4:04** No employee grievance may be submitted to arbitration without the approval of the Union.

**4:05** Before the Company imposes a disciplinary penalty in terms of discharge or suspension in excess of five working days, the Company shall meet with the Shop Committee and provide



an explanation for the reasons for the disciplinary action.

**4:06** Throughout the grievance and arbitration proceedings, the Shop Committee, with the permission of the **grievor**, in writing, and/or the **grievor**, may review any relevant documents contained in the **grievor's** personnel files which the Company may intend to introduce at any step in these proceedings. If requested in writing, the Company shall provide copies of all such documents contained in the **grievor's** personnel files to the Union Grievance Committee and/or the **Grievor**. Should the Company fail to provide the documents **that** have been requested in writing, then the Company will be prohibited from adducing such documents at the arbitration hearing.

#### **ARTICLE 5 - ARBITRATION**

**5:01 ( a )** Any dispute arising between the Company and the Union regarding the meaning or alleged violation of this Agreement, including any question as to whether a matter is **arbitrable**, may be dealt with as a Grievance commencing at Step No. 3 of Section **4:01**;

**(b)** In case of any dispute arising between the Parties regarding the meaning or alleged violation of this Agreement, which the parties hereto are unable to settle between themselves, the matter may be referred to a Board of Arbitration which Board shall consist of one representative to be appointed by the Company and one representative to be appointed by the Union. Each such representative shall be appointed in writing within ten (10) days from the date of notice from either party to the other of its desire to refer the matter to Arbitration as provided in Article 4. The notice naming the representative appointed by each party shall also contain an estimate of the time required to hear the Parties evidence. The two members so appointed shall then select from the panel of arbitrators listed in this article, a person who shall act as chairperson of the board.

The selection of a Chairperson shall be on a rotation basis.

For the purposes of establishing the proper rotation of Chairpersons, the following shall be observed:

(i) For all grievances filed on or before the date of ratification of this Agreement, the list of Chairpersons now established under Article 5:01(c) shall be used on the basis that there are six (6) separate lists for each of the individual companies party to this Agreement and the six (6) lists shall be maintained until all grievances relating to an individual company and which are filed before August 21, 1992 are resolved by settlement, withdrawal or by an award being issued following a hearing. Once all such grievances relating to an individual company are resolved then the individual list for that company shall no longer be used;

(ii) For all grievances filed on or after August 21, 1992, a separate composite list of Chairpersons mutually agreed upon by the parties pursuant to Article 5:01(c) shall be used meaning that, for the purposes of rotation of Chairpersons, all individual companies party to this Agreement shall be regarded as one company. For grievances filed on or after August 21, 1992 of this Agreement, the Company and the Union will commence using the composite list starting with the first Chairperson named and proceeding down the list thereafter;

(iii) For the purposes of establishing when a Chairperson on either the individual lists under (i) or the single list under (ii) has been used, a Chairperson shall be rotated to the bottom of the list only after he has commenced an actual hearing regarding a particular grievance, notwithstanding that the grievance may later be settled during the course of the hearing without an award being required. Grievances settled prior to a hearing by way of withdrawal or settlement will mean the Chairperson holds his position on the rotation.

The selection shall be on the basis on consecutive order and on the basis that such an arbitrator is available to hear the complete case within thirty (30) days from the date of submission of the matter to arbitration. If no member of the panel, selected in

consecutive order, can hear the case within thirty (30) days, then the arbitrator shall be selected from the panel in consecutive order to hear the complete case within forty-five (45) days.

Further, if the nominee or a substitute nominee of either party to the Board of Arbitration cannot sit within the time limits set forth above or as may be extended by mutual agreement of the parties, then the other party may elect, by written notice, to proceed with the arbitration before the Chairperson as a single arbitrator. In such a case, the arbitration shall proceed as if the appointment of the chairperson was made under Article 5.01 (d).

(c) The parties shall select and agree on a panel of 10 arbitrators who are willing to sit on the panel. The parties shall review the list as is necessary.

(d) Where it is mutually agreed to by the parties cases may be settled by a single arbitrator.

5:02 The Arbitration Board shall not have any authority to alter or change any of the provisions of the Agreement or to substitute any new provisions in lieu thereof, or to give any decision contrary to the terms and provisions of the Agreement, but save as aforesaid the decision of the Board or of a majority of the Arbitrators shall be final and binding upon the parties hereto and upon any employee or employees concerned, and no lock-out or strike action shall be taken in respect of any matter referred to arbitration. If there is no decision by a majority of the Board, then the decision of the Chairperson shall be similarly final and binding. The decision of the Board, a majority of the Board or the Chairperson as the case may be will be implemented at the time stipulated in such decision.

5:03 In the case of a grievance involving an alleged unjust lay-off, suspension or discharge, the decision of the Board of Arbitration or the conferring parties may result in an employee being reinstated with full compensation for time lost, on the basis of the regular hours of work or such other arrangement as may be

deemed just and equitable. The decision of the Board of Arbitration or the arrangement agreed upon by the conferring parties will be implemented within the time stipulated or agreed upon as the case may be.

**5:04** All time limits referred to in Articles 4 and 5 shall be exclusive of Saturdays, Sundays and designated holidays. The time limit set forth at Step 1 of Article 4 shall be directory and not mandatory.

**5:05** Each of the parties agree to pay all expenses of its nominee to the Arbitration Board and agrees to share equally all of the expenses of the Chairperson of the Arbitration Board.

#### **ARTICLE 6 - VACATIONS**

**6:01** Vacations with pay, or vacation pay, will be granted as follows:

(a) In respect of a probationary employee, vacation pay equivalent to **4%** of his total earnings for the previous calendar year.

**01- 02** (b) In respect of an employee, who has seniority of more than one (1) year, but less than five (5) years, two (2) weeks of vacation and vacation pay equivalent to **4%** of his total earnings for the previous calendar year.

**03** (c) In respect of an employee, who has seniority of five (5) years or more, three (3) weeks of vacation with pay or vacation pay equivalent to **6%** of his total earnings, whichever is greater, for the previous calendar year.

**03- 04** (d) In respect of an employee, who has ten (10) years or more of seniority, four (4) weeks vacation with pay or vacation pay equivalent to **8%** of his total earnings, whichever is greater, for the previous calendar year.

**15- 05** (e) In respect of an employee, who has fifteen (15) years or more of seniority, five (5) weeks vacation with pay or

vacation pay equivalent to 10% of his total earnings, whichever is greater, for the previous calendar year.

(f) In respect of an employee, who has twenty-four (24) years or more of seniority six (6) weeks of vacation with pay or vacation pay equivalent to 12% of his total earnings, whichever is greater, for the previous calendar year.

(g) In respect of an employee, who has thirty (30) or more years of seniority, seven (7) weeks vacation with pay or vacation pay equivalent to 14% of his total earnings, whichever is greater, for the previous calendar year.

(h) The Company shall only be required to apply the foregoing provisions of Article 6:01 during the first twenty-four (24) months of lay-off for employees in sub-article (iii) of Article 14:05(b). For any vacation pay which may become due and owing to an employee by reason of a recall occurring between the twenty-fourth month and thirty-sixth month of lay-off, then such an employee shall only receive vacation pay based only on the applicable percentage of his total earnings and not otherwise for one complete calendar year, such calendar year to be the calendar year during which the employee is first recalled within the twenty-fourth (24) to thirty-sixth (36) month of layoff, and for which payment will be made on or about the January 1st date immediately following his recall date. Entitlement to vacation pay for ensuing calendar years will then be determined in accordance with Article 6:01, unless the employee is again laid off for such a length of time as to bring into operation the provisions of this Article. Furthermore, the "bonus" provisions contained in paragraph 7 of the Memorandum of Understanding signed on August 21, 1992 will not be applicable to any employee during his twenty-fourth to thirty-six month of lay-off.

6:02 (a) The normal vacation period during which an employee may take up to three (3) weeks of the vacation to which he is entitled shall be from 1st May to 31st October.

(b) Vacations of up to three (3) weeks shall be taken consecutively; however, unless otherwise arranged between the employee and the Company, employees entitled to four (4) or five (5) or six (6) or seven (7) weeks of vacation shall take the fourth and fifth and sixth and seventh week outside the normal vacation period.

(c) For purposes of vacation only: An employee who attains seniority shall be deemed that the year in which he attains seniority shall be accepted as a full year of seniority for vacation purposes.

**6:03** It is **recognized** by the Company and the Union that arrangements may be made for an employee to take his vacation at any time prior to or after the normal vacation period but that he will not be required to do so unless by **31st** October he has not taken all his vacation, or made arrangements to take his vacation.

**6:04** The Company will prepare with due regard to the seniority of each employee a list of scheduled vacations as soon as practicable after **1st** January in each year during the currency hereof and post such list in each elevator, but no later than **1st** May. An employee who wishes to take his vacation at a time other than that suggested by the Company, will notify the Company within fifteen (15) days of the posting of the list of scheduled vacations. Upon receipt of any such notice, the Company, in consultation with the employee, will determine and assign a vacation period suitable to both parties. Posted maintenance employees will be placed on a maintenance department vacation list. Vacations shall be taken by employees within the current calendar year.

**6:05** No employee shall be obliged to take a vacation of longer duration than the number of days he would require to work to earn an amount equivalent to his vacation pay based on his regular rate current at the time he takes his vacation, provided he notifies the Company of his desire to have his vacation term

reduced, no later than fifteen (15) days after the list of scheduled vacations has been posted.

6:06 If, for any reason, the employment of an employee is terminated, he will be paid vacation pay in the amount of 4% or 6% or 8% or 10% or 12% or 14% of his total earnings from the previous 1st January to the date of termination, depending upon the length of his seniority as of the same 1st January.

**ARTICLE 7 - HOLIDAYS**

7:01 Days designated as holidays shall be as follows:

New Year's Day	Civic Holiday (1st Monday in August)	53
Day after New Year's Day	Labour Day	
Good Friday	Thanksgiving Day	
Easter Monday	Remembrance Day	
Victoria Day	Christmas Day	
Canada Day	Boxing Day	

7:02 An hourly rated employee, other than an employee in his first thirty (30) days of employment with the Company when not required to work on a designated holiday, will receive a holiday allowance of eight (8) hours pay at his regular rate, subject to the following: The employee must have his name shown on the payroll for the pay period during which the holiday falls.

7:03 An employee who is required to work on any of the designated holidays shall receive for all hours worked during the regular work period, double his regular rate in addition to the holiday allowance for which he qualifies.

7:04 Where Christmas Day **and/or** Boxing Day falls on a Saturday and/or Sunday the holiday will be observed on the Monday and/or Tuesday respectively, immediately following the holiday(s). If an employee works on the Monday and/or Tuesday in these circumstances then he shall be paid in accordance with Article 7:03 for work performed on these days. For work per-

formed on the Saturday and/or Sunday the provisions of Article 13 shall govern. If an employee is being laid off then Christmas Day and Boxing Day will be paid for based on the calendar day on which either or both of said holidays actually fall.

#### **ARTICLE 8 - LEAVE OF ABSENCE**

**8:01** (a) All leaves of absence other than caused by sickness or injury, must be applied for on forms provided by the Company for that purpose. Specimen copy of such a form is attached hereto as Schedule "C". Copies of these applications are to be given to the Chairperson of the Shop Committee for purposes of record. Leaves of absence shall not be granted for the purpose of engaging in work outside the elevator service except in cases involving sickness or other exceptional circumstances.

**4** (b) Subject to the maintenance of efficient operations and its obligations to other employees, the Company will grant reasonable leaves of absence for a reasonable number of employees for the purpose of attending meetings, conventions or study courses associated with Union affairs or this Collective Agreement.

**5** (c) An employee elected to a full time official position with the Union shall be granted leave of absence during which his seniority will accumulate. For the purpose of this article, "Union" shall mean Lodge 650 or any superior body of the Transportation Communications International Union, Such employee shall have the right to continue with the health, welfare and any other benefit plans that are available to employees covered by this agreement. The cost of such plans for such employee shall be paid by the Union.

**6** **8:02** (a) In the case of a death in the family of an employee, the Company will grant three (3) days leave of absence, with pay, to the employee on the basis of his regular straight time hourly rate, provided that circumstances exist pertaining to the death which reasonably necessitates his absence from work.



Family **shall** be deemed to mean, grandparents, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandchildren or spouses' grandparents. In the case of a death in the immediate family, the Company will **grant**, as a right, three **(3)** days of leave of absence, with pay, to the employee on the basis of his regular straight time hourly rate. Immediate family means: spouse, parents, children, sisters, brothers, father-in-law, and mother-in-law of the employee, and includes any relative permanently residing in the employee's household or with whom the employee resides.

(b) An employee will be granted up to an additional two **(2)** days leave of absence with pay, at regular straight time hourly rates, if the employee actually travels more than five hundred **(500)** miles (one way) to attend the funeral of the family member or immediate family member.

The intent of this clause is to **minimize** the loss of regular wages at a time of bereavement. Leave under this clause for travel time, when combined with the leave under (a) must reflect five **(5)** consecutive working days, one of which is the day of the funeral. Therefore, holidays, vacations, leaves of absence, Saturdays and Sundays shall be **taken into account and shall reduce**, in part or in total, the number of travel days paid for.

8:03 Such bereavement leave shall not reduce the number of days of vacation time to which an employee is entitled to under Article 6, provided that the employee makes application in proper form and receives the required leave of absence.

#### **ARTICLE 9 - PROBATIONARY EMPLOYEE**

9:01 (a) An employee shall be considered a probationary employee until he has completed ninety **(90)** days of work in a period of twelve **(12)** consecutive months. In the case of a former employee who has chosen to resign and has subsequently been rehired, only those days worked after the employee last entered the employment of the Company shall be considered in

computing the probationary period. Upon completion of the term of probation, the employee shall be entitled to have his name placed on a seniority list and concurrently attain the status of a regular employee.

(b) A probationary employee, upon lay-off, shall be given reason for his lay-off and shall be advised whether he can expect a recall.

9:02 Notwithstanding any other provisions of this Agreement, a probationary employee shall not be entitled to:

(a) contributions of the Company on his behalf in respect of Welfare Plans, including **Hospitalization**, Medical Services and Pension Plan or Weekly Indemnity Plans, Dental Plan, Blue Cross Extended Health Care Group Program or equivalent, and Group Life Insurance, nor shall he be entitled to participate in any of the said Plans until he meets the necessary eligibility requirements.

(b) have his dismissal subject to the grievance **procedure**.

9:03 All probationary employees before becoming regular employees must undergo a medical examination including a chest x-ray. All such medical examinations will be at Company expense.

#### **ARTICLE 10 - SENIORITY**

10:01 (a) A list, showing the seniority status of all regular employees covered by this Agreement, shall be posted in each elevator of the Company in a place accessible to all employees;

(b) The seniority list will show the name of each regular employee, his job classification and the date upon which he entered the employment of the Company, or in the case of an employee who was once in the employment of the Company but who resigned or was discharged or left the bargaining unit, the date upon which he last entered the employment of the **Compa-**

ny or returned into the bargaining unit;

(c) The seniority list shall be prepared in order of the respective seniority date of the employees as of 1st April and 1st October respectively, and be posted not later than 15th April and 15th October each year. Necessary revisions shall be made prior to each posting. Seniority shall apply in accordance with the employee's position on the list;

(d) The seniority list shall be open for correction for a period of three months following each posting upon proof of error, and will thereafter be deemed to be accepted;

(e) The Company will furnish the Chairperson of the Shop Committee with three (3) copies of each seniority list;

(f) The Company will provide the Shop Chairperson with an up-to-date classification list of all employees whenever new classification lists are prepared by management in a form suitable to the Union;

(g) The Parties further agree that Article 10 of the Collective Agreement shall provide for a standard form for seniority list changes to be sent to the Union office with a copy to be given to the Shop Chairperson in each terminal elevator. Notification of Seniority list changes shall be given by the Company at least once monthly. The form of the seniority list changes shall be as follows:

ADDITIONS - Employees listed below have completed their probationary period.

DELETIONS - Employees listed below are terminated for reasons shown (attach list if necessary)

NAME	SENIORITY DATE	EFFECTIVE	REASON FOR TERMINATION
------	----------------	-----------	------------------------

Date Submitted \_\_\_\_\_

Terminal Number \_\_\_\_\_

Superintendent or Operations Supervisor

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10:02 To have his name placed on a seniority list, an employee must have completed ninety (90) days of work in a period of twelve consecutive months, as provided in Article 9, 9:01 hereof. To have his name retained on a seniority list a regular employee must return to work:

(i) within eighteen (18) months following the date of his lay-off if he has less than ten years (10) years seniority; or

(ii) effective August 21, 1992, within twenty-four (24) months following the date of his lay-off if he has more than ten years of seniority at the time of his lay-off; or

(iii) effective August 21, 1992, within thirty-six (36) months following the date of his lay-off if he has more than fifteen (15) years of seniority at the time of his lay-off.

10:03 ( a ) In all cases of promotion, demotion, transfer, lay-off or recall of employees, seniority shall govern subject to the requirements of competence and fitness of the employees concerned and the necessity of maintaining the efficient operation of the elevator;

(b) In the case of demotion due to a work shortage, an employee must exercise his seniority in his regular job classification.

cation, and if unable, then a job classification equal to or lower than his regular position, and will displace the most junior employee in that classification;

(c) Refusal of an employee to accept such placement in his regular job classification will result in loss of such employee's regular job classification and demotion to labourer classification;

(d) It is understood that this exercise of seniority rights under Article 10:03 (b) will be on a temporary basis until such time as the employee's regular position becomes available again. The employee will then return to this regular position.

10:04 When a lay-off occurs, probationary employees shall be laid off first and then regular employees will be laid off in the inverse order of their seniority, subject to the provisions herein. The Company will notify a regular employee in writing of a lay-off affecting him. Such notification shall be given forty-eight (48) hours (excluding Sunday) prior to the lay-off unless circumstances exist which may be beyond the control of the Company to give such notice. If the Company fails to give such notice, then such employee shall be entitled to 8 hours pay. However, regular maintenance employees may be retained without regard to their seniority status for a maximum period of two consecutive working days. The Shop Committee will be provided with a list of all employees laid off and as far as is practicable, those to be laid off.

10:05 (a) A regular employee scheduled for lay-off who has the proven ability to perform the work of any position in the bargaining unit, held by another employee with less seniority who is being retained, may, within three (3) working days after he has received notice of lay-off, either written or oral, demand (or the Shop Committee on his behalf may demand) and obtain an opportunity to demonstrate his ability to perform the work of the position to which he wishes to be transferred, for a maximum period of two (2) days during which the employee will be given

the information and supervision normally given to an employee who is transferred to or hired for the position in question. In the event of more than one demand for an opportunity to demonstrate in respect of a particular position, only the demand made by the employee designated by the Union will be granted. An employee shall have the right to resort to the grievance procedures of this Agreement with respect to any decision made as to his ability to perform the work of the position as above referred to.

(b) It is understood that this exercise of seniority rights will be on a temporary basis until such time as his regular position becomes available again. He will then return to his regular position.

10:06 (a) When the staff is being augmented following a lay-off, subject to the provisions of Section 10:03 hereof, regular employees will be **recalled** to work in the order of their seniority. When recalling a regular employee, the Company will issue a recall notice on forms provided for that purpose, a copy of which will be furnished to the Chairperson of the Shop Committee and the Local Chairperson. If no reply is received by the Company within seven (7) calendar days, or satisfactory reasons given for failure to make reply, the employee will lose all seniority rights;

(b) Each employee shall notify the Union and the Company promptly of any change of address. If an employee fails to notify the Company of any change of residence address, the Company shall not be responsible for failure of notice of lay-off or failure of notice of recall to reach such employee.

10:07 An employee who is transferred out of the bargaining unit and then is transferred back within a period of six (6) months shall retain the same position in the bargaining unit's seniority list as if he had not been transferred out, and will revert to the Unit G level. An employee who is transferred out of the bargaining unit, for the sole purpose of acting as vacation relief or sickness or accident relief, for a total not exceeding three

months in a calendar year, shall return to the bargaining unit and occupy the same position on the seniority list and the same classification as held before the temporary transfer.

#### **ARTICLE 11 -JOB POSTING**

11:01 (a) The filling of vacancies and of new positions for which the wage rate is above the Unit G category respecting regular jobs in the bargaining unit, shall be governed by seniority subject to the requirements of competence and fitness, and of the efficient operation of the elevator. The Apprenticeship Training Program wage rate shall be deemed to be above the Unit G category.

11:01 (b) (i) When vacancies and new positions occur, the Company will be required to post such vacancies and new positions immediately and designate the house to which it is anticipated that the employee will first report. The Company will post such vacancies and new positions for five (5) working days on a bulletin board provided in the elevator in which they occur and in any other elevator operated by the Company. During the said five (5) working days any employee of the Company may make application for the vacant position but his classification will not be altered unless he is appointed to a new classification by virtue of his application. Posting will designate the occupational classification and rate of pay of the vacancy or new position, and in the case of the Unit F category, the specific classification. The Company shall have the right to determine reasonable qualifications for any position being posted. The qualifications prior to posting shall be submitted to the Union in writing and any objection by the Union to the said qualifications shall be submitted to the Company, in writing, and an attempt shall be made by the Company and the Union to agree upon reasonable qualifications before the job is posted. Either party may resort to the grievance procedure to settle any outstanding issue.

(ii) At the end of the application period referred to

in 11:01 (b) (i), the Company shall forthwith have the Shop Chairperson initial each application. Refusal of Shop Chairperson or designated alternate to initial application shall not adversely affect the processing of the application.

11:01 (c) If the Company denies the opening to a more senior applicant who is qualified in accordance with Article 11:01 (b) (i), he may demand (or the Shop Committee on his behalf may demand) and obtain an opportunity to demonstrate his ability to perform the work of the position to which he wishes to be transferred, for a maximum period of five (5) working days during which he will be given the information and supervision normally given an employee who is transferred to or hired for the job in question. An applicant who fails to qualify for the position after a trial must be given reason or reasons for such disqualification in writing. The Company's obligation in this regard is limited to granting the opportunity to demonstrate the ability of job performance to one employee only for each job posting. In the event of more than one demand for an opportunity to demonstrate, only the demand made by the employee designated by the Union will be granted. No employee shall attempt to withdraw his application for the position after he has commenced the trial period.

11:01 (d) In cases where absence due to sickness or injury might reasonably be anticipated to exceed six months, or leave of absence has been granted in excess of six months, and the Company requires that the position be filled, the Company shall post the vacancy in all terminals.

11:02 (a) For one (1) week following the filling of any vacancy or a position pursuant to the provisions of Section 11:01, the Company will post in each elevator the name of the employee or employees appointed. The name of the successful applicant to be posted within fifteen (15) days from the closing date for applications.

(b) A copy of the job posting and appointments shall



be given to the **Shop** Chairperson and the **Union office** as soon as possible.

11:03 An employee who returns from any absence not **exceeding** four (4) weeks may make application for a vacancy or a **position** posted pursuant to Section 11:01, provided he does so within five (5) working days following his return to work. **In all other** respects his application will be governed by the provisions of the said Section 11:01.

#### **ARTICLE 12 - HEALTH AND WELFARE**

12:01 The Company shall provide and maintain adequate **lunch-room** accommodations, clothing storage rooms, shower rooms, washrooms, and toilet rooms. Employees will assist in **maintaining** sanitary conditions and will also assist in keeping the **rooms** tidy. Such facilities will be kept ventilated and with a **respectable** standard of hygiene.

12:02 The Company will contribute ninety per cent (90%) of the **costs** of the Ontario Health Insurance Plan Standard or **Semi-Private Ward Hospitalization** Benefit Plan and the Ontario Health **Insurance** Plan (or a medical plan providing comparable **benefits**), in which an employee may participate, and the remainder of such costs, ten percent (10%) will be borne by the **participating** employee. (All employees to be enrolled in semi-private). **As of January 1st, 1990**, the employee contribution to the Mario Health Insurance Plan premiums shall be eliminated.

12:03 The Company will arrange for employees in each **elevator**, operated by the Company, to be given St. John's Ambulance **Society** first aid training. The Company will provide the **opportunity** for training, so that at all times there are at least three (3) **qualified** employees with first aid training, or employees to be **qualified**, so that there is a reasonable probability that a **qualified** employee, with first aid training is available when shift **work** is being performed. The Company will maintain an **adequate** and accessible First Aid Station, which will be checked

daily by an employee qualified to properly check the said First Aid Station.

12:04 (a) The Company will maintain a group sickness and accident plan for such of its regular employees, which plan will provide sickness and accident indemnity benefits of \$408.00 per week for a maximum of 52 weeks of absence. Such benefits to commence on the first day of absence due to a non-compensable accident or a sickness resulting in admission to a hospital as an in-patient or surgery on an out-patient basis, and on the fourth day of absence due to sickness. The Company will pay ninety per cent (90%) of the cost of the premium of such plan the remainder of such cost, ten per cent (10%) will be borne by the participating employee.

(b) Initial claim eligibility under the group sickness and accident plan will be determined upon receipt of properly documented medical evidence as submitted by the employee. Prolonged absences covered by the plan for which an employee seeks continuing benefits must be supported on request by periodic statements from the attending physician.

(c) Standard physician and clinical costs incurred under Article 12:04 (b) will not be the responsibility of the employee.

(d) The Company will, upon request, make available to the Union such information within the Company's control pertaining to any existing Welfare Plan affecting the employees covered by this Agreement. The Company will supply the Union with a monthly list of members on sick leave drawing benefits. The Company will provide the Union with a complete copy of all benefit plan texts as they pertain to employees covered by this agreement and supply all employees with pamphlets on the benefit plans.

(e) The Company will maintain a Plan equivalent to Blue Cross Dental Plan No. Nine, based on prevailing O.D.A.

rates for such of its employees with one (1) year or more of seniority. The Company will pay ninety per cent (90%) of the cost of the premium of such plan and the remainder of such cost, ten per cent (10%) to be borne by the participating employee.

(f) The Company will provide a minimum of Group Life Insurance: effective August 21, 1992 - \$75,000. The Company will contribute ninety percent (90%) of the cost of the premium and the employee will pay ten per cent (10%) of the cost of the premium. All benefits presently available to employees under existing life insurance plans shall be continued except that the specific provisions contained in the Group Life Plans of Saskatchewan Wheat Pool, United Grain Growers and Parrish & Heimbecker providing for disability benefits shall not apply to any employee who has not completed his probationary period as of August 21, 1992 and further provide that the disability benefits in the SWP, UGG, and P & H plans will be frozen at the level of coverage in effect on January 20, 1992.

(g) The Company will maintain a plan equivalent to Blue Cross Extended Health Care Group Program for such of its employees with one (1) year or more of seniority. The Company will pay ninety per cent (90%) of the cost of the premium of such plan and the remainder of such cost, ten per cent (10%) to be borne by the participating employee.

Effective six (6) months after the date of signing this Agreement, the extended health care plan in respect of prescription drugs will be amended to specify that only generic drugs will be covered by the Plan subject to the condition that if generic drugs are not available or cannot be prescribed for a condition or illness, then brand name drugs will continue to be covered by the plan.

During the six (6) month grace period the Union and the Company will co-operate, through a joint committee and other means, in developing and implementing an educational plan for all employees, managers, plan administrators, and health care

professionals regarding the manner in which the generic drug amendment to the Plan will be administered after the 6 month period.

The parties **recognize** that there may have to be some degree of flexibility with respect to the six month deadline if difficulties in implementing the amendment are encountered with those health care professionals who prescribe and fill drug **prescriptions**.

(h) The Company will pay its share of the cost of all premiums while an employee is drawing benefits under the Group Sickness and Accident plan or the Long Term Disability Income Plan or Workers' Compensation. This provision shall also apply to anyone in lay-off position with more than **12** years seniority.

An employee in a layoff position, with less than twelve (**12**) years seniority shall be obligated to pay the full cost of all premiums for various coverages set forth in this Article, commencing the **first** of the month following layoff, during the period of layoff if the employee wishes to have the protection provided thereunder. The employee shall notify the Company, in writing, on a form provided by the Company at the time of layoff, of the various coverages that he wishes to maintain during the layoff period and shall pay or undertake to pay the required premium amounts. Failure to do so shall result in the cancellation of the coverages herein provided. All employees on layoff are not entitled to retain the following: (1) The Group Sickness and Accident Plan as set forth in Article **12:04** (a) and; (2) The Long Term Disability Income Insurance Plan as set forth in Article **12:04** (i).

The Companies will continue to pay their share of the premiums for a group sickness & accident plan and Long Term Disability Coverage, for employees with fifteen or more years of seniority, for the first six (**6**) months of lay off provided:

(1) such coverage will be discontinued in the event the employee becomes entitled to similar coverage through any other contract of employment;

and

(2) such employee shall notify the Company, in writing, on a form provided by the Company at the time of lay-off that he wishes to continue these two coverages and undertakes to pay his share of the required premium amount;

and

(3) any claim to benefits shall be reduced by benefits available under other insurance plans providing for payment of wages or reimbursement on account of lost wages in the event of accident or sickness, including payments under an automobile insurance plan received as compensation or reimbursement for wages, Workers Compensation payments made on account of lost wages; UIC payments for disability and CPP disability benefits.

(i) The Company will maintain a Long Term Disability Income Insurance Plan for all employees with 7 years or more seniority, such Plan to be equivalent to the Great-West Life Long Term Disability Plan as described in its "Select Pack Circular" dated May 1, 1975 and September 1, 1978 and as now embodied in Sunlife Assurance Company of Canada Long Term Disability Income Insurance Plan Policy No. 16833-G.D. The level of benefits shall be 75% of monthly salary (calculated at straight time rates of 173.3 hours). The maximum benefit payable shall be \$1,700.00 dollars per month. Employees who file an LTD claim after August 21, 1992 shall be entitled to a maximum benefit of \$1,800.00 per month. Employees who file an LTD claim after February 1, 1993 shall be entitled to a maximum benefit of \$1,900.00 per month! The Company shall pay ninety per cent (90%) of the cost of the premium of such plan and the participating employee shall pay ten per cent (10%).

There shall be no limit imposed by reason of evidence of non-insurability.

(j) An employee absent from work as a result of sickness or injury must notify the Company of the reason for the absence as quickly as reasonably possible. An employee **returning** to work following sickness or injury shall notify the company of his intention to return to work as far in advance as reasonably possible and failing such notice may not be scheduled to work on the day he returns.

#### 12:05 Health and Safety

(a) The Company agrees to make reasonable provisions for the safety and health of its employees and **recognize** the Union Safety Committee of employees in each elevator. Company officials and at least three members from the Union Safety Committee, as selected by that Committee, will meet on a regular monthly basis, and more often if the necessity arises. These meetings will include an inspection of any part of the **elevator** if an inspection is requested by the Committee. The Company will inform the Union Safety Committee on request on all aspects of pollution control, fumigation processes, and the possible effects on the employee of any poisons used in any process. The Company may arrange meetings with the Union Safety Committee to consult on all aspects of safety, health and sanitation. Minutes of such meetings will be kept and distributed to the Committee members thereafter. All such meetings will be held on Company time with no loss in wages to the Committee members.

The Union Safety Chairman shall be advised, in advance, of the regular monthly meeting of the Joint Safety Committee or of any other scheduled meeting of that Joint Safety Committee in order that the Union Safety Chairman may attend such meetings. If the meeting is held when the Union Safety Committee Chairman is not on his regular shift then he shall be paid at his regular straight time rate for attending the meeting.

(b) An employee will not be required to complete tests or questionnaires unless the employee freely consents to do so or is required to do so by law.

12:06 The parties agree that the pension shall not be subject to the grievance or arbitration procedure expressed in Articles 4 and 5, unless there is no provision in the pension plan to settle disputes pertaining to matters relating to the employer/employee relationship.

**ARTICLE 13 - HOURS OF WORK AND OVERTIME**

13:01 (a) The normal working day shall be one of eight hours. The normal working week shall be forty (40) hours, consisting of five days each, of eight hours duration, Monday to Friday inclusive. The normal starting and finishing times and the terms of the normal luncheon period, and regularly scheduled day shift shall be as follows:

Morning work period	8:00 a.m. to 12 noon
Luncheon period	12:00 noon to 1:00 p.m.
Afternoon work period	- 1:00 p.m. to 5:00 p.m.

(b) Where more than one shift is being worked, the normal hours of such shift shall be 12:00 a.m. to 8:00 a.m.; 8:00 a.m. to 4:00 p.m.; 4:00 p.m. to 12:00 p.m. Although the foregoing represents the normal work and luncheon periods, it is **recognized** that operational requirements may make it necessary for employees to work a day shift, which runs from 8:00 a.m. to 4:00 p.m., during which no luncheon period is scheduled. The Company may, at its discretion, schedule such an 8:00 a.m. to 4:00 p.m. day shift for any or all operations of an elevator.

(c) Although the normal working day ends at 5:00 p.m., it is **recognized** that the completion of a boat shipping order may require employees to remain at work until 6:00 p.m. In such event they will be paid for the full hour from 5:00 p.m. to 6:00 p.m. An employee who remains at work until 6:00 p.m. will not

be summoned to return to work thereafter the same day.

Where a working day ends at 4:00 p.m. it is **recognized** that the completion of a boat shipping order may require employees to remain at work until 5:00 p.m. In such an event they will be paid for the full hour from 4:00 p.m. to 5:00 p.m. An employee who remains at work until 5:00 p.m. will not be summoned to work thereafter the same day.

(d) The Company agrees to give three (3) days notice of shift changes except in extraordinary circumstances.

(e) Starting times and meal times for overtime performed on Saturday and Sunday shall be the normal starting times and meal times applicable for Monday to Friday inclusive.

(f) Notwithstanding Articles 13.01 (a), (b), (c), (d) and (e), where operational requirements dictate for early start up purposes and where the affected employee or employees agree, his or their day shift can commence at 7:00 a.m.

13:02 As long as work is available the Company will endeavour to provide every person employed each week with a normal week's work. Every effort will be made by the Company to keep each employee occupied at his regular duties, but when there is insufficient work available to keep an employee fully occupied at his regular duties, the employee will carry out such other duties as are assigned to him by the Superintendent or Operations Supervisor. The Union agrees that during normal working hours, during special shifts that are worked and during any overtime that is worked, in accordance with the terms of the Agreement, the employees will conscientiously carry out the duties assigned to them.

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13:03 (a) An employee who commences work regularly scheduled for him on any day and who is laid off due to lack of work, shall be paid for at least eight (8) hours of his regular rate.

(b) An employee who is summoned to work on other than his regularly scheduled working day and is scheduled to work four



(4) hours or less shall be given the opportunity to work eight (8) hours at the appropriate overtime rates, but in any event will be paid for a minimum period of four (4) hours at the appropriate overtime rate and if required to work beyond four (4) hours he shall be paid for eight (8) hours at the appropriate overtime rate. 48

13:04 (a) An employee summoned to return to work to perform evening overtime work the same day, will be paid for a minimum period of three (3) hours at the regular overtime rate. An employee assigned to day-shift work who is required to perform evening overtime work will be summoned to report at 5:30 p.m. on an 8:00 a.m. to 4:00 p.m. shift or 6:30 p.m. on an 8:00 a.m. to 5:00 p.m. shift. It is understood that the hours of such evening overtime will be no more than five (5) hours in any normal working day and a total of no more than nine (9) hours in any normal working week. Any evening overtime work beyond the three (3) hours will be paid for not less than on a one (1) hour basis. 13

(b) An employee may not accumulate more than nine (9) hours of pay for such evening overtime work in any normal working week.

(c) The Company will divide overtime work assignments as equitably as practical among employees, consistent with the competence and fitness of the employees to perform the work required and the efficient operation of the elevator.

13:05 An employee required to work on a shift other than a regular or special day shift shall receive a shift premium of 75 cents per hour. An employee transferred to other than day shift work will not unreasonably be denied his request to return to day shift work. The onus of establishing that the denial of an employee's request is not unreasonable in the circumstances shall lie upon the Company at all stages of the grievance procedures. 05

13:06 Overtime at the rate of time-and-one-half will be paid for all work required to be performed;

(a) during an employee's scheduled luncheon period;

(b) After the end of the regularly scheduled day shift up to a maximum of three hours, provided the employee has already worked at least eight hours;

(c) After eight hours of work on shifts other than the regularly scheduled day shift up to a maximum of three hours;

(d) For the first eight hours of work on Saturday.

**13:07** Overtime at the rate of double time will be paid for all work required to be performed:

(a) After three hours overtime have been worked following the end of a shift at the rate of time-and-one-half on any day Monday to Friday inclusive;

(b) After eight hours have been worked at the rate of time-and-one-half on a Saturday ;

(c) On a Sunday or on a designated holiday.

**13:08 (a)** It is understood that all employees will work such overtime and perform such work as the Company may deem necessary to carry out its operations. However, it is also understood that the Company will not unreasonably deny a request from an employee that he be excused from overtime work or **discriminate** against any employee who requests to be excused from overtime work. The onus of establishing that the denial of any employee's request is not unreasonable in the circumstances, shall lie upon the Company at all stages of the grievance procedure.

(b) Unless unusual circumstances make overtime work necessary, no employee on the 4 - 12 shift shall work beyond midnight.

(c) After being requested to work overtime, an employee, agreeing to work such overtime who is absent from such overtime work, shall submit a written reason to the Company for his absence immediately upon return to work.

**13:09** Overtime work is **recognized** as being required to meet particular circumstances consistent with the efficient operation of the elevator and the obligations of the Company and it will not be regularly scheduled so as to bring about in effect the regular observance of a longer working week although seasonable work loads may require the scheduling of work on Saturdays. The Company will notify employees required to work overtime as far in advance as possible.

**13:10** Work will not normally be required on a Sunday.

(a) However, if operational requirements shall require Sunday work, it shall be permitted. An employee scheduled to report for work on Sunday midnight will not be required to work beyond **4:00** p.m. preceding that shift.

(b) Work will not occur beyond allotted overtime hours except in case of an emergency.

**13:11** An employee who has worked until **4:00** p.m. on the day shift and who is called back to work at **5:30** p.m. shall receive a meal allowance of **\$8.00**, unless the Company has given notice of the required overtime at least a day before. An employee who has worked until **5:00** p.m. on the day shift and who is called back to work at **6:30** p.m. shall receive a meal allowance of **\$8.00**, unless the Company has given notice of the required overtime at least the day before.

#### **ARTICLE 14 • WAGES**

**14:01** An employee assigned during one shift or part thereof to a higher or lower rated occupational classification shall be paid for the complete shift at the higher of the employee's scheduled rate, or the wage rate prevailing for any work done during the shift.

**14:02** When an employee is appointed to supervisory work as a working leader, he shall be paid an additional forty (40) cents per hour for such work.

**14:03** Occupational classification and respective rates of pay governing employees covered by this agreement shall be as set out in the appropriate section of Schedule "A" and Schedule "E" attached to and forming part of this Agreement. If a wage rate higher than specified for a particular classification is, at the effective date of this Agreement, being paid an employee, there shall be no reduction in the wage rate of such employee as long as he fills that occupational classification, unless provisions contained in any subsequent Memorandum of Understanding are exercised.

**14:04** The Company will within three (3) working days notify the Union of any new occupational classification established and the rate of pay therefore; any dispute between the Company and the Union as to whether such occupational classification is appropriate to the work or as to whether the rate of pay is appropriate to such occupational classification shall be dealt with in compliance with the grievance and arbitration procedure of this Agreement.

**14:05 (a)** An employee who has completed two (2) years employment whose employment is terminated for any reason other than voluntary resignation, discharge for cause, disability retirement with pension or retirement benefit, or normal retirement, shall receive severance pay of a sum equivalent to two percent (2%) of his total earnings throughout his period of employment, or throughout his last period of employment if he were formerly employed and rehired. Termination shall not include the transfer of the operation of a Company to another Company, provided the employees concerned still continue to enjoy the same terms and conditions of employment.

**(b)** An employee who has completed two years of employment shall, subject, to Article 10:02, maintain seniority rights for recall purposes for:

(i) eighteen (18) months following the date of his lay-off if he has less than ten (10) years of seniority at the time

of lay off; or

(ii) effective August 21, 1992, for twenty-four (24) months following the date of his lay-off if he has more than ten (10) years of seniority at the time of lay off; or

(iii) effective August 21, 1992, for thirty-six (36) months following the date of his lay-off if he has more than fifteen (15) years of seniority at the time of lay off.

If the employee is not recalled then, at the expiration of eighteen (18), twenty-four (24), or thirty-six (36) months, as the case may be, his seniority shall be forfeited and his employment hereby terminated. Notwithstanding the above, an employee, after being laid-off for twelve (12) months may elect, by application in writing, to take, at that time or at any time prior to eighteen (18), twenty-four (24), or thirty-six (36) months, as the case may be, provided he is on lay-off, severance pay in accordance with Article 14:05(b) while preserving his right to have his name remain on the seniority list for eighteen (18), twenty-four (24), or thirty-six (36) months, as may be applicable. If such an employee is recalled and returns to work before eighteen (18), twenty-four (24) or thirty-six (36) months have elapsed, then he shall be treated as if he were rehired for the purpose of calculating further severance pay entitlements.

(c) In administering Article 14:05(b):

(i) the Company shall only be required to apply the provisions of Article 6:01 during the first twenty-four (24) months of lay-off for employees in sub-article (iii) of Article 14:05(b). Vacation entitlement thereafter shall be determined by Article 6:01(h).

(ii) the Company shall only be required to pay its share of the cost of premiums for the Dental, Group Life and Extended Health Plans for those laid-off employees so entitled under the Agreement to a maximum of twenty-four (24) months. Thereafter, the laid-off employee shall be obliged to

pay the full cost of all premiums for the various coverages and, in this regard, the provisions of the second paragraph of Article 12:04(h) shall be applied.

14:06 (a) Notwithstanding the provisions of Articles 14:05 (a), (b) and (c), current active employees with more than two years employment who are laid off after the date of ratification of this agreement or employees who have been laid off as of date of ratification of this agreement for less than twelve (12) months, shall have the option, at any time, from the twelfth (12) month to the twenty-fourth (24) month of lay off, of electing to take severance pay of a sum equivalent to three-percent (3%) of his total earnings throughout his period of employment. In calculating the amount of severance pay under this paragraph, any severance pay which the employee previously received will be credited to the amount owing.

If an employee applies for and accepts severance pay under this provision then his employment is terminated and his seniority and other rights under the collective agreement are cancelled. If the employee does not accept severance pay under this paragraph, then his severance pay entitlement and recall rights shall be determined by Article 14:05 above.

Termination of employment or the taking of severance pay will not affect the right of employees currently on Weekly Indemnity, Long Term Disability or Workers' Compensation to continue to receive those benefits, provided they continue to be eligible under the terms of the said plans.

14:07 An employee who is required to absent himself from work to perform jury duty or to report for jury duty roll call, or is a subpoenaed witness at a Court proceeding, shall be paid his regular wages for all regular hours of work lost, less the amount he received for such jury duty, or less such amount that he receives as a witness fee. The employee will furnish the Company with the necessary proof of loss and the amount of his compensation, if any, as a juror or witness.

## ARTICLE 15 - AUTOMATION AND JOB SECURITY

Technological Change means:

(a) The introduction by the Company of equipment or material of a different nature or kind than that previously utilized by the Company in the operation of the business, or

(b) A change in the techniques and procedures and sequences of events that is directly related to the introduction of that equipment or material.

15:01 (a) In the event that technological changes are planned by the Company, which would have the affect of abolishing old classifications or creating the need for new ones, the Company will give the Union six months notice of such changes and negotiations will commence immediately in order to attempt, on a fair and equitable basis, to lessen any hardship affected by the said changes.

(b) In the event that the Company and the Union do not agree to the appropriate job rate for new classifications brought about by virtue of technological change, the Company and the Union shall refer the matter of the appropriate wage rate to an arbitration board as provided in the grievance procedure within twenty (20) days of the failure of the Company and the Union to agree.

(c) If as a result of technological change the wage rate for a job classification is reduced, such affected employee shall be entitled to have the maintenance of his former job rate for a period of three months.

(d) In the event that technological change has the effect of rendering obsolete the present skills of employees within the bargaining unit, those employees affected will be given an opportunity for a period of thirty (30) working days to attempt to qualify in order to effectively and efficiently perform the newly created job, such qualifications may occur by training on or off the job.

(e) In the event of technological change impacting on the job security of employees, the Company and the Union will forthwith meet to determine measures to be taken to **minimize** the dislocation for the employees concerned, as a result of the said technological change. The primary criteria to be followed is to formulate plans to treat redundant employees within the bargaining unit on a fair and equitable basis. Guidelines to be considered shall be the training of affected employees within and without the terminal operation, the transfer of employees to other employment within or without the terminal operation, early retirement and severance pay.

(f) Following a classification becoming redundant or being abolished a displaced employee must immediately select a job **classificaiton** equal to or lower than his regular posted job **classification**, subject to the requirements of the competence and fitness of the employee concerned and upon filling the **classification** so chosen, the employee will assume that job classification.

15:02 A training committee shall be formed to investigate the possibility of arranging training programs for trades and/or classifications involved in the work of the bargaining unit.

15:03 The industry confirms its desire to use in-house skills as far as is practical. The Company and the Union shall establish a consultative committee represented by the General Chairperson on behalf of the Union and the senior management person resident in Thunder Bay on behalf of the Company. The committee shall meet as required for the purpose of enabling the Company to inform the Union of planned programs such as those involving contracting out and the explanation therefore, major reassignment of employee duties on a permanent basis, and matters that may affect the welfare of employees. The members of the committee shall inform each other concerning matters that would promote a more harmonious relationship between the parties.





The Company will not contract out work normally performed by employees within the bargaining unit if such contracting out results directly in the layoff of any employee.

The Company further agrees that if qualified employees are available, and if the Company has in the terminal the equipment necessary to accomplish the work, and if the work can be completed at and in the time required, and if the nature of the work is normal and routine and is presently performed by the employees, such work will continue to be carried out by employees covered by the Agreement. Nothing of the foregoing shall be interpreted as a restriction of the Company's right to purchase equipment and component parts intended for the operations of the terminal.

The Company agrees to inform the Union Plant Committee by giving reasonable notice in writing of their intention to contract out work in the terminals.

#### **ARTICLE 16 - TERM OF AGREEMENT**

16:01 This Agreement shall be effective the 1st day of February 1994, and shall continue to be in effect until the 31st day of January 1997, and from year to year thereafter, subject to not less than 60 days notice in writing prior to the 31st day of January, of any year, from either party of the desire to revise or terminate it as of 31st day of January following, the first such notice shall be served at any time prior to the 1st day of December 1996, to take effect the 31st day of January, 1997.

#### **ARTICLE 17 - GENERAL**

17:01 Should the Company enter into an agreement to sell any portion or all of its terminal elevator operations at Thunder Bay, in such a manner as to divest itself of the operation and management of the terminal, or should the Company enter into an agreement to purchase any portion or all of another terminal operation at Thunder Bay, in such a manner as to acquire the operation and

management of the terminal, then, the provisions of Schedule "D" attached hereto, shall become operative.

**17:02** Employees shall be encouraged to learn the duties of other positions covered by the Agreement. Employees who wish to train for jobs within the bargaining unit may notify the Company in writing, stating the job for which training is desired. When an opportunity arises for training in a job including as a result of leave of absence (exceeding one week) or sickness to the knowledge of the Company (in excess of one week) or vacation of an incumbent, on the third week of the month the Company shall bulletin the positions that are known to be vacant during the following month and shall select replacements for such positions on the basis of seniority and ability from among the employees who have indicated a desire to be trained in such positions within the terminal.

**17:03** In this Agreement and in classifications designated herein any words importing the masculine gender include female persons.

**17:04** If protective clothing is required for certain types of work, the Company will supply same with the exception of safety footwear, but including rubber boots. Letter of Understanding to be provided relative to all employees having right to purchase coveralls at cost from one of the companies presently selling same to their employees.

**17:05** Schedule "A", "B", "C", "D", "E", "F" and "G" and Schedules #1 and #2 attached hereto are hereby incorporated into and form part of this Agreement.

#### **ARTICLE 18 - COST OF LIVING ADJUSTMENT**

**18:01** Any applicable wage adjustment due to a cost of living increase will be based upon the "1986 = 100 all items Consumer Price Index for Canada" as published by Statistics Canada, hereinafter referred to as the CPI.

A wage adjustment, if applicable, shall be added to and rolled into the regular wage of all employees in the bargaining unit, commencing the first of the month following the month in which payment is triggered by the publication of the activating CPI.

The last index used will be that applicable to November 1996.

COLA wage adjustment, effective August 21, 1992 shall be \$.017 for each one tenth of a point that the CPI shall have risen above 147.92.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be duly executed this 5th day of May 1994.

COMPANIES

T.C.U. LODGE NO. 650

/s/

/s/

CARGILL LIMITED  
MANITOBA POOL ELEVATORS  
PARRISH & HEIMBECKER, LIMITED  
RICHARDSON TERMINALS LIMITED  
SASKATCHEWAN WHEAT POOL  
UNITED GRAIN GROWERS LIMITED  
CARGILL LIMITED

**CARGILL LIMITED**  
**SCHEDULE "A"**

OCCUPATIONAL CLASSIFICATIONS AND RESPECTIVE RATES OF PAY  
**HOURLY WAGE RATE**  
**EFFECTIVE**

OCCUPATIONAL CLASSIFICATIONS	UNIT	1/2/94	1/2/95	1/2/96
Control Room Operator (CL) .....	A	21.82	22.26	22.70
Electrician I .....	A	21.82	22.26	22.70
Electronic Technician I .....	A	21.82	22.26	22.70
Grain Inspector I .....	A	21.82	22.26	22.70
Millwright I .....	A	21.82	22.26	22.70
Electrician II .....	B	21.20	21.62	22.05
Electronic Technician .....	B	21.20	21.62	22.05
Millwright II .....	B	21.20	21.62	22.05
Millwright III .....	C	20.74	21.15	21.57
Millwright III (Diesel Mechanic Qual.) .....	C	20.74	21.15	21.57
Pellet Plant Operator I .....	C	20.74	21.15	21.57
Cleaner Operator II .....	D	20.45	20.86	21.28
Grain Inspector III .....	D	20.45	20.86	21.28
Millwright IV .....	D	20.45	20.86	21.28
Pellet Plant Operator II .....	D	20.45	20.86	21.28
Track Shed Worker III .....	D	20.45	20.86	21.28

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
Cleaner Operator III.....	E	20.20	20.60	21.01
Dryer Operator.....	E	20.20	20.60	21.01
Dumper Operator.....	E	20.20	20.60	21.01
Front End Loader Operator.....	E	20.20	20.60	21.01
Millwright V.....	E	20.20	20.60	21.01
Switch Engine Operator.....	E	20.20	20.60	21.01
Bin Floor Worker II.....	F	19.71	20.10	20.50
Cleaner Operator IV.....	F	19.71	20.10	20.50
Grain Inspector Helper.....	F	19.71	20.10	20.50
Oiler.....	F	19.71	20.10	20.50
Switch Engine Operator Assistant.....	F	19.71	20.10	20.50
Electrician VI.....	G	19.50	19.89	20.29
Labourer.....	G	19.50	19.89	20.29
Millwright VI.....	G	19.50	19.89	20.29

**CARGILL LIMITED**  
**SCHEDULE "A" (continued)**

**Progression Rates to Apply For All Positions  
in Unit "G" as follows:**

		<b>HOURLY WAGE RATE</b>		
		<b>EFFECTIVE</b>		
		<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
<b>(1)</b>	<b>Industrial Training</b>			
	<b>Millwright/Electrician's Apprentices</b>			
	Starting Rate	18.35	18.72	19.09
	4 Months After Placement	18.69	19.06	19.44
	8 Months After Placement	19.11	19.49	19.89
	(See Schedule "E" criteria for Millwright VI and Electrician VI)			
<b>(2)</b>	<b>New Hires</b>	<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
	Starting Rate	16.32	16.65	16.98
	12 Months After Hire	19.50	19.89	20.29

Rates could change during year, depending upon effect of application of Article 18:01.

**NOTE:** Maintenance Assistant (Winter Works Only) - Paid at the Unit "F" Rate.

MANITOBA POOL ELEVATORS  
 SCHEDULE "A"  
 OCCUPATIONAL CLASSIFICATIONS AND RESPECTIVE RATES OF PAY  
 HOURLY WAGE RATE  
 EFFECTIVE

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OCCUPATIONAL CLASSIFICATIONS	UNIT	1/2/94	1/2/95	1/2/96
Assistant Operations Supervisor .....	A	21.82	22.26	22.70
Electrician I .....	A	21.82	22.26	22.70
Grain Inspector I. ....	A	21.82	22.26	22.70
Millwright I .....	A	21.82	22.26	22.70
Sheetmetal Worker I.....	A	21.82	22.26	22.70
Control <b>Operator II</b> .....	B	21.20	21.62	22.05
Electrician II.....	B	21.20	21.62	22.05
Millwright II.....	B	21.20	21.62	22.05
Cleaner <b>Operator I</b> .....	C	20.74	21.15	21.57
Electrician III .....	C	20.74	21.15	21.57
Grain Inspector II .....	C	20.74	21.15	21.57
Millwright III.....	C	20.74	21.15	21.57
Millwright III (sheet metal qualification). ....	C	20.74	21.15	21.57
Pellet Plant Operator I .....	C	20.74	21.15	21.57
Track Shed Worker II.....	C	20.74	21.15	21.57

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
Electrician IV .....	D	20.45	20.86	21.28
Grain Inspector III .....		20.45	20.86	21.28
Millwright IV (*). .....	.	20.45	20.86	21.28
Pellet Plant Operator II .....	D	20.45	20.86	21.28
Annex Worker II .....	E	20.20	20.60	21.01
Cleaner Operator III .....	E	20.20	20.60	21.01
<b>Dryer Operator</b> .....	E	20.20	20.60	21.01
Dumper Operator .....	E	20.20	20.60	21.01
Electrician V .....	E	20.20	20.60	21.01
Fumigator .....	E	20.20	20.60	21.01
Millwright V .....	E	20.20	20.60	21.01
Millwright V (sheet metal worker asst.) .....	E	20.20	20.60	21.01
Reclaim Operator II .....	E	20.20	20.60	21.01
Scale Cleaner & Transfer Operator .....	E	20.20	20.60	21.01
Switch Engine Operator .....	E	20.20	20.60	21.01
Tunnel Worker I .....	E	20.20	20.60	21.01



OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
Bin Floor Worker II.....	F	19.71	20.10	20.50
Cleaner Operator IV.....	F	19.71	20.10	20.50
Oiler.....	F	19.71	20.10	20.50
Winch Operator.....	F	19.71	20.10	20.50
Electrician VI.....	G	19.50	19.89	20.29
Labourer.....	G	19.50	19.89	20.29
Millwright VI.....	G	19.50	19.89	20.29

**MANITOBA POOL ELEVATORS  
SCHEDULE "A" (continued)**

**Progression Rates to Apply For All Positions  
in Unit "G" as follows:**

		<b>HOURLY WAGE RATE EFFECTIVE</b>		
		<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
<b>(1) Industrial Training</b>				
Millwright/Electrician's Apprentices				
	Starting Rate	18.35	18.72	19.09
	4 Months after placement	18.69	19.06	19.44
	8 Months after placement	19.11	19.49	19.89
(See Schedule "E" criteria for Millwright VI and Electrician VI)				
<b>(2) New Hires</b>				
	Starting Rate	<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
	12 Months After Hire	16.32	16.65	16.98
	12 Months After Hire	19.50	19.89	20.29
(*) Includes pollution control.				

Rates could change during year, depending upon effect of application of Article 18:01.  
NOTE: Maintenance Assistant (Winter Works Only) - Paid at the Unit "F" Rate

**PARRISH & HEIMBECKER, LIMITED**  
**SCHEDULE "A"**  
**OCCUPATIONAL CLASSIFICATIONS AND RESPECTIVE RATES OF PAY**

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
Electrician I .....	A	21.82	22.26	22.70
Millwright I .....	A	21.82	22.26	22.70
Weigh Operator I.....	B	21.20	21.62	22.05
Electrician III.....	C	20.74	21.15	21.57
Millwright III.....	C	20.74	21.15	21.57
Track Shed Worker II.....	C	20.74	21.15	21.57
Cleaner Operator II.....	D	20.45	20.86	21.28
Electrician IV .....	D	20.45	20.86	21.28
Millwright IV .....	D	20.45	20.86	21.28
Weigh Operator III.....	D	20.45	20.86	21.28
Annex Worker II .....	E	20.20	20.60	21.01
<b>Augermobile</b> Operator.....	E	20.20	20.60	21.01
Dryer Operator .....	E	20.20	20.60	21.01
Electrician V .....	E	20.20	20.60	21.01
Millwright V .....	E	20.20	20.60	21.01

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE		
		1/2/94	1/2/95	1/2/96
Bin Floor Worker II.....	F	19.71	20.10	20.50
Cleaner Operator IV.....	F	19.71	20.10	20.50
Oiler .....*	F	19.71	20.10	20.50
Electrician VI.....	G	19.50	19.89	20.29
Labourer.....	G	19.50	19.89	20.29
Millwright VI.....	G	19.50	19.89	20.29

**PARRISH & HEIMBECKER, LIMITED**  
**SCHEDULE "A" (continued)**

**Progression Rates to Apply For All Positions  
in Unit "G" as follows:**

		<b>HOURLY WAGE RATE</b>		
		<b>EFFECTIVE</b>		
		<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
<b>(1) Industrial Training</b>				
	Millwright/Electrician's Apprentices			
	Starting Rate	18.35	18.72	19.09
	4 Months After Placement	18.69	19.06	19.44
	8 Months After Placement	19.11	19.49	19.89
	(See Schedule "E" criteria for Millwright VI and Electrician VI)			
<b>(2) New Hires</b>		<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
	Starting Rate	16.32	16.65	16.98
	12 Months After Hire	19.50	19.89	20.29

Rates could change during year, & pending upon effect of application of Article 18:01.

NOTE: Maintenance Assistant (**Winter** Works Only) - Paid at the Unit "**F**" Rate.

RICHARDSON TERMINALS LIMITED  
 SCHEDULE "A"  
 OCCUPATIONAL CLASSIFICATIONS AND RESPECTIVE RATES OF PAY

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
Assistant Operations Supervisor .....	A	21.82	22.26	22.70
Electrician I .....	A	21.82	22.26	22.70
Grain Inspector I .....	A	21.82	22.26	22.70
Head Cleaner Operator/Distributor .....	A	21.82	22.26	22.70
Millwright I .....	A	21.82	22.26	22.70
Weigh Operator I .....	B	21.20	21.62	22.05
Electrician III .....	C	20.74	21.15	21.57
Grain Inspector II .....	C	20.74	21.15	21.57
Millwright III .....	C	20.74	21.15	21.57
Pellet Plant Operator I .....	C	20.74	21.15	21.57
Weigh Operator II .....	C	20.74	21.15	21.57
Annex Worker I .....	D	20.45	20.86	21.28
Cleaner Operator II .....	D	20.45	20.86	21.28
Electrician IV .....	D	20.45	20.86	21.28

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
Millwright IV .....	D	20.45	20.86	21.28
Utility Worker .....	D	20.45	20.86	21.28
Annex Worker II .....	E	20.20	20.60	21.01
Cleaner Operator III .....	E	20.20	20.60	21.01
Dryer Operator .....	E	20.20	20.60	21.01
Dumper Operator.....	E	20.20	20.60	21.01
Electrician V.....	E	20.20	20.60	21.01
Millwright V.....	E	20.20	20.60	21.01
Scale Cleaner & Transfer Operator .....	E	20.20	20.60	21.01
Switch Engine Operator .....	E	20.20	20.60	21.01
Annex Helper .....	F	19.71	20.10	20.50
Cleaner Operator IV .....	F	19.71	20.10	20.50
Oiler .....	F	19.71	20.10	20.50
Pellet Plant Helper.....	F	19.71	20.10	20.50
Scale Helper .....	F	19.71	20.10	20.50
Electrician VI .....	G	19.50	19.89	20.29
Labourer.....	G	19.50	19.89	20.29
Millwright VI .....	G	19.50	19.89	20.29
Switch Operator.....	G	19.50	19.89	20.29

**RICHARDSON TERMINALS LIMITED  
SCHEDULE "A" (continued)**

**Progression Rates to Apply For All Positions  
in Unit "G" as follows:**

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		HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
<b>(1) Industrial Training</b>				
	Millwright/Electrician's Apprentices			
	Starting Rate	18.35	18.72	19.09
	4 Months After Placement	18.69	19.06	19.44
	8 Months After Placement	19.11	19.49	19.89
(See Schedule "E" criteria for Millwright VI and Electrician VI)				
<b>(2) New Hires</b>				
	Starting Rate	<b>1/2/94</b> 16.32	<b>1/2/95</b> 16.65	<b>1/2/96</b> 16.98
	12 Months After Hire	19.50	19.89	20.29

Rates could change during year, depending upon effect of application of Article 18:01.  
NOTE: Maintenance Assistant (Winter Works Only) - Paid at the Unit "F" Rate.



**SASKATCHEWAN WHEAT POOL  
SCHEDULE "A"  
OCCUPATIONAL CLASSIFICATIONS AND RESPECTIVE RATES OF PAY**

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
Assistant Operations Supervisor (#6-7a-15) .....	A	21.82	22.26	22.70
Assistant Operations Supervisor(#7b-8) .....	A	21.82	22.26	22.70
Control Operator I .....	A	21.82	22.26	22.70
Electrician I .....	A	21.82	22.26	22.70
Grain Inspector I .....	A	21.82	22.26	22.70
Millwright I .....	A	21.82	22.26	22.70
Control Operator II .....	B	21.20	21.62	22.05
Electrician II .....	B	21.20	21.62	22.05
Millwright II .....	B	21.20	21.62	22.05
Shipper .....	B	21.20	21.62	22.05
Shipper (S.W.P. 15) .....	B	21.20	21.62	22.05
Trackshed Operator I .....	B	21.20	21.62	22.05
Trackshed Worker I (#4-6-7-15) .....	B	21.20	21.62	22.05
Weigh Operator I .....	B	21.20	21.62	22.05

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OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
Cleaner Operator I.....	C	20.74	21.15	21.57
Electrician III.....	C	20.74	21.15	21.57
Estimator .....	C	20.74	21.15	21.57
Grain Inspector II .....	C	20.74	21.15	21.57
Millwright III.....	C	20.74	21.15	21.57
Pellet Plant Operator I.....	C	20.74	21.15	21.57
Trackshed Operator II .....	C	20.74	21.15	21.57
Trackshed Worker II .....	C	20.74	21.15	21.57
Weigh Operator II .....	C	20.74	21.15	21.57
Weigh Operator II (Cleaners SWP) .....	C	20.74	21.15	21.57
Annex Worker I.....	D	20.45	20.86	21.28
Bin Floor Worker I.....	D	20.45	20.86	21.28
Boiler Engineer 4th Class .....	D	20.45	20.86	21.28
Cleaner Operator II.....	D	20.45	20.86	21.28
Electrician IV .....	D	20.45	20.86	21.28
Gallery Worker I (#4).....	D	20.45	20.86	21.28
Grain Inspector III .....	D	20.45	20.86	21.28
Millwright IV .....	D	20.45	20.86	21.28
Pellet Plant Operator II .....	D	20.45	20.86	21.28

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
Reclaim Operator I.....	D	20.45	20.86	21.28
Weigh Operator III.....	D	20.45	20.86	21.28
Annex Worker II.....	E	20.20	20.60	21.01
Cleaner Operator II.....	E	20.20	20.60	21.01
Dryer Operator.....	E	20.20	20.60	21.01
Dumper Operator.....	E	20.20	20.60	21.01
Electrician V.....	E	20.20	20.60	21.01
Front End Loader Operator.....	E	20.20	20.60	21.01
Fumigator.....	E	20.20	20.60	21.01
Hopper Operator.....	E	20.20	20.60	21.01
Millwright V.....	E	20.20	20.60	21.01
Reclaim Operator II..	E	20.20	20.60	21.01
Sweeper I.....	E	20.20	20.60	21.01
Switch Engine Operator.....	.	20.20	20.60	21.01
Annex Helper.....	F	19.71	20.10	20.50
Assistant Operations Supervisor's Helper Pool #7.....	".....F	19.71	20.10	20.50
Bin Floor Worker II.....	F	19.71	20.10	20.50
Cleaner Operator IV.....	F	19.71	20.10	20.50

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE		
		EFFECTIVE		
		1/2/94	1/2/95	1/2/96
Oiler .....	F	19.71	20.10	20.50
Pellet Plant Helper.....	F	19.71	20.10	20.50
Scale Floor Helper.....	F	19.71	20.10	20.50
Switch Engine Operator Assistant (SWP 15) .....	F	19.71	20.10	20.50
Tunnel Worker II.....	F	19.71	20.10	20.50
Winch Operator .....	F	19.71	20.10	20.50
Electrician VI .....	G	19.50	19.89	20.29
Labourer .....	G	19.50	19.89	20.29
Millwright VI .....	G	19.50	19.89	20.29

**SASKATCHEWAN WHEAT POOL  
SCHEDULE "A" (continued)**

**Progression Rates to Apply For All Positions  
in Unit "G" as follows:**

		HOURLY WAGE RATE EFFECTIVE		
		1/2/94	1/2/95	1/2/96
<b>59</b>	<b>(1) Industrial Training</b>			
	Millwright/Electrician's Apprentices			
	Starting Rate	18.35	18.72	19.09
	4 Months After Placement	18.69	19.06	19.44
	8 Months After Placement	19.11	19.49	19.89
	(See Schedule "E" criteria for Millwright VI and Electrician VI)			
	<b>(2) New Hires</b>	<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
	Starting Rate	16.32	16.65	16.98
	12 Months After Hire	19.50	19.89	20.29

Rates could change during year, depending upon effect of application of Article 18:01.  
NOTE: Maintenance Assistant (Winter Works Only) - Paid at the Unit "F" Rate.

**UNITED GRAIN GROWERS LIMITED**  
**SCHEDULE "A"**  
**OCCUPATIONAL CLASSIFICATIONS AND RESPECTIVE RATES OF PAY**  
**HOURLY WAGE RATE**  
**EFFECTIVE**

OCCUPATIONAL CLASSIFICATIONS	UNIT	1/2/94	1/2/95	1/2/96
Control Operator I .....	A	21.82	22.26	22.70
Electrician I .....	A	21.82	22.26	22.70
Grain Inspector I.....	A	21.82	22.26	22.70
Millwright I .....	A	21.82	22.26	22.70
S Control Operator II.....	B	21.20	21.62	22.05
Electrician II .....	B	21.20	21.62	22.05
Millwright II .....	B	21.20	21.62	22.05
Weigh Operator I.....	B	21.20	21.62	22.05
Cleaner Operator I.....	C	20.74	21.15	21.57
Electrician III.....	C	20.74	21.15	21.57
Grain Inspector II .....	C	20.74	21.15	21.57
Millwright III.....	C	20.74	21.15	21.57
Millwright III (Hydraulic Mechanic) .....	C	20.74	21.15	21.57
Pellet Plant Operator I .....	C	20.74	21.15	21.57
Track Shed Worker II.....	C	20.74	21.15	21.57
Weigh Operator II .....	C	20.74	21.15	21.57

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE		
		1/2/94	1/2/95	1/2/96
Electrician IV .....	D	20.45	20.86	21.28
Grain Inspector III .....	D	20.45	20.86	21.28
Millwright IV .....	D	20.45	20.86	21.28
Weigh Operator III .....	D	20.45	20.86	21.28
Annex Worker II .....	E	20.20	20.60	21.01
Dryer Operator .....	E	20.20	20.60	21.01
Dumper Operator .....	E	20.20	20.60	21.01
Electrician V .....	E	20.20	20.60	21.01
Millwright V .....	E	20.20	20.60	21.01
Reclaim Operator II .....	E	20.20	20.60	21.01
Tunnel Worker I .....	E	20.20	20.60	21.01
Bin Floor Worker II .....	F	19.71	20.10	20.50
Cleaner Operator IV .....	F	19.71	20.10	20.50
Gallery Worker II .....	F	19.71	20.10	20.50
Grain Inspector Helper .....	F	19.71	20.10	20.50
Oiler .....	F	19.71	20.10	20.50
Scale Helper .....	F	19.71	20.10	20.50
Tunnel Worker II .....	F	19.71	20.10	20.50

OCCUPATIONAL CLASSIFICATIONS	UNIT	HOURLY WAGE RATE		
		1/2/94	1/2/95	1/2/96
Electrician VI .....	.....G	19.50	19.89	20.29
Labourer .....	.....G	19.50	19.89	20.29
Millwright VI .....	.....G	19.50	19.89	20.29



**UNITED GRAIN GROWERS LIMITED**  
**SCHEDULE "A" (continued)**

**Progression Rates to Apply For All Positions  
in Unit "G" as follows:**

		<b>HOURLY WAGE RATE</b>		
		<b>EFFECTIVE</b>		
		<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
<b>8</b>	<b>(1) Industrial Training</b>			
	Millwright/Electrician's Apprentices			
	Starting Rate	18.35	18.72	19.09
	4 Months After Placement	18.69	19.06	19.44
	8 Months After Placement	19.11	19.49	19.89
	(See Schedule "E" criteria for Millwright VI and Electrician VI)			
	<b>(2) New Hires</b>	<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
	Starting Rate	16.32	16.65	16.98
	12 Months After Hire	19.50	19.89	20.29

**SCHEDULE "1"**  
**JOB DEFINITIONS**

**UNIT A**

**Asst. Oper. Supervisor**

Prepare shunts for unload, order cars from railway and distribute and estimate grain.

**Control Operator I**

To supervise applicable work area and participate in all aspects of Terminal Operations as assigned. Primary responsibility to be the **organization** of Grain movement through use of a computer-assisted weighing system. Will be expected to train and direct others in accomplishing his responsibilities.

**Control Room Operator (CL)**

Under supervision and direction operates control room equipment as it pertains to the movement of grain within the terminal.

**Electrician I**

Supervise all electrical work, and assign electrical staff their duties. Perform electrical related work as required. (See Industrial Training Schedule "E").

**Electronic Technician I**

In addition to performing the duties as defined for an Electronic Technician, the Electronic Technician I must be able to perform major computer program changes under the supervision of company computer specialists and must have successfully completed the necessary company training programs to improve their **knowledge** of computer programming technology as related to individual company operations.

**Grain Inspector I**

To be responsible for all grading, assign inspection staff their duties.

**Head Cleaner Operator/Distributor**

Responsible for the processing of all primary and secondary cleaner operations; the distribution of all grain to the annexes and ensure all grain is cleaned to export tolerances; to train and direct others in carrying out the responsibilities.

**Millwright I**

Supervise all millwright work and assign millwright staff their duties. Perform mechanical related work as required. (See Industrial Training Schedule "E").

**Sheetmetal Worker I (MPE)**

Supervise all sheetmetal work and assign sheetmetal staff their duties. Perform sheetmetal related work as required.

**UNIT B****Control Operator II**

Works on an assigned basis under the direction of the Control Operator I. General duties involve the orderly and efficient movement of grain through operation of computer-assisted control devices.

**Electrician II**

To work under the supervision of Electrician I and perform assigned duties. (See Industrial Training Schedule "E").

**Electronic Technician**

To be knowledgeable and capable of maintaining and repairing programmable controllers, micro computers, mini computers, digital electronics and capable of maintaining and repairing electronic scales as well as performing minor computer programming changes as required.

**Millwright II**

To work under the supervision of the Millwright I and perform assigned duties. (See Industrial Training Schedule "E").

**Shipper (S.W.P. 15)**

To be a grain inspector trainee and be capable of checking percentages. During shipments, to prepare estimates.

**Shipper**

To work in conjunction with inspector and foreman to run percentages when shipping. Perform other related duties, assign duties to Basement Tunnel Worker Helpers.

**Trackshed Operator I**

Responsible for automated **carshed** operation including performing **carshed** functions and other related duties.

**Trackshed Worker I**

Supervise all car shed operation and staff. Perform car shed duties as required.

**Weigh Operator I**

Supervise all scale floor operations and staff, to be responsible for the weighing of all outward grain, prepare screening report and perform transfers as required.

**UNIT C****Cleaner Operator I**

Supervise all cleaner operations and staff. Instruct and assist staff as required and perform related duties.

**Electrician III**

To work under the supervision of the Electrician I and perform assigned duties. (See Industrial Training Schedule "E").

**Estimator**

Prepare sounding estimates as required. Perform other related duties.

**Grain Inspector II**

To work under the supervision of the Grain Inspector I and perform assigned duties.

**Millwright III**

To work under the supervision of Millwright I and perform assigned duties. (See Industrial Training Schedule "E").

**Pellet Plant Operator I**

Operate and maintain pellet plant. Instruct and assist other operators.

**Trackshed Operator II**

Perform automated carshed functions and other related duties.

**Track Shed Worker II**

Supervise all car shed operation and staff. Perform car shed duties as required.

**Weigh Operator II**

To be responsible for the weighing and distribution of inward cars.

**Weigh Operator II (Cleaners SWP)**

To work in conjunction with Cleaner Operator I and organize cleaning operation from Scale Floor and perform other related duties.

**UNIT D****Annex Worker I**

Make annex sets and sound bins as required. Perform other related duties.

**Bin Floor Worker I**

In charge of making all sets. Assigns duties to bin floor helpers and performs other related duties.

**Boiler Engineer 4th Class**

To be in charge of boiler where a 4th class engineer is required, to operate dryer and perform other related duties.

**Cleaner Operator II**

To work under the supervision of the Head Cleaner Operator and perform assigned duties. Assign duties and assist cleaner helpers.

**Electrician IV**

To work under the supervision of the Electrician and perform assigned duties. (See Industrial Training Schedule "E").

**Grain Inspector III**

To work under the supervision of Grain Inspector I and perform assigned duties.

**Millwright IV**

To work under the supervision of the Millwright and perform assigned duties. (See Industrial Training Schedule "E").

**Pellet Plant Operator II**

To operate pellet mill and perform other related duties.

**Reclaim Operator I**

Supervise all reclaim operations and staff. Instruct and assist staff as required and perform other related duties.

**Track Shed Worker III & Gallery Worker I**

To work under the supervision of the Head Track Shed Worker and perform assigned duties. Assign duties and assist Track Shed Helpers.

**Utility Worker**

To relieve Dumper Operator and Switch Engine Operator to perform other related car shed duties as required.

**Weigh Operator III**

To organize cleaning operation from scale floor and perform other related duties.

## **UNITE**

### **Annex Worker II**

To assist Annex Worker and perform assigned duties. Assign duties to Annex Helpers.

### **Augermobile Operator**

Operate augermobiles and perform other related duties as required.

### **Cleaner Operator III**

Works under supervision of the Head Cleaner Operator.

### **Dryer Operator**

To operate dryers and perform other related duties.

### **Dumper Operator**

To operate dumpers and perform other related duties.

### **Electrician V**

To work under the supervision of the Electrician and perform assigned duties. (See Industrial Training Schedule "E").

### **Front End Loader Operator**

To operate front end loaders and perform other related duties.

### **Fumigator**

To fumigate grain and facilities as instructed. Must hold appropriate certificate.

### **Hopper Operator**

To elevate cars as required and perform other related duties.

### **Millwright V**

To work under the supervision of the Millwright and perform assigned duties. (See Industrial Training Schedule "E").

### **Reclaim Operator II**

To work under the supervision of the Head Cleaner Operator. Perform other assigned duties.

**Scale Cleaner & Transfer Operator**

To perform transfers as required. Clean scales and perform other related duties.

**Sweeper I**

To be in charge of general clean up and supervise sweepers.

**Switch Engine Operator**

To operate switch engine as required and perform other related duties.

**Tunnel Worker I**

To work in conjunction with Inspector and Operations Supervisor to run percentages when shipping. Perform other related duties, assign duties to Basement Tunnel Workers.

**UNIT F**

**Annex Helper**

Perform duties assigned by Annex Worker.

**Asst. Oper. Supervisor's Helper Pool No. 7**

Performs duties assigned by Assistant Operations Supervisor.

**Bin Floor Worker II**

Perform duties assigned by Head Bin Floor Worker.

**Cleaner Operator IV**

Perform duties assigned by Head Cleaner Operator.

**Gallery Worker II**

Perform gallery duties and other assigned duties.

**Grain Inspector Helper**

Perform duties assigned by Inspector.

**Oiler**

Lubricate machinery as needed.

**Pellet Plant Helper**

Perform duties assigned by Pellet Plant Operator.



**Scale Helper**

Perform duties assigned by Weigh Operator.

**Switch Engine Operator Assistant**

To operate under the direction of Switch Engine Operator and perform duties as required.

**Tunnel Worker II**

To work in conjunction with inspector and Operations Supervisor to run percentages when shipping. Perform other related duties, assign duties to Basement Tunnel Workers.

**Tunnel Worker II**

Perform duties assigned by Basement Tunnel Worker.

**Winch Operator**

To perform assigned duties especially related to car hauling.

**UNIT G****Electrician VI**

To work under the supervision of the Electrician and perform assigned duties. (See Industrial Training Schedule "E").

**Labourer**

To perform assigned duties.

**Millwright VI**

To work under the supervision of the Millwright and perform assigned duties (See Industrial Training Schedule "E").

**Switch Operator**

To perform assigned duties especially those relating to switching.

**PROGRESSION CATEGORY****Millwright Apprentice**

(See Industrial Training Schedule "E")

**Electrician Apprentice**

(See Industrial Training Schedule "E")

These classification definitions are merely generally descriptive and not to be taken as exhaustive of the work to be done by each classification. The parties acknowledge that there are other functions to be performed by each of the classifications as assigned by supervisors.

SCHEDULE 2

UNIT A	\$21.82	\$22.26	\$22.70
Assistant Operations Supervisor			
Control Operator I			
Control Room Operator (CL)			
Electrician I			
Electronic Technician (I)			
Grain Inspector I			
Head Cleaner Operator/Distributor			
Millwright I			
Sheetmetal Worker I (MPE)			
UNIT B	\$21.20	\$21.62	\$22.05
Control Operator II			
Electrician II			
Electronic Technician			
Millwright II			
Shipper			
Shipper (SWP15)			
Track Shed Operator I			
Track Shed Worker I			
Weigh Operator I			

UNIT C	\$20.74	\$21.15	\$21.57
Cleaner Operator I			
Electrician <b>III</b>			
Estimator			
Grain Inspector II			
Millwright <b>III</b>			
Pellet Plant Operator I			
Track Shed Operator II			
Track Shed Worker II			
Weigh Operator II			
Weigh Operator II (Cleaners <b>SWP</b> )			
<b>UNIT D</b>	\$20.45	\$20.86	\$21.28
Annex Worker I			
Bin Floor Worker I			
Boiler Engineer <b>4th</b> Class			
Cleaner Operator <b>II</b>			
Electrician IV			
Gallery Worker I			
Grain Inspector III			
Millwright IV			
Pellet Plant Operator II			
Reclaim Operator I			
Track Shed Worker III			
Utility Worker			
Weigh Operator III			

UNITE	\$20.20	\$20.60	\$21.01
Annex Worker II			
Augermobile Operator			
Cleaner Operator <b>III</b>			
Dryer Operator			
Dumper Operator			
Electrician V			
Front End <b>Loader</b> Operator			
Fumigator			
Hopper Operator			
Millwright V			
Reclaim Operator II			
Scale Cleaner & Transfer Operator			
Sweeper I			
Switch Engine Operator			
Tunnel Worker <b>I</b>			
<b>UNIT F</b>	\$19.7	1	\$20.10 \$20.50
Annex Helper			
Assistant Operations Supervisor's Helper Pool #7			
Bin Floor Worker <b>II</b>			
Cleaner Operator IV			
Gallery Operator II			
Grain Inspector Helper			
<b>Oiler</b>			
Pellet Plant Helper			
Scale Helper			
Switch Engine Operator Assistant			
Tunnel Worker II			
Winch Operator			

	Effective		
	1/2/94	1/2/95	1/2/96
<b>UNIT G</b>	\$19.50	\$19.89	\$20.29
Electrician VI			
Labourer			
Millwright VI			
Switch Operator			

**Progression Rates to Apply For All Positions  
In Unit "G" as Follows:**

	Effective		
	1/2/94	1/2/95	1/2/96
Industrial Training			
Millwright/Electrician's Apprentices			
Starting Rate	18.35	18.72	19.09
4 Months after placement	18.69	19.06	19.44
8 Months after placement	19.11	19.49	19.89

(See Schedule "E" criteria for Millwright VI and Electrician VI)

	Effective		
	1/2/94	1/2/95	1/2/96
<b>New Hires</b>			
Starting Rate	16.32	16.65	16.98
12 Months After Hire	19.50	19.89	20.29

Rates could change during year, depending upon effect of application of Article 18:01.

**NOTE:** .....Maintenance Assistant (Winter Works Only) - Paid at the Unit "F" Rate.

**SCHEDULE "B"**  
**TRANSPORTATION COMMUNICATIONS**  
**INTERNATIONAL UNION,**  
**LODGE 650**  
**GRIEVANCE FORM**

Employee .....  
Operations Supervisor .....\*  
Classification .....  
Elevator .....  
Wage Rate .....  
Company .....  
Alleged Violation of Collective Agreement  
Article .....  
Section .....  
Paragraph .....  
Date of event which caused grievance . . . \* .....

**STATEMENT OF GRIEVANCE**

.....  
Date of Grievance .....  
Employee Signature .....

**STEP NO. 1**

Date Grievance Received by Operations Supervisor .....  
Operations Supervisor Signature .....

**DECISION AND REASON OF  
OPERATIONS SUPERVISOR**

Date .....  
Operations Supervisor Signature .....

**RESPONSE OF EMPLOYEE**

Satisfactory.....  
Unsatisfactory .....

**REASON OF EMPLOYEE** .....

Date.....  
Employee Signature .....

**STEP NO. 2**

Date Received by Superintendent.. ..  
Supt. Signature .....

**DECISION AND REASON OF SUPERINTENDENT**

.....  
Date.....

Superintendent Signature.. ..

**RESPONSE OF SHOP COMMITTEE**

Satisfactory .....

Unsatisfactory .....

**REASON OF SHOP COMMITTEE** .....

Date.....  
Shop Chairperson Signature .....

**RESPONSE OF EMPLOYEE** .....

Satisfactory .....

Unsatisfactory .....

Date.....  
Employee Signature .....

**STEP NO. 3**

Date Referred for Discussion by Representatives of Compaq  
and Union .....

Date of Discussions .....

**DECISION OF COMPANY**

.....

Date Company Representative Signature .....

**DECISION OF UNION**

.....

Date Union Representative Signature .....

**DISPOSITION OF GRIEVANCE**

Date .....

Settled .....

Not Settled.....

Company Representative Signature .....

Union Representative Signature .....

**NOTICE OF REFERENCE TO ARBITRATION**

Date .....

Company Representative Signature.....

Union Representative Signature .....\*



**SCHEDULE "C"**  
**LEAVE OF ABSENCE FORM**

I, \_\_\_\_\_, hereby apply for Leave of Absence without pay for the period from \_\_\_\_\_ to \_\_\_\_\_ 19\_\_\_\_.

This leave is requested for the following reasons:

\_\_\_\_\_

Date \_\_\_\_\_

Signed \_\_\_\_\_

Leave for the period from \_\_\_\_\_ to \_\_\_\_\_ is granted on the following conditions:

(Adapt as Necessary)

- (1) Company contributions in respect of hospitalization and medical plans will be suspended in respect of the period commencing on \_\_\_\_\_
- (2) Company contributions in respect of Sickness and Accident Indemnity Plans, Group Life Insurance, Dental Plan and Extended Health Care Group Program will be suspended in respect of the period commencing \_\_\_\_\_
- (3) Company Pension Plan contributions will be suspended in respect of the period commencing \_\_\_\_\_
- (4) No holiday allowance payments will be made during your leave of absence except \_\_\_\_\_
- (5) Seniority will/will not accumulate during given leave. \_\_\_\_\_

(An employee may be entitled to payments for holidays occurring when he is on leave of absence if his name is on the payroll at the time the holiday occurs.)

DATE \_\_\_\_\_

SIGNED \_\_\_\_\_

**SCHEDULE "D"**  
**TRANSFER OF EMPLOYMENT**  
**DEFINITION OF TERMS**

**"SELLING EMPLOYEES"**

shall be deemed to include all employees of the Company covered by this Collective Agreement, when the Company is selling its operations as hereinbefore referred to.

**"PURCHASING EMPLOYEES"**

shall be deemed to include all employees of the Company covered by this Collective Agreement, when the Company is purchasing a terminal operation as hereinbefore referred to.

**"SELLING TERMINALS"**

shall be designated as those terminals operated by the Company, and being sold as hereinbefore referred to.

**"PURCHASING TERMINALS"**

shall be those terminals presently operated by the Company when it is purchasing terminals as hereinbefore referred to.

**"TRANSFER DATE"**

shall be deemed to be the date at which, pursuant to the sale Purchase Agreement between the Selling Company and the Purchasing Company, the Purchasing Company takes over the operation and management of the Selling Company terminals.

**"TRANSFERRED EMPLOYEES"**

shall be deemed to be the employees of the Selling Company, who accept a transfer of employment to the Purchasing Company. Selling employees, prior to the transfer date, shall be given the option to accept a transfer of employment to the Purchasing Company on the terms and conditions herein set forth, or in the alternative, shall be given the option to have the Selling Company terminate their employment, and in the event that employees elect to have a termination of employment, they shall receive from the Selling Company, the severance payment as required under Article 14:05 of this Collective Bargaining Agreement.

Employees so accepting termination pay shall provide the Selling Company with a complete release of any and all claims against the Selling Company, arising out of the collective Bargaining Agreement. In the event that a terminated employee signs a release as aforementioned in error, and is entitled to further compensation, the signing of the said release shall not prevent the said terminated employee from claiming payment of further monies in order to obtain the proper sum due and owing by the Selling Company.

In addition to the foregoing, employees who accept termination pay from the Selling Company shall receive accrued holiday pay and pension entitlement as hereinafter set forth.

**RIGHTS AND BENEFITS  
ACCRUING TO  
TRANSFERRED EMPLOYEES**

**SENIORITY RIGHTS:** Transferred employees shall enjoy the same seniority rights and benefits under the Collective Agreement in the Selling Company terminals as if for the purpose of the said Collective Bargaining Agreement, the Selling Company continued to be an employer, except in the case of job postings occurring after the transfer date. In addition, thereto, the transferred employees shall be recognized on the seniority list of the Purchasing Company as having Purchasing Company seniority rights as of the transfer date, which seniority rights shall be ranked on this date on the same ranking as set forth in the Selling Company seniority list.

In addition thereto, the Purchasing Company employees shall receive as of the transfer date, seniority rights in the Selling Company terminals and shall maintain in these Selling Company terminals the seniority as it appears on the Purchasing Company seniority list.

**SELLING COMPANY PENSION PLAN:** Subject to the provisions of the Pension Benefit Standard Act, all Selling Compa-

ny employees whether accepting transfer or termination shall for the purpose of the Selling Company Pension Plan be given an election to withdraw the financial contributions made by the employees, with interest as allowed by the Selling Company's insurance carrier, or in the alternative, all employees shall be allowed to receive at normal retirement, a pension payment which payment shall represent the pension benefits accruing by virtue of the employee and Selling Company's contribution to the said plan, up to the present date. In the event that an employee dies prior to normal retirement his estate shall receive the employee contribution plus interest to that date.

**PURCHASING COMPANY PENSION PLAN:** All transferred employees on an effective date who are eligible shall be enrolled on the hourly employee pension plan provided by the Purchasing Company without a waiting period.

Those transferred employees who on an effective date are not eligible shall be enrolled in the Purchasing Company's pension plan on the earliest date they can be so enrolled. Transferred employees who are not eligible and do not become eligible who remain in the employ of the Purchasing Company until normal retirement shall receive from the Purchasing Company a cash retirement allowance equivalent to the amount of money that the Purchasing Company would have contributed to the Purchasing Company's pension plan on its behalf had the said employee been eligible to join the plan. The said Purchasing Company contribution will earn interest compounded annually at the rate paid on pension contributions and in the event of the said ineligible employee becoming disabled prior to reaching normal retirement, he will receive by way of a cash settlement, a retirement allowance accruing to him on the date of disability, being the Purchasing Company's contribution as hereinbefore stated. In the event that an ineligible employee dies prior to normal retirement age, the beneficiary of his estate will receive, up to the date of death, the accrued retirement allowance representing the Pur-

Purchasing Company's contribution as noted.

**GROUP INSURANCE PLAN:** Transferred employees who have at least one year's service will forthwith be enrolled in the Purchasing Company's Group Insurance Plan provided that they are not on lay-off, and in the eventuality of a transferred employee being on lay-off at the transfer date, such employee shall be enrolled in the plan and covered by it from the first day of return to work. Transferred employees who on the transfer date have not completed at least one year of service with the Selling Company will be insured under the Purchasing Company's Group Insurance Plan on the date that they complete one year of service between the Selling Company and the Purchasing Company, providing that at this date, they are not on lay-off and in the eventuality of an employee being on lay-off the effective date for insurance coverage shall be the first day he returns to work.

**SEVERANCE PAY:** Transferred employees who become terminated shall be entitled under Article 14:05 of the said Collective Bargaining Agreement, to receive severance pay computed on the basis that their full term of employment has been with the Purchasing Company and therefore, shall be entitled to 2% of the total earnings throughout his period of employment whether the period of employment had been with the Selling Company or the Purchasing Company.

**VACATIONS:** Transferred employees for the purpose of vacation settlement under the Collective Bargaining Agreement shall enjoy the benefit of accumulated length of service with the Selling Company and the Purchasing Company.

**WAGES:** Transferred employees shall continue to enjoy the wage rates in effect for all Selling Company employees as set forth in the wage schedule of the Collective Bargaining Agreement.

**GENERAL TERMS AND CONDITIONS OF EMPLOYMENT:** Transferred employees shall enjoy the general terms

and conditions of employment that may exist or may be prescribed by the Purchasing Company from time to time when those terms and conditions are applicable to the Purchasing Company employees presently covered by the said Collective Bargaining Agreement. The terms of the said Collective Bargaining Agreement shall continue to remain in full force and effect save and except as amended hereby with reference to the Selling Company and the Purchasing Company employees covered under the said Collective Bargaining Agreement.

**SCHEDULE "E"**  
**TERMS AND REGULATIONS**  
**OF TRADES**  
**APPRENTICESHIP TRAINING**  
**APPLICATION**

**Present and New Apprentices**

1. Qualification for apprenticeship selection and progress through the training program levels shall be in accordance with the respective job posting standards as listed in Appendix II attached.  
Appendix II sets forth the **vario** written and executed as one document.
2. Successful applicants, namely employees who become eligible for the training program by virtue of posting, accept the commitment to complete the applicable training program. In the case where the successful applicant is a new employee, failure to participate in the program for which he was hired will result in his termination, In the case where the successful applicant is an existing employee, he shall be allowed a period of four (4) weeks during which time he may opt out of the program and return to the operations staff to be reclassified as a Labourer, further placement under such circumstances shall be made in accordance with the terms of the Collective Agreement. Failure to participate after completion of an initial four (4) week period will result in the employee being terminated.
3. Course attendance will be **authorized** by the Company under the Leave of Absence provisions of the Collective Agreement. When an apprentice is attending a trade training course at a Government Trade School on a full-time basis, the following pay arrangements will apply:
  - (a) The apprentice will co-operate fully in applying for

any and all training allowances available at the time of his course attendance.

(b) Depending upon agency regulations applicable to training allowances current at the time of trade school attendance, the Company agrees to either:

(i) Supplement the training allowance to provide the apprentice with a total weekly income equal to forty (40) hours at his regular hourly rate; or

(ii) Directly accept the training allowance from the respective agency and provide the apprentice with a total weekly income equal to forty (40) hours at his regular hourly rate.

(c) The Company will endeavour to pay the apprentice on regular pay days. To receive such pay, the apprentice must maintain satisfactory attendance and performance records during his trade training course.

(d) All benefit plans (including vacation pay **accrue**ment) in existence at the time of apprentice's course attendance will be maintained in the same manner as if, during said course attendance, the apprentice was regularly employed at his normal duties.

4. An apprentice who failed to pass any level may rewrite the level at such times and places as are fixed by the Director of Apprenticeships. The apprentice shall be allowed to remain on the applicable trade staff for a maximum period of up to 12 months while attempting to complete the level failed unless otherwise recommended by the Director of Apprenticeships. The company will attempt to arrange shifting to accommodate the apprentice during this period. Any cost incurred while retaking previously failed level shall be the responsibility of the apprentice.

Only upon successful completion of the appropriate level,



will the apprentice advance to the prescribed level and wage rate.

Failure of any level within the time outlined above will require the apprentice to withdraw from the apprenticeship program and be assigned to a position on the operations staff and be reclassified as a Labourer, further placement under such circumstances shall be made in accordance with the terms of the Collective Agreement.

4. Any apprentice who has failed either of the Training Programs shall not be allowed to **re-enter** Trades Apprenticeship Training.
5. An apprentice will be provided with a basic set of hand tools as required to perform his regular job duties. He will be responsible for keeping such tools in a safe working condition at all times. The company agrees to replace broken tools upon presentation of same to the appropriate Department Head.

#### **GENERAL**

1. The exercise of seniority rights by members in the Bargaining Unit as provided under Article **10:03** of the Collective Agreement shall not be exercised by non maintenance department employees to effect the displacement of maintenance department employees. Maintenance department employees shall have the right to exercise the provisions of Article **10:03** within the maintenance department concerned.
2. It is **recognized** that extenuating circumstances could exist in which the exercise of the preceding regulations may work a hardship either on an employee or the Company. In such a case the particulars shall be presented to the Apprenticeship Trades Committee as hereinafter referred for handling and recommendation.

### **Apprenticeship Trades Committee**

Management and Union both **recognize** the mutual benefits to be derived from the formulation and on-going function of a joint Management/Union Apprenticeship Trades Committee. The parties will establish and maintain such a committee so long as it is fulfilling its intended role to the satisfaction of the parties.

The Apprenticeship Trades Committee shall function within the following parameters and guidelines:

#### **1. Committee Function**

The Committee is empowered to discuss and deliberate upon only those matters which pertain to the administration of the Terms and Regulations of Trades Apprenticeship Training as agreed to by the parties. The Committee shall not have the authority to amend, change or alter in any way the provisions of the said Terms and Regulations. Nor shall the Committee be empowered to alter any of the terms of the Collective Agreement existing between the parties.

All recommendations developed by the Committee shall be forwarded to the respective parties of the Collective Agreement for their consideration and disposition.

#### **2. Committee Composition**

The Committee is to be comprised of three (3) Management representatives, three (3) Union representatives.

Either party may when necessary appoint an alternate representative and the Committee will only be deemed to be assembled and in a position to officially meet when all appointees are present.

**3.** All meetings to be held in Thunder Bay.

**4.** A neutral Chairperson may be appointed by this committee to preside as required. Any and all associated costs of

the Chairperson shall be shared equally by the parties.

This Memorandum of Understanding is supplementary and collateral to the Collective Agreement having the same force and effect as the said Collective Agreement entered into, between the above noted parties on the \_\_\_\_\_.

**APPENDIX II  
JOB POSTING STANDARDS  
MILLWRIGHT I - UNIT "A"**

**WAGE RATE:**

	Effective		
	1/2/94	1/2/95	1/2/96
	\$21.82	\$22.26	\$22.70

**QUALIFICATIONS:**

- Must comply with all qualifications of the Millwright II classification.
- Must have demonstrated the ability to **organize** and direct a work force.

**RESPONSIBILITIES:**

- To supervise the Millwright Staff.
- To monitor and aid in the **training** and development of the Millwright Staff.
- To work in liaison with Master Mechanic in **co-ordinating**
  1. job priorities
  2. work in progress
  3. job completion
  4. material requirements
- To ensure parts inventory is maintained as required.
- To ensure jobs are completed with a minimum of delay by having required repair parts on hand as needed and by assigning the most competent crew to the specific jobs requiring attention.
- To confer with and co-ordinate joint jobs with the Electrical Department.

- To maintain all records as required.
- To test and evaluate new materials and equipment as required.
- Other duties as assigned.

**JOB POSTING STANDARDS**  
**MILLWRIGHT II - UNIT "B"**  
 \$21.20   \$21.62   \$22.05

**QUALIFICATIONS:**

- Must comply with all qualifications of the Millwright III classification.
- Must have demonstrated leadership qualities.
- Must have the proven ability to instruct and direct Millwright Staff.
- Must be capable of substituting for the Millwright I in his absence.

**RESPONSIBILITIES:**

- Under the direction of Millwright I or Master Mechanic to carry out all assigned duties.
- To supervise Millwright crews on specific jobs.
- To maintain records as required.
- To advise Millwright I on pertinent matters, parts usage etc.
- To train subordinate staff as directed.
- Other duties as assigned.

**MILLWRIGHT III - UNIT "C"**

WAGE RATE	Effective		
	1/2/94	1/2/95	1/2/96:
	\$20.74	\$21.15	\$21.57
— PROGRESSION VIA TRAINING ROUTE AND/OR PER POSTED REQUIREMENTS			

**QUALIFICATIONS:**

- Must have 1800 hours at Millwright IV level, with an Ontario Industrial Millwright Certificate.  
OR
- Certification in an Allied Trade (Sheet Metal, etc. per posted requirements.)

**RESPONSIBILITIES:**

- To carry out assigned duties.
- To train Junior Personnel.
- To lead crews as assigned.

**JOB POSTING STANDARDS  
MILLWRIGHT IV - UNIT "D"**

WAGE RATE:	Effective		
	1/2/94	1/2/95	1/2/96
	\$20.45	\$20.86	\$21.28
— AUTOMATIC - PROGRESSION VIA APPRENTICESHIP TRAINING ROUTE			

**UALIFICATIONS:**

- Successful completion of the ADVANCED level of the Ontario Industrial Millwright Training Program.
- Plus
- 1800 hours at Millwright V.

**RESPONSIBILITIES:**

- To carry out all duties as assigned.
- To train Junior Personnel as required.
- To lead crews as assigned.

**MILLWRIGHT V - UNIT "E"**

**WAGE RATE:**

	Effective		
	1/2/94	1/2/95	1/2/96
	\$20.20	\$20.60	\$21.01

- AUTOMATIC - PROGRESSION VIA APPRENTICESHIP TRAINING ROUTE

**QUALIFICATIONS:**

- Successful completion of the INTERMEDIATE level of the Ontario Industrial Millwright Training Program.
- Plus
- 1800 hours at BASIC level.

**RESPONSIBILITIES:**

- To continue the Ontario Industrial Millwright Training Program.
- To assume more technical Maintenance duties.
- To carry out all assigned duties as directed.

**JOB POSTING STANDARDS  
MILLWRIGHT VI - UNIT "G"**

**WAGE RATE:**

	Effective		
	1/2/94	1/2/95	1/2/96
	\$19.50	\$19.89	\$20.29

- AUTOMATIC - PROGRESSION VIA APPRENTICE  
SHIP TRAINING ROUTE

**QUALIFICATIONS:**

- Completion of the Basic level of the Ontario **Industrial**  
Millwright Training Program and 1800 hours as Mill  
wright's Apprentice,  
OR
- 3600 hours as a Millwright Apprentice

**RESPONSIBILITIES:**

- To continue in the Ontario Industrial Millwright **Training**  
Program.
- To develop proficiency in mechanical installation, main  
**tenance** and repair as directed.
- To carry out all assigned duties as required.



**MILLWRIGHT APPRENTICE  
WAGE RATE:**

**Progression Rates**

	Effective		
	1/2/94	1/2/95	1/2/96
Starting Rate	\$18.35	\$18.72	\$19.09
4 months after placement	\$18.69	\$19.06	\$19.44
8 months after placement	\$19.11	\$19.49	\$19.89

**QUALIFICATIONS:**

Employees hired before January 1, 1980:

Must be an Ontario Grade 10 Graduate or possess an equivalent combination of training and experience to qualify for **enrollment** in the Ontario Industrial Millwright Training Program.

OR

Hold an approved Trade School Certificate in an appropriate Mechanical course.

Employees hired on or after January 1, 1980:

Must be an Ontario Grade 12 Graduate or possess an equivalent combination of training and experience to qualify for **enrollment** in the Ontario Industrial Millwright Training Program.

OR

Hold an approved Trade School Certificate in an appropriate Mechanical course.

Successful applicants must satisfactorily complete a Technical Aptitude Test.

Successful applicants must **enroll** and participate in The Ontario Industrial Millwright Training Program.

Successful applicants must be physically able to perform

all duties as assigned.

**RESPONSIBILITIES:**

- To work and tram under the supervision of a qualified Millwright and perform duties as assigned.
- To demonstrate reasonable progress in work accomplishments and training.

**JOB POSTING STANDARDS  
ELECTRICIAN I - UNIT "A"**

**WAGE RATE:**

	Effective		
	1/2/94	1/2/95	1/2/96
	\$21.82	\$22.26	\$22.70

**QUALIFICATIONS:**

- Must hold an Industrial Electrical Certificate **recognized in Ontario.**
- Must have demonstrated the ability to **organize** and direct a work force.

**RESPONSIBILITIES:**

- To supervise the Electrical Department.
- To monitor and aid in the training and development of the Electrical Staff.
- To maintain a proper inventory of parts and equipment.
- To ensure jobs are completed with a minimum of delay by having required repair parts on hand as needed and by assigning the most competent crew to the specific jobs requiring attention.
- To confer with and co-ordinate joint jobs with the Millwright Department.

- To test and evaluate **new** materials **and** equipment as required.
- Other duties as assigned.
- To maintain all records as required.

**ELECTRICIAN II-UNIT "B"**

**WAGE RATE:**

	<b>Effective</b>		
	<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
	\$21.20	\$21.62	\$22.05

**QUALIFICATIONS:**

- Must hold an Industrial Electrical Certificate **recognized** in **Ontario**.
- Must have successfully completed **specialized** training in Electronics or other related areas as specified.

**RESPONSIBILITIES:**

- Under direction of the Electrician I to carry out all assigned duties.
- To supervise electrical staff on specific jobs.
- To maintain records as required.
- Such other duties as may be assigned.

**JOB POSTING STANDARDS  
ELECTRICIAN III - UNIT "C"**

**WAGE RATE:**

	Effective		
	1/2/94	1/2/95	1/2/96
	\$20.74	\$21.15	\$21.57

- AUTOMATIC - PROGRESSION VIA APPRENTICE-SHIP TRAINING ROUTE

**QUALIFICATIONS:**

- Must hold an Industrial Electrical Certificate **recognized in Ontario.**

PLUS

- 1800 hours as Electrician IV

**RESPONSIBILITIES:**

- To **carry** out assigned duties.
- To train junior personnel.
- To lead crews as assigned.

**ELECTRICIAN IV - UNIT "D"**

**WAGE RATE:**

	Effective		
	1/2/94	1/2/95	1/2/96
	\$20.45	\$20.86	\$21.28

- AUTOMATIC - PROGRESSION VIA APPRENTICE-SHIP TRAINING ROUTE

**QUALIFICATIONS:**

- Successful completion of the ADVANCED level of the Electrical Apprenticeship Program.
- PLUS
- 1800 hours at Electrician V level.

**RESPONSIBILITIES:**

- To carry out all duties assigned.
- To train junior personnel as required.
- To lead crews as assigned.

**JOB POSTING STANDARDS  
ELECTRICIAN V - UNIT "E"**

**WAGE RATE:**

	Effective		
	1/2/94	1/2/95	1/2/96
	\$20.20	\$20.60	\$21 .01

- AUTOMATIC - PROGRESSION VIA APPRENTICESHIP TRAINING ROUTE

**QUALIFICATIONS:**

- Successful completion of INTERMEDIATE level of Electrical Apprenticeship Program.
- PLUS
- 1800 hours at Electrician VI level.

**RESPONSIBILITIES:**

- To continue in the Ontario Electrical Apprenticeship Program.
- To assume more technical Electrical duties.
- To carry out assigned duties as required.

**ELECTRICIAN VI - UNIT "G"**

**WAGE RATE:**

	<b>Effective</b>		
	<b>1/2/94</b>	<b>1/2/95</b>	<b>1/2/96</b>
	<b>\$19.50</b>	<b>\$19.89</b>	<b>\$20.29</b>

- AUTOMATIC - PROGRESSION VIA APPRENTICE-SHIP TRAINING ROUTE

**QUALIFICATIONS:**

- Completion of Basic level of the Electrical Apprenticeship Program plus 1800 hours as an Electrician's Apprentice.
- OR
- 3600 hours as an Electrician's Apprentice.

**RESPONSIBILITIES:**

- To continue in the Ontario Electrical Apprenticeship Program.
- To develop proficiency in electrical installation, maintenance and repair as directed.
- To carry out all assigned duties as required.

**JOB POSTING STANDARDS  
ELECTRICIAN'S APPRENTICE**

**WAGE RATE:**

	Effective		
	1/2/94	1/2/95	1/2/96
<b>Progression Rates</b>			
Starting Rate	\$18.35	\$18.72	\$19.09
4 months after placement	\$18.69	\$19.06	\$19.44
8 months after placement	\$19.11	\$19.49	\$19.89

**QUALIFICATIONS:**

Employees hired before January 1, 1980:

Must be an Ontario Grade 10 Graduate or possess an equivalent combination of training and experience to qualify for **enrollment** in the Ontario Electrical Apprenticeship Program.

OR

Hold an approved Trade School Electrical Certificate.

Employees hired on or after January 1, 1980:

Must be an Ontario Grade 12 Graduate or possess an equivalent combination of training and experience to qualify for **enrollment** in the Ontario Electrical Apprenticeship Program.

OR

Hold an approved Trade School Electrical Certificate.

Successful applicants must satisfactorily complete a **Technical Aptitude Test**.

Successful applicants must **enroll** and participate in the Ontario Electrical Apprenticeship Program.

Successful applicants must be physically able to perform all duties as assigned.

**RESPONSIBILITIES:**

- Work and train under the supervision of a licensed Electrician and perform duties as assigned.
- Demonstrate reasonable progress in work accomplishments and training.



**APPENDIX III  
APPRENTICESHIP WAGE SCHEDULE**

Apprentice	18.35	18.72	19.09	Starting Rate
	18.69	19.06	19.44	4 Months After Placement
	19.11	19.49	19.89	8 Months After Placement
Level VI	19.50	19.89	20.29	Unit "G"
Level V	20.20	20.60	21.01	Unit "E"
Level IV	20.45	20.86	21.28	Unit "D"
Level III (Journeyman)	20.74	21.15	21.57	Unit "C"
Level II	21.20	21.62	22.05	Unit "B"
Level I	21.82	22.26	22.70	Unit "A"

**PENSION - SCHEDULE "F"**  
**MEMORANDUM OF AGREEMENT**

**BETWEEN:**

CARGILL LIMITED; MANITOBA POOL ELEVATORS,  
PARRISH & HEIMBECKER, LIMITED; RICHARDSON  
TERMINALS LIMITED; SASKATCHEWAN WHEAT  
POOL; UNITED GRAIN GROWERS LIMITED;

(hereinafter referred to as "The Company").

**AND**

LODGE NO. 650, TRANSPORTATION•COMMUNICA-  
TIONS INTERNATIONAL UNION,

(hereinafter referred to as "The Union").

The Company agrees to amend its respective pension plan effective July 1, 1984 to incorporate the following provisions:

**1. Benefit Level**

For each year of Credited Service After June 30th, 1984: 1.25% of Final Average Earnings up to the Average Yearly Maximum Pension Earnings (YMPE) in the year of retirement and the four preceding years plus 1.75% of Final Average Earnings in excess of the Average (YMPE);

For Credited Service prior to July 1, 1984: the existing formula for benefits will continue to apply.

**2. Employee Contributions**

Employees will contribute 6.5% of their Contributory Earnings in excess of the YMPE and 3.9% of their earnings up to the YMPE. Contributory Earnings will be earnings received by the employee on straight time hourly rates including paid holidays and paid vacations.

**Final Average Earnings**

Shall be the total of Contributory Earnings during the 130 bi-weekly pay periods in the last 260 bi-weekly pay periods, during which bi-weekly earnings were the highest, divided by five (5).

**Credited Service**

For service prior to July 1, 1984, credited service shall be in accordance with the existing plans.

For service after February 1, 1993, shall be equal to the number of years and months determined on the basis of the number of hours for which the employee has contributed during a calendar year and the following- schedule:

<b>Hours</b>	<b>Months of Credited Service</b>
1,550 or over	12
1,408 but not 1,550	11
1,265 but not 1,408	10
1,122 but not 1,265	9
980 but not 1,122	8
838 but not 980	7
695 but not 838	6
552 but not 695	5
410 but not 552	4
268 but not 410	3
200 but not 268	2
75 but not 200	1
Under 75	0

For service after February 1, 1994, shall be equal to the number of years and months determined on the basis of the number

of hours for which the employee has contributed during a **calendar** year and the following schedule:

<b>Hours</b>	<b>Months of Credited Service</b>
1,408 or over	12
1,265 but not 1,408	10
1,122 but not 1,265	9
980 but not 1,122	8
838 but not 980	7
695 but not 838	6
552 but not 695	5
410 but not 552	4
268 but not 410	3
200 but not 268	2
75 but not 200	1
Under 75	0

An employee who is in receipt of benefits under the Weekly Indemnity Plan, the Long Term Disability Plan or the Workers' Compensation Program may elect to continue his regular contributions based on his earnings for the pay period immediately prior to the start of his absence and, by so doing, continue to accrue Credited Service under the Pension Plan.

**In** the event of a disaster or program of construction or reconstruction at a terminal which prevents a pension plan member from working, he will be afforded the opportunity to continue his contributions for a maximum period of one calendar year. If he chooses so to do, his contributions will be based on the current straight-time hourly rate for his classification and he will be credited with service corresponding to the number of hours for which he has made such contributions. For the purposes of pension calculation, final average earnings will include earnings at

; hourly rate for his classification for the hours on which he  
; made contributions.

An employee, on leave of absence for full-time or part-time  
lion business, may elect to continue his regular contributions  
sed on the current straight-time hourly rate for his classifica-  
n and regularly scheduled hours, and, by so doing, shall con-  
ue to accrue Credited Service under the Pension Plan. The  
lion will reimburse the Company for any employer contribu-  
ns made under this provision, if the Company is not required  
make a contribution due to a premium holiday, then the Union  
ll not be required to make any payment. This provision shall  
t apply to more than two full-time and one part-time employee  
any time.

#### **Retirement Age**

The Normal Retirement Date shall be the first day of the  
onth immediately following the employee's sixty-fifth birth-  
ty.

#### **Early Retirement**

An employee may retire on or after June 3, 1989 but prior to  
ebruary 1, 1992 with an **unreduced** pension if he has attained  
ge 58 and his age plus service with the current Company totals  
3 or more.

An employee may retire on and after February 1, 1992 but  
rior to February 1, 1993, with an **unreduced** pension if he has  
tained age 57 and his age plus service with the current Compa-  
y totals 87 or more.

An employee may retire on and after February 1, 1993 with  
n **unreduced** pension if he has attained age 55 and his age plus  
ervice with the current Company totals 85 or more.

Employees who elect to retire after age fifty-five (55) but  
rior to age sixty-five (65) following the date of ratification of

this agreement will have access to the existing Major **Medica** Plan (including drugs) but excluding the Dental Plan, subject to the following:

- (i) the Company and the employee will each pay **fifty-percent (50%)** of the premium cost;
- (ii) the coverage will not apply to out of country (Canada) coverage unless the employee or eligible dependent(s) is referred for medical treatment unavailable in Canada or is referred for medical treatment that is immediately required in an emergency situation for treatment of life threatening illness or accident by a duly qualified medical practitioner;
- (iii) as to prescription drugs the plan will cover **eighty-percent (80%)** of the actual expenses incurred by the retired employee, with a **twenty-percent (20%)** deductible to a maximum of **\$200.00** per retiree family **per year**;
- (iv) coverage will cease at age **65**.

Note: With respect to **Cargill** Limited, employees who retire after the date of ratification of this Agreement shall have the one-time option of electing to participate in either:

- (a) the benefit plan offered to **Cargill** retirees; OR
- (b) the benefit coverage referred to in the immediately preceding paragraph.

A member who is within **10** years of the date that he would first be entitled to an **unreduced** pension if he remained in employment, e.g. on or after February **1, 1992** age **47** and **20** years of service and on or after February **1, 1993** age **45** and **20** years of service with the current company, may retire early. If he has attained age **55** and completed **20** years of service, the pension will be reduced by **1/4%** for each month between his early retirement date and the date he would first have qualified

r an **unreduced** pension had he remained in employment.

If he has not attained age **55** and completed **20 years** of service, the pension will be calculated as follows:

(i) the pension will be reduced by **1/4%** per month for each month between

(a) the first date when he would have both attained age **55** and completed **20** years of service had he remained in employment and

(b) the first date when he would have been entitled to an **unreduced** pension had he remained in employment.

(ii) the immediate pension will be further reduced in accordance with section **16(4)** of the Pension Benefits Standards Act, **1985**.

#### **Supplementary Benefit**

An employee who retires on and after June **3, 1989** but prior to February **1, 1992** at age **58** or over and whose age plus service with the current company total **88** or more, will receive a **supplement** to his pension.

An employee who retires on and after February **1, 1992** but prior to February **1, 1993** at age **57** or over and whose age plus service with the current company total **87** or more will receive the supplement.

An employee who retires on and after February **1, 1993** at age **55** or over and whose age plus service with the current company total **85** or more will receive the supplement.

The supplement will be determined as follows:

i) if, at retirement, the employee is less than the earliest age at which the Canada Pension Plan retirement benefits can start (for the rest of this paragraph referred to as the "CPP early retirement age"), the initial supplement will be equal to the maximum **CPP** retirement benefit

payable to a person age 65 in the year of the employee's retirement. On the retired employee attaining the CPP early retirement age, the supplement will be reduced so that the percentage of the original supplement which continues to be payable shall be equal to the percentage by which the CPP retirement benefit would be reduced if it were to start at the CPP early retirement age.

ii) if, at retirement, the employee is older than the CPP early retirement age, the supplement will be equal to a percentage of the maximum CPP retirement benefit payable to a person age 65 in the year of the employee's retirement. The percentage shall be equal to the percentage by which the CPP retirement benefit would be reduced if it were to start at the employee's retirement date.

Any employee who was age 58 or more at June 3, 1989 and who retires at age 62 or over and whose age plus service with the current company total 90 or more, will receive a supplement to his pension equal to the maximum Canada Pension Plan retirement benefit payable in the year of his retirement.

The supplements will cease on the attainment of age 65 by the employee. If the employee dies before attaining age 65, and if he has a spouse, 60% of the supplement being paid at his death will continue to the spouse until the date the employee would have attained age 65 had he lived.

#### **7. Minimum Pension**

An employee who retires after January 31, 1983 at age 65 and who has 15 years of seniority shall be entitled to a minimum monthly pension payable during his lifetime equal to \$20.00 times years of service with the current company and a Selling Company, as defined in Schedule "D" of the collective agreement to a maximum of 30 years made up of pension from the current company plan, the prior company plan and a special sup-



lement from the current company. For the purpose of determining the minimum pension, years for which the employee has received a refund of his own contributions to the pension plan of Selling Company as defined in Schedule "D" of the collective agreement shall be credited at half the normal rate. This provision shall not apply to those employees who elected not to join the pension plan of their current company.

#### **8. Death Before Retirement**

The employee's designated beneficiary or estate shall receive a lump sum payment equal to the commuted value of his normal retirement pension accrued to his date of death and at least equal to the amount of his own contributions accumulated with Credited Interest. The commuted value shall be determined on the basis of the actuarial assumptions including the assumption about retirement age used in the most recent triennial valuation of pension liabilities.

#### **9. Death After Retirement (Form of Pension)**

The payment of retirement pensions shall be guaranteed for a minimum period of 5 years subject to the employee's right to select an optional form of pension payments such as 10 or 15 year guarantees.

#### **10. Termination of Employment**

If an employee terminates prior to retirement, he shall be entitled to a refund of his own contributions accumulated with Credited Interest subject to any locking-in conditions imposed by legislation.

If the terminating employee has 5 years of seniority, he shall also have the option of:

- (1) leaving his own contributions in the plan and receiving, commencing at age 65, a deferred pension equal to the normal pension accrued to his date of termi-

nation, or,

(2) transferring the commuted value of his deferred pension to a locked-in Registered Retirement Savings Plan or equivalent savings vehicle.

#### **11. Credited Interest**

For the purpose of **determining** refunds in the event of termination or death before retirement, an employee's own contributions shall be credited from July 1, 1984 with interest compounded annually at a rate 1% below the rate earned by the fund on its fixed income investments calculated at their book value.

#### **12. Eligibility**

All new employees shall be required to participate in the **pension** plan after the completion of one year of seniority.

#### **13. Disclosure**

Commencing in 1985, each employee will be provided with an annual statement showing:

- (1) date at which he will first qualify for an **unreduced** pension;
- (2) his normal retirement date;
- (3) his years of Credited Service for **the purpose** of the calculation of pension benefits;
- (4) his required contributions accumulated with **interest**;
- (5) his voluntary contributions, if any, accumulated with interest;
- (6) for Manitoba Pool, the employer contributions prior to July 1, 1984, accumulated with interest;
- (7) details of his vesting and locking-in position;

- (8) the name of his designated beneficiary.

Each Company will provide the Joint Committee with the following information and documents:

- (1) the plan text and all amendments thereto;
- (2) the triennial actuarial valuations and cost certificates;
- (3) the annual information return required under the Pension Benefits Standards Act, 1985.

#### **Existing Plans**

The Company further agrees that, in view of the fact that the existing plans provide benefits which are different from those above, the following exceptions will apply:

- (i) For Manitoba Pool, the rate credited for employee and employer contributions made prior to July 1, 1984, will be in accordance with the terms of the current Great-West Life contract.
- (ii) For Manitoba Pool, vesting of benefits in respect of service prior to July 1, 1984, will be after one year of service and the termination benefit in respect of that period of service will, subject to legislation which may limit his ability to withdraw cash, be in accordance with the terms of the current Great-West Life contract.
- (iii) United Grain Growers employees who were members of the plan prior to July 1, 1984, will have a seven year guarantee.
- (iv) For Manitoba Pool, the death benefit for service after June 30, 1984, will be as above. For service prior to that date, it will be a return of employee and employer contributions made in that period of service, with interest.
- (v) For Parrish & Heimbecker, the death benefit for service after June 30, 1984, will be as above. For service

prior to that date, it will be the greater of;

(a) 2 times the member's contributions with interest,

and

(b) the commuted value of the accrued ~~deferred~~ pension in respect of service prior to July 1, 1984.

(vi) United Grain Growers employees who were ~~members~~ of the plan prior to July 1, 1984, will be entitled to ~~retire~~ in accordance with the above rule but, in addition, be entitled to retire at age 62 or more with an **unreduced pension** provided that they have at least 10 years of pensionable service.

(vii) United Grain Growers employees who were members of the plan prior to July 1, 1984, will be entitled to receive the bridge benefit as described above provided that they retire at age 62 or more and provided that they have 10 or more years pensionable service.

(viii) For current **Parrish & Heimbecker** employees the pension in respect of service after June 30, 1984, will be the greater of the above and 2% of final average ten year earnings multiplied by years of service.

(ix) For an employee who is a member of an existing plan at June 30, 1984, the rule regarding early retirement on reduced pension in that plan shall continue to apply where it is more liberal than the rule outlined in the third paragraph of Section 5 above.

(x) A Member of the **Cargill Limited** plan at June 30, 1984 who retires in accordance with Section 14 (ix) above, shall be entitled to a supplementary pension to age 65 in accordance with the terms of the existing plan.

(xi) A member of the Manitoba Pool Retirement Plan at June 30, 1984 who has attained age 55 and who is ~~con-~~

tributing in excess of 6 1/2% of his covered earnings, shall be entitled to make a once and for all election to remain subject to all terms and conditions of the existing plan. Any member who makes such an election shall not be subject to the terms and conditions of the new plan as set out herein. Such a member will be provided with an annual statement showing employer contributions for all service, accumulated with interest.

Manitoba Pool will enter into discussions with the Union with a view to an actuarial study to **determine** the amount of service which could be purchased under the new plan using individual accounts in the money purchase plan. Further that this study would serve as the basis for subsequent negotiations, allowing individual members to decide if they wanted to use the funds in the money purchase plan to purchase service in the current plan.

(xii) For Members of the Saskatchewan Wheat Pool plan at June **30, 1984**, the existing provisions for retirement by reason of disability (total and partial) shall continue to **apply**.

#### **5. Miscellaneous**

The new plans shall provide for any optional forms of **benefits** permitted by Revenue Canada on an actuarially equivalent **basis** and for voluntary employee contributions. The new plans shall also provide for the pension to commence after age **65** if the member continues his employment after that age but, in **accordance** with Revenue Canada rules, the pension must start **no** later than the attainment of age **71**.

#### **16. Joint Pension Committee**

The Company and the Union agree to establish a Joint Pension Committee which shall be composed of 3 representatives named by the Company and 3 representatives named by the

Union. The Joint Pension Committee shall meet twice **annually** and at the request of either party to receive and review **regular** actuarial valuations; the reports of investment managers **and** advisers; and an annual report on the administration of benefits. The Company agrees to supply the Joint Pension Committee with such information as it may require to determine whether the pension plans are being administered in accordance with this agreement and to determine whether individual employees are receiving the benefits to which they are entitled.

The Joint Pension Committee is further charged with reviewing, during the term of this agreement, the practices of the Company with respect to post-retirement adjustments and the level of benefits being received by retired employees or their beneficiaries.

The Joint Pension Committee may commission such studies as it deems necessary to fulfill its responsibilities and its expenses will be borne by the parties. The Company agrees to provide to the committee all records, plans, cost factors, actuarial data and other information requested by either party. Each party may make such representation to the Committee with such consultants as it deems necessary.

It is understood and agreed that the implementation of the preceding proposals is subject to approval by the various regulatory bodies governing pensions.

The Union agrees that pension issues will be removed from negotiations until February 1, 1987. If as result of changes in pension legislation prior to that date, the cost of the plans increases, the Union **recognizes** that such additional cost is a responsibility to be shared by the Union and the Companies and the methods for such cost sharing will be discussed at the Joint Committee in the period prior to the implementation of the legislation. If the Joint Committee can agree on a method for cost sharing, this method will be effective from the effective date of the new legislation. If not, such cost sharing will be one of the

**sues** in the subsequent round of negotiations and the additional **costs** incurred by the Companies in the period from the effective **date** of such legislation until that round of negotiations is **completed** will be expressly taken into account in those negotiations.

**SCHEDULE "G"**  
**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

The Bargaining Committee of the **Lakehead** Terminal Elevators Association, bargaining on behalf of the following Companies:

**CARGILL LIMITED**  
MANITOBA POOL ELEVATORS  
**PARRISH & HEIMBECKER LIMITED**  
RICHARDSON TERMINALS LIMITED  
SASKATCHEWAN WHEAT POOL  
**UNITED GRAIN GROWERS LIMITED**

hereinafter referred to as the "Company\*"

**of THE FIRST PART:**

and

**TRANSPORTATION•COMMUNICATIONS**  
**INTERNATIONAL UNION LODGE 650**

hereinafter referred to as the "Union"

**of THE SECOND PART:**

This Memorandum of Understanding is supplementary and collateral to the Collective Agreement having the same force and effect as the said Collective Agreement entered into between the Parties, and covering the term February 1, 1994 to January 31, 1997.

The Parties agree as follows:

**1: ARTICLE 1:08** • Shall be interpreted by the parties to mean: It will not be a violation of the Agreement for any employee on his own volition to refuse to cross a legal picket line endorsed by the Union, set up by Federal Government employees, working at



ly terminal elevator.

The Company shall pay to each employee, including those who have retired (but not those who have quit, have been **dis-**  
**issed** or who have had their employment terminated by **opera-**  
**on** of Article **14:05(b)**, since February 1, 1991) the full increase  
of wages as provided in the Collective Agreement for each hour  
paid for on and after February 1, 1991 (including overtime **pre-**  
**miums**).

: The Parties further agree that the provisions of this **Agree-**  
**ment** shall continue notwithstanding the exercise of any right  
granted to either Party under Article **16:01** of the Collective  
**Agreement**, and all monies shall be paid as herein provided until  
the Parties enter into a new Collective Agreement.

: The Parties agree that, an employee may, at his option, take  
time off in lieu of accepting overtime pay, providing that the  
**efficient** operation of the elevator permits. Such overtime time  
off and pay shall be "banked" for an employee (calculated at the  
**ppropriate** overtime rates) to a maximum of **80** hours. The  
**mployee**, who elects to "bank" his overtime shall notify the  
**ompany** at the time of such election as to when he desires to  
**ake** such time off. The time off in lieu shall be taken at a time  
**uitable** to both Parties. Payment out of such overtime "bank"  
shall be made to an employee prior to his time off. Time off  
shall be on the basis of one hour off for each hour of overtime  
**worked**. The time off shall be taken in the first three months of  
the year following that in which it was earned. If it is not **practi-**  
**able** to take time off, payment will be made.

); If concurrency can be obtained from the required regulatory  
**ources** and providing the two long weekends are phased so that  
approximately **50%** of the regular employees are available for  
**work** then the company shall excuse employees from work for  
**two** long weekends a year. The long weekends contemplated are  
those which occur in the months of May, July, August or Sep-  
tember.

**6:** The parties **recognize** and agree that the Company maintain the various welfare plans through outside carriers, and for **an** employee to be eligible for any enhanced benefits, above **anc** beyond the benefits prescribed in the prior collective agreement the employee's entitlements or established entitlement of **sucl** benefits only occurs when an employee is actively **working** under the terms and conditions of this collective agreement.

**7:** Where an employee is continuously absent from work due **tc** sickness or accident for a period of more than one year, **th** employer shall **recognize** an employee's entitlement to receive for the first year of absence, vacation pay as prescribed **unde** Article **6**. In the event of the absence being extended beyond **e** period of one year, vacation pay shall cease until the **employee** returns to work and earns further vacation entitlement.

**8:** The Parties agree to co-operate in setting up an unstructured Committee with terms of reference to look at the possible need for a continuous operation or some other solution. Both sides ta determine who their co-chairman will be.

IN WITNESS WHEREOF the parties hereto have caused  
§ Memorandum of Understanding to be duly executed, on this  
1 day of May 1994.

WHEATHEAD TERMINAL ELEVATORS ASSOCIATION:


  
CARGILL LIMITED

  
RICHARDSON TERMINALS LIMITED

  
MANITOBA POOL ELEVATORS

  
SASKATCHEWAN WHEAT POOL

  
FARKISH & HEIMBECKER, LIMITED

  
UNITED GRAIN GROWERS LIMITED

EDGE NO. 650 TRANSPORTATION • COMMUNICA-  
TIONS INTERNATIONAL UNION

  
EXECUTIVE VICE-PRESIDENT (GRAIN DIVISION)

  
FINANCIAL SECRETARY-TREASURER

  
PRESIDENT

  
RECORDING SECRETARY