COLLECTIVE AGREEMENT

between

LOF GLASS OF CANADA LTD.

Lindsay, Ontario

and

NATIONAL AUTOMOBILE, AEROSPACE TRANSPORTATION AND GENERAL WORKERS UNION OF CANADA (CAW-CANADA) AND ITS LOCAL 2225

Effective: October 1, 1995
Expires: October 1, 1998

PILKINGTON
LIBBEY-OWENS-FORD

1995

JANUARY	APRIL	JULY	OCTOBER
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COLLECTIVE AGREEMENT

THIS AGREEMENT made and entered into this 30th day of September, A.D. 1995,

BETWEEN:

LOF GLASS OF CANADA LTD., Lindsay, Ontario, hereinafter called the "Company"

OF THE FIRST PART

- and -

NATIONAL AUTOMOBILE, TRANSPORTATION AND GENERAL WORKERS UNION OF CANADA (CAW-CANADA) and its LOCAL 2225, hereinafter jointly called the "Union".

OF THE SECOND PART

Article I
PURPOSE

1.01 It is the **intention** and purpose of the parties hereto **that** this Agreement covering rates of pay, hours of work, **and** conditions of employment will promote competitive industrial and economic relations **and** establish **a** basis for securing cooperation and **good** will **between** *the* Customer, the Company, the Union, and the employees.

1.02 Use **of** the masculine gender in this Agreement should also be considered feminine.

Article II
RECOGNITION

2.01 The Company recognizes the Union **as** the sole and exclusive bargaining agent **of** all hourly paid production and maintenance employees employed by the Company at its plant in Lindsay, Ontario, save and except production supervisors, persons above the rank of production supervisor, office, technical, engineering **and** sales staff, laboratory **and** process technicians and students employed during the school vacation **period** (May 1 through September **30).**

2.02 It **is** agreed that neither **the Union** nor Union members shall engage in membership activity or *carry* out Union business on **Company** time or property other **than as** expressly provided elsewhere in this Agreement.

2.03 The Company and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practiced with respect to any employee by reason of age, marital status, sex, race, creed, colour, national origin, political or religious affiliation, nor by reason of Union membership or non-membership.

2.04 The Union and the Company recognize that sexual harassment is an unlawful employment practice in violation of the Ontario Human Rights Code which defines it as:

"A course of vexatious comment or conduct or a sexual advance or solicitation that is known or ought reasonably to be known to be unwelcome perpetrated by a person's employer, someone acting for the employer, or a co-worker."

Complaints of alleged harassment by a member of the bargaining unit will be handled with all possible confidentiality by a joint committee consisting of the Local President and/or the Plant Chairperson of the Union and the Plant Manager and/or the Human Resources Manager of the Company.

Article III
UNION SECURITY

3.01 The Company agrees during the term of this Agreement to deduct the amount of dues as uniformly fixed by the Union from the pay of every employee (including students and probationary employees) in each calendar month and to remit the same not later than the thirtieth (30th) day of the same month to the Financial Secretary of the Local Union along with a list of names of employees from whose pay such deductions were made and those who were not checked off and the reason. The Company also agrees during the term of this Agreement, to deduct the prescribed initiation fee from all hourly employees.

3.02 The amounts so deducted shall be such sums as may from time to time be assessed by the Union on its members in accordance with the Constitution and/or Bylaws of the National and Local Union. In case of any conflict, the Bylaws or Constitution of the National Union shall govern. The financial Secretary of the Local Union will notify the Company of any change in the amount of Union dues or initiation fees that may from time to time take place in line with Constitutional requirements.

3.03 All employees who are now members of the Union shall remain members in good standing during the lifetime of this Agreement as a condition of employment.

3.04 (a) The Company will supply the chairperson of the committee after the end of each month (and send a copy to the Local Union office) with the following information:

1. Employees who acquire or lose seniority in the month.

2. Employees transferred into or out of the bargaining unit.

3. Employees on approved personal leave of absence at month's end.

4. Any layoffs or recalls which occurred in such month.

5. Employees on Sickness and Accident and Workers' Compensation at month's end, and names of replacements.

6. Provide copies of postings.

7. Provide copies of time studies.

(b) After the end of each calendar quarter the Company will supply the Local and National Union offices with the names and addresses of each employee as shown in the Company's records as of the close of such quarter. The list to the Local office will also contain each employee's current job title. It shall be the responsibility of each employee to keep the Company informed of his current address and phone number, including any changes thereafter.

Article IV
MANAGEMENT RIGHTS

4.01 Except as, and to the extent specifically modified by this Agreement, all rights and prerogatives of Management are retained by the Company and remain exclusively and without limitation within the rights of the Company and its Management and may be exercised by Management as it, in its discretion, sees fit.

Without limiting the generality of the foregoing, the Company's rights shall include:

(a) The right to maintain order, discipline and efficiency; to make, alter, and enforce, from time to time, rules and regulations, (which rules and regulations shall be neither unreasonable nor inconsistent with the provisions of this Agreement) policies and practices, to be observed by its employees; to discipline and discharge employees.

(b) The right to select, hire and control the working force and employees; to transfer, assign, promote, demote, schedule and classify employees, and to retire employees; to plan, direct and control its operations; to select and retain employees for positions excluded from the bargaining unit; to transfer employees into or out of the bargaining unit; to operate and manage the enterprise in all respects in order to satisfy its commitments and objectives, including those set out in Article I hereof.

(c) The right to determine the location and extent of its operations and their commencement, expansion, curtailment or discontinuance; the direction of the working forces;

the work to be done; the products to be manufactured, merchandised and sold; the standards of performance; whether to perform or contract for goods and services; the schedules of work; the methods processes and means of performing work; job content and requirements; the qualifications of employees; the use of improved or changed methods and equipment; the number of employees needed by the Company at any time and how many shall work in any job; the number of hours to be worked; starting and quitting time; shift hours and rotation thereof; methods to be used to ensure security of the Company's property, and generally the right to manage the enterprise and its business without interference are solely and exclusively the right of the Company.

4.02 Failure by the Company to exercise any of its Management Rights or other rights shall not be considered to be an abandonment of those rights nor shall the principle of estoppel be applied to such circumstances. The operation of this Article shall not be inconsistent with the other provisions for this Collective Agreement.

Article V
UNION COMMITTEE

5.01 The Company acknowledges the right of the Union to appoint or otherwise select stewards and alternate stewards to serve in the steward's absence as follows:

Day shift	- 1 from moulding - 1 from skilled trades
Afternoons	- 1 from moulding
Midnights	- 1 from moulding

The above list will form an in-plant committee, otherwise known as the Bargaining Committee, which shall be composed of not more than four (4) committeepersons: three (3) from production and one (1) from skilled trades. The Union may also appoint an alternate for each committeeperson to serve in their absence. The Union shall also select a full-time plant chairperson for the in-plant committee who will be assigned to work on the day shift regardless of his seniority, and shall be paid at Level 4 wage rate for his regularly-scheduled hours. The Local President shall be an ex-officio member of the in-plant committee at Step Two and above of the grievance procedure. Each member of such committee shall have seniority with the Company and shall be regular employees of the Company during their term of office. The Company recognizes and will bargain with said committee on any matter properly arising out of this Agreement, and the committee will cooperate with the Company in the administration of this Agreement.

5.02 The name and jurisdiction of each of the stewards, chairperson, and members of the in-plant committee, from time to time selected, shall be given to the plant manager in writing and

the Company shall not be required to recognize any steward or committeeperson until it has been notified in writing by the Union of the name and jurisdiction of same.

5.03 The Company shall provide in writing to the chairperson a list of those supervisors with whom the Union should deal in carrying out the provisions of this Agreement and any subsequent changes to such list.

Article VI
GRIEVANCE PROCEDURE

6.01 All grievances arising between employees and the Company shall be dealt with as quickly and effectively as possible by cooperative effort on the part of both the Union and Management. However, no grievance shall be considered if the circumstances giving rise to it occurred or originated more than ten (10) full workdays before the filing of the grievance, except in the case of an error in the calculation of wages.

6.02 Grievances properly arising under this Agreement shall be adjusted and settled as follows:

Step One

An employee having a grievance or one designated member of a group having a grievance, should first take the grievance up with his supervisor who will attempt to settle it.

Any employee may request his supervisor to call his steward to handle a specified grievance with the process leader. The word "specified" as used in this paragraph is interpreted by the parties hereto to mean an employee is required to state the nature of his grievance. The supervisor will send for the steward without undue delay and without further discussion of the grievance.

The steward, with the employee involved being present, will attempt to settle the specified grievance with the supervisor before it is given to the supervisor for his written answer.

If the grievance is not settled by the supervisor, it shall be reduced to writing on an Employee Grievance Form stating the nature of the grievance, the remedy sought and the section or sections of the Agreement which are alleged to have been violated, and signed by the employee involved and one copy given to the supervisor. The supervisor shall give his reply in writing on the Employee Grievance Form to the steward without undue delay but, in any event, no later than two (2) workdays following that on which the written grievance was received by the employee's supervisor.

Step Two

Grievances not resolved at Step One may be submitted to the plant manager or his designated representative by the chairperson of the Union. Such grievances will be discussed at a monthly meeting between the in-plant committee and the plant manager or his designated representative and written answers will be provided within three (3) workdays.

The chairperson of the Union may file a "policy grievance" at Step Two of the Grievance Procedure. A "policy grievance" is defined and limited to one which alleges an actual violation of a specified provision of this Agreement and/or a written local agreement supplementary hereto and which could not otherwise be resolved at a lower step of the Grievance Procedure because of the nature or scope of the subject matter of the grievance.

The Union or the Company will furnish to the opposite party not later than forty-eight (48) hours before a scheduled Step Two Meeting a written agenda of the grievances to be taken up at that meeting.

Step Three

Grievances not resolved at Step Two may be submitted to the Director - Human Resources for the Company, or his designated representative, by the National Representative of the Union, or his designated representative, within five (5) workdays of the written answers from Step Two. A meeting of the parties to attempt to resolve such Step Three grievances, shall be scheduled within sixty (60) calendar days thereafter. At any meeting held at this level, the in-plant committee shall be in attendance. The Director - Human Resources of the Company, or his designated representative, shall give his answer in writing within one (1) calendar week following such Step Three meeting.

6.03 Grievances not settled at Step Three which concern the interpretation, application, or alleged violation of this Agreement, including the question of whether any matter is arbitrable, which have been carried through all the steps of the grievance procedure outlined above may be referred to arbitration as provided in Article VII hereof.

6.04 When necessary, stewards will be afforded reasonable time off from their work, to assist in the settlement of grievances and in the administration of this Agreement as may be required; provided that arrangements for such time off shall first be made with their supervisor to avoid interference with the plant operation. When meetings (through the Step Three level) between the in-plant committee, and the plant management are such that they can only be held at the plant and during the regular working hours of such committee, there shall be no loss of earnings to any employee participating in such meetings.

6.05 The procedure for the settlement of grievances provided for herein, and including the provisions of Article VII, shall be available to the Company as well as to any employee or the

Union. Any Company policy grievance will be first discussed at Step Two of the grievance procedure.

6.06 All time limits referred to in this Article and in Article VII shall be exclusive of Saturdays, Sundays and holidays recognized in this Agreement. Time limits may be extended by mutual agreement in writing.

Article VII
ARBITRATION

7.01 Both parties to this Agreement agree that any dispute or grievance concerning the interpretation, application, administration or alleged violation of this Agreement, including the question of whether any matter is arbitrable, which has been properly carried through all the steps of the grievance procedure outlined above, and which has not been settled may, within twenty-one (21) workdays of the Company's written reply at Step Three, be referred to an Arbitrator at the request of either of the parties hereto.

7.02 The Arbitrator will be chosen by the Company and the Union. Should the Company and the Union fail to agree within ten (10) workdays on an Arbitrator, then the Ministry of Labour will be asked to appoint a person to act as Arbitrator, who shall be other than a public servant.

7.03 The decision of an Arbitrator shall be final and binding on both parties.

The Arbitrator shall not have any power to alter or change any of the provisions of this Agreement or to substitute any new provisions for any existing provisions.

7.04 Each of the parties to this Agreement will bear their own expenses and will jointly bear the expense of the Arbitrator.

7.05 Unless the parties otherwise agree, not more than one grievance shall be referred to the same Arbitrator at any given time.

Article VIII
DISCIPLINARY SUSPENSION AND DISCHARGE PROCEDURE

8.01 The Company agrees that when it becomes necessary to suspend or discharge an employee, such employee and steward shall at the time of his suspension or discharge be given the reasons in writing and be informed that unless a grievance is filed in writing with the Company within seventy-two (72) hours, exclusive of Saturdays, Sundays and holidays, recognized in this Agreement, after such suspension or discharge, the case will be considered as closed. The steward shall be informed prior to and included in any disciplinary hearing. A copy of the disciplinary notice will be furnished to the suspended or discharged employee's

committeeperson within twenty-four (24) hours. Any grievance arising hereunder shall be processed at Step Two of the grievance procedure.

8.02 The plant chairperson shall be furnished with a copy of such discharges within twenty-four (24) hours, exclusive of Saturdays, Sundays or holidays, after the discharge occurs, and if requested by the Union, a meeting will be arranged within forty-eight (48) hours after receipt of such notice by the plant chairperson.

8.03 Discharge or suspension grievances may be settled by confirming the management's action in dismissing or suspending the employee, or by reinstating the employee with full compensation for time lost or by any other arrangement which is just and equitable in the opinion of the conferring parties or at Arbitration.

Article IX
NO STRIKES, NO LOCKOUTS

9.01 The Union undertakes and agrees that while this Agreement is in operation neither the Union nor any employee shall take part in or call or encourage any strike, picketing, sitdown, slowdown, or any suspension of or stoppage of or interference with work or production which shall in any way affect the operations of the Company and that there shall be no sympathy strikes or secondary boycotts, and the Company agrees that it will not engage in any lockout during the term of this Agreement.

9.02 The word "strike" and the word "lockout" shall be deemed to have the meaning given these words in the Ontario Labour Relations Act.

9.03 The Company shall have the right to discharge or otherwise discipline employees who take part in or instigate any strike, picketing, stoppage, or slow-down, but a claim of unjust discharge or treatment may be the subject of a grievance and dealt with as provided in Articles VI and VII.

Article X
PROBATIONARY PERIOD

10.01 A production employee shall be considered a probationary employee until he has completed sixty (60) calendar days with the Company. A skilled trades employee shall be considered a probationary employee until he has completed ninety (90) calendar days with the Company. A probationary employee who is off work for an excused illness or injury totalling more than seven (7) cumulative days shall have the sixty (60) or ninety (90) calendar day probationary period extended by the total number of days off work over seven (7) cumulative days. During such probationary period he will have no seniority rights; however, on the successful completion of the foregoing probationary period he will become a regular employee with seniority rights.

10.02 At the conclusion of the employee's probationary period, his seniority shall date back to his most recent starting date.

Article XI
SENIORITY

11.01 Seniority, as referred to in this Agreement, shall mean length of continuous service in the employ of the Company and shall be on a plant-wide basis.

11.02 Seniority lists will be revised each six (6) months; a copy of the list will be posted in the plant and a copy given to the Union. If an employee does not challenge the position of his name on the seniority list within the first thirty (30) calendar days from the date his name first appears on a seniority list or within thirty (30) calendar days of the employee's attendance at the plant following the posting, then he shall be deemed to have proper seniority standing.

11.03 Other than as specified in Section 12.07 following, seniority shall be lost and the employee's employment shall be terminated for any of the following reasons:

(a) Discharge not reversed through grievance procedure;

(b) Resignation.

(c) Layoff from the plant for the period specified hereunder:

(1) For a regular employee having less than twelve (12) calendar months' seniority, all seniority is lost when layoff extends for a period of twenty-four (24) calendar months.

(2) For a regular employee having twelve (12) calendar months' or more seniority at time of layoff, all seniority is lost when layoff extends for a period of sixty (60) calendar months.

(d) Absence without leave in excess of five (5) workdays without reason satisfactory to the Company; however, the Company will notify the Plant Chairperson after absence without leave has reached three (3) workdays.

(e) Absence due to sickness or accident in excess of the limits set out in Section 21.03.

11.04 In all cases of filling permanent job vacancies (except those in respect to positions excluded from the bargaining unit) and in all cases of promotion, layoff from the plant or recall from layoff from the plant, the following factors shall be considered:

(a) The Company will post all permanent bargaining unit job vacancies through the job posting procedure using the job posting form, which will include the job title and level. All production personnel are eligible to bid for any job posted, provided they meet the criteria as outlined in the job postings.

(b) In all cases of filling permanent job vacancies (except those in respect to positions excluded from the bargaining unit) and in all cases of promotion, layoff from the plant or recall from layoff from the plant shall be by seniority.

(c) An employee will not be eligible to bid more than twice yearly.

11.05 The determination of seniority of skilled trades employees and apprentices, their selection and bumping rights are covered in Appendix I to this Agreement.

11.06 "Permanent vacancy" as used in this Agreement shall be deemed to mean a vacancy which the Company desires to fill and which arises as a result of:

(1) the death, discharge, retirement or quit of an employee; or

(2) the creation of a new bargaining unit job by the Company will be filled by the most senior successful applicant bidding in accordance with Section 11.04 above.

11.07 A bargaining unit employee who is promoted to a salaried position prior to October 1, 1989, shall retain the seniority he had at the date of promotion and shall further accumulate seniority for six months from date of promotion at which point his accumulated seniority shall be frozen while holding a salaried position. A bargaining Unit employee who was promoted to a salaried position on or after October 1, 1989, shall retain the seniority he had at the date of promotion at which point his accumulated seniority shall be frozen while holding a salaried position. Effective on or after October 1, 1995, any bargaining unit employee who is promoted to a salaried position may only return to his/her production or skilled trades bargaining unit, as the case may be, if there are no bargaining unit employees on current layoff in his/her respective bargaining unit. The Company shall furnish to the Local Union Chairperson the dates such employees were promoted to a salaried position.

11.08 The Company agrees to advertise permanent job vacancies for three (3) workdays. During the posting period and until the vacancy is filled, the Company may temporarily fill the job vacancy. The Company shall consider the applicants and make its decision within three (3) workdays after the expiry of the three (3) day posting period. In the event there is no successful applicant, the Company may fill the vacancy with a new hire. An employee will be limited to one bid twice yearly. All employees interested in the job vacancy must make the application within the three (3) workday period that vacancy is posted. Such job postings shall apply only in

respect of the original vacancy and one (1) subsequent vacancy created by the filling of the original vacancy if the Company decides to fill it.

Article XII
LAYOFF AND RE-EMPLOYMENT

12.01 In case of layoff from the plant at least three (3) workdays' notice shall be given by the Company. The employee shall be paid in full within seven (7) calendar days, or sooner if practicable. It is understood that this paragraph concerning the three (3) workdays' notice does not apply to layoffs caused by emergencies. In all cases of indefinite layoff or termination, the Company will comply with the Ontario Employment Standards Act.

12.02 Probationary employees shall be severed from the payroll before regular employees are laid off. Layoff of regular employees shall be in reverse order of plant seniority. When an operation requires specially-trained persons, they shall be employed, retained or rehired when conditions demand, regardless of other factors involved. Whenever a situation arises that makes necessary the use of the above, steps shall be taken to correct the matter, so that regular employees by seniority may be retained or rehired.

12.03 Notwithstanding Section 12.02 above, in all cases of temporary layoff seniority need not be considered up to a total of three (3) cumulative workdays per calendar year for any affected employee.

12.04 Any employee upon being laid off, due to shutdown or reduction of forces shall leave his address with the Human Resources Department, on a card provided for that purpose.

12.05 Recall from layoff will be by plant seniority subject to Section 12.02 above.

12.06 Skilled trades journeymen shall be laid off and recalled in accordance with Appendix I Skilled Trades.

12.07 Layoff lists of regular employees shall be maintained by seniority. In the event of recall from layoff, the Company shall notify each employee in his turn by seniority by the most convenient method. This will be by telephone, by personal contact, or by certified or registered mail. Upon any employee's failure to report his intention of returning to work within a seventy-two (72) hour period after receipt of notice, exclusive of Saturdays, Sundays and holidays, and failure to actually report to work within a seven (7) day calendar period after receipt of written registered or certified notice or upon return of registered or certified notice sent to the last address furnished to the Company by the employee, he shall cease to be an employee and shall lose all seniority rights. A recalled employee who is unable to return to work (due to either personal or industrial disability) shall not lose his seniority if he is unable to return to work within the seven (7) day calendar period due to such disability, but shall be carried on sick leave of absence in accordance with Section 21.03.

Article XIII
TEMPORARY TRANSFER AND ASSIGNMENT

13.01 (a) An employee, who has a particular skill which is needed by the Company to fill a temporary opening, may be temporarily transferred by the Company from one job to another, without regard to seniority, provided such opening cannot be filled with a qualified employee in accordance with the regular rules of promotion or demotion. In the event of layoff from such new job or failure to qualify thereon, such temporarily-transferred employee may resume his status quo with accumulated seniority in his previous job.

(b) Prior to extending such a transfer beyond thirty (30) workdays, the matter shall be reviewed and agreed upon between the Company and Union Committee.

13.02 Employees taken from their regular work and temporarily assigned on a day-to-day basis to perform other duties paying lesser straight-time rate shall receive their regular straight-time rate for the period of such assignment. Employees temporarily assigned to work paying greater straight-time rate than their regular work shall receive the higher rate. The intent of this Section is to protect the employee while so assigned by the Company to the extent that he suffers no reduction of straight-time rate per hour from the rate on his regular job prior to such assignment. It is understood that straight-time rate is exclusive of shift differential and overtime premium.

13.03 However, when an employee's regular work is temporarily discontinued and he is allowed to exercise his seniority to take another job, he shall receive the rate for the job onto which he moves. The determination as to whether to discontinue particular work temporarily shall rest solely with the Company.

Article XIV
WAGES

14.01 All jobs covered by this Agreement have been established in accordance with the "Hourly Base Rate Structure", which appears as Exhibit "B" at the end of this Agreement and is a part of this Agreement. The "Hourly Base Rate Structure" shall become effective with the effective date of this Agreement, and shall remain undisturbed for the life of this Agreement, except as provided below.

14.02 It is recognized that during the term of this Agreement, changing conditions or circumstances or the more effective operation of the business may from time to time cause the Company to add new jobs, eliminate existing jobs, or adjust, modify, combine, or consolidate existing jobs. In the event a new job is added, it shall be posted within thirty (30) days of startup and the Company will determine the appropriate job level, job title and base rate applicable to the job. If the Company concludes that any adjustment, modification, combination, or consolidation of an existing job justifies a change in the job level, job title or base rate of the job, the employee

filling the job will have first opportunity to decline or accept the revised job prior to a job posting. The Company will determine the appropriate job level, job title and base rate applicable to the job as revised.

14.03 The procedure in Section 14.02 above having been followed by the Company, the job level, job title and base rate for the new or revised job will be discussed with the Union, and a sincere effort made to arrive at an agreement. If agreement is not reached, the job level, job title and base rate prepared by the Company shall be put into effect.

14.04 If, after a period of ten (10) days, or such longer period as may be agreed upon by the Company and the Union, the Union claims any inequity with respect to the job level, job title or base rate assigned the job by the Company, the Union may initiate a grievance alleging such inequity. In considering any such grievance, the parties or the arbitrator, if the matter is referred to arbitration, shall determine the issue by a comparison of the rate for the new or revised job with rates paid at the plant for other jobs requiring similar skills.

14.05 Any settlement reached by the parties, or directed by arbitration, shall be effective as of the date the duties of the new or revised job were first performed.

14.06 Effective October 1, 1995, employees working on a regular afternoon shift shall receive a shift premium of forty-five cents ($.45) per how, and those working on a regular midnight shift shall receive a shift premium of fifty-five cents ($.55) per hour in addition to their regular hourly base rate for all hours worked on such shift.

Effective October 1, 1996, employees working on a regular afternoon shift shall receive a shift premium of fifty cents ($50) per hour, and those working on a regular midnight shift shall receive a shift premium of sixty cents ($.60) per hour in addition to their regular hourly base rate for all hours worked on such shift.

Effective October 1, 1997, employees working on a regular midnight shift shall receive a shift premium of sixty-five cents ($.65) per how in addition to their regular hourly base rate for all hours worked on such shift.

Article XV
PAYDAYS

15.01 Wages shall be paid by the Company by direct deposit to an employee's account each Friday based on earnings for the pay period ending five (5) days prior thereto.

Article XVI
HOURS OF WORK A

16.01 A work week for pay purposes shall be seven (7) consecutive days commencing at 12:00 midnight Sunday and ending at 12:00 midnight the following Sunday.

16.02 The employee's normal schedule shall be forty (40) hours from Monday through Friday. An employee shall be informed by his supervisor of the hours he is scheduled to work within the work week and any changes to such schedule occurring thereafter.

16.03 There is no limitation other than those imposed by law on the hours that the Company may require nor a guarantee of a minimum number of hours of work.

16.04 Hours worked in excess of forty (40) hours per work week shall be Compensated at one and one-half (1-1/2) times the employee's normal rate of pay.

16.05 Hours worked in excess of forty-eight (48) hours per work week shall be compensated at two (2) times the employee's normal rate of pay.

16.06 (a) Hours worked in excess of eight (8) hours per workday shall be compensated at one and one-half (1-1/2) times the employee's normal rate of pay.

(b) Hours worked on calendar Saturdays shall be compensated at one and one-half (1-1/2) times the employee's normal rate of pay.

(c) Hours worked on calendar Sundays shall be compensated at two (2) times the employee's normal rate of pay.

16.07 When two (2) or more penalty or premium payments might be applicable to the same hours of work, only the highest shall be paid. In no case will penalty payments be duplicated or pyramided.

16.08 Overtime will be distributed on an equitable basis amongst those people who normally perform the work. A record of overtime worked and refused will be maintained by the Company. Overtime lists will be openly displayed or easily accessible to all employees in the overtime distribution group.

16.09 The Company may schedule any employee to work overtime up to the maximum hours per year permitted by the applicable Federal or Provincial statutes. Such overtime shall be mandatory unless the Company is able to secure sufficient, qualified volunteers to meet its requirements.

Article XVII
REPORTING PAY AND RECALL

17.01 (a) An employee scheduled to work who reports for work without having been properly notified that there will be no work will be reassigned or paid a minimum of four (4) hours at his regular base rate, or the earned rate of the job actually performed, whichever is the higher. Wages paid for which no work is performed shall not be included as time worked in the computation of overtime.

(b) The provisions in the above paragraph shall not apply to an employee who fails to work his scheduled hours on the preceding day unless such employee contacts the Company to inquire as to the availability of work on his next scheduled workday.

17.02 In situations beyond the Company's control, such as Acts of God or labour disputes, there is no obligation on the Company's part as set forth in Section 17.01 above.

17.03 An employee recalled to work for an emergency, breakdown, or immediate repair assignment after he has completed his scheduled shift and has rung out shall be guaranteed a minimum of four (4) hours' pay at his base rate.

17.04 The Company assumes no responsibility for an individual who is not scheduled to work, voluntarily appearing for work in the hope that work may be available. Furthermore, an employee who is in the plant prior to regular starting time and who is assigned work will be paid for such work performed prior to his regular starting time at the appropriate rate for the job performed.

Article XVIII
STARTING AND STOPPING TIME

18.01 Each employee is required to be at his work place at the start of his scheduled shift.

18.02 No employee, unless excused, shall leave his work place to wash up and change clothes until the end of his shift, or until his replacement has changed clothes and reported to take over the job.

18.03 It is the duty of each employee to report for his regular shift unless he has previously arranged with his process leader to be absent. If unavoidably prevented from reporting to work, he must give notice to the duty guard or the Human Resources Department as far as practical in advance of the time his shift goes on duty and except in cases of emergency, he is expected to report off no later than one (1) hour before his scheduled starting time.

Article XIX
PLANT HOLIDAYS

19.01 The following Will be considered as paid holidays during the term of this Agreement:

1st Contract Year

October	9, 1995	Thanksgiving Day
December	25, 1995)	
December	26, 1995)	Christmas
December	27, 1995)	Holiday
December	28, 1995)	Period
December	29, 1995)	
January	1,1996)	
April	5, 1996	Good Friday
May	20, 1996	Victoria Day
June	28, 1996	Day Before Canada Day
July	1, 1996	Canada Day
August	5, 1996	Civic Day
September	2, 1996	Labour Day

2nd Contract Year

October	14, 1996	Thanksgiving Day
December	23, 1996)	
December	24, 1996)	
December	25, 1996)	Christmas
December	26, 1996)	Holiday
December	27, 1996)	Period
December	30, 1996)	
December	31, 1996)	
January	1, 1997)	
March	28, 1997	Good Friday
March	31, 1997	Easter Monday
May	19, 1997	Victoria Day
June	27, 1997	Day Before Canada Day
June	30, 1997	Canada Day
August	4, 1997	Civic Day
September	1, 1997	Labour Day

3rd Contract Year

October	13, 1997	Thanksgiving Day
December	24, 1997)	
December	25, 1997)	
December	26, 1997)	
December	29, 1997)	Christmas
December	30, 1997)	Holiday
December	31,1997)	Period
January	1, 1998)	
January	2, 1998)	
March	20, 1998	Good Friday
March	23, 1998	Easter Monday
May	18, 1998	Victoria Day
July	__, 1998*	Day Before Canada Day
July	__, 1998*	Canada Day
August	3, 1998	Civic Day
September	7, 1998	Labour Day

*Holiday dates will be determined later by agreement between the Company and In-Plant Committee.

19.02 When a holiday falls on Sunday and is legally celebrated on Monday, the rules concerning holiday pay shall apply to Monday.

19.03 When the Company requires an employee to work on any of the above-specified holidays, the hours actually worked by such employee will be paid at the rate of double time (2 times) plus holiday pay as defined in Section 19.04 below.

19.04 If an employee is able, willing, and available to work on a holiday, as specified in Section 19.01 above, and does not work because the Company schedules such holiday as a non-workday for such employee, then he shall receive for such day holiday pay in an amount equal to eight (8) hours, multiplied by his applicable straight-time base rate, excluding shift premiums and overtime or other penalty payments. His applicable straight-time base rate is the rate received on the last day worked prior to the holiday, provided he meets all the following eligibility requirements:

(a) The employee has been employed at least sixty (60) calendar days;

(b) The employee (who is on the current payroll and is either working or on vacation when the holiday occurs) worked his last scheduled workday prior to and his next scheduled workday after the holiday; and

(c) The employee does not fail or refuse to work when scheduled to work on such holiday;

(d) With respect to an employee laid off on reduction of forces, or absent because of illness established to the satisfaction of the Company, such employee will not be disqualified for having failed to meet the eligibility requirements of Sub-section (b) of this Section 19.04 provided he works at least one (1) scheduled workday in either the seven (7) calendar days immediately preceding the holiday or the seven (7) calendar days immediately following the holiday.

19.05 An employee who is otherwise eligible for holiday pay will receive pay for a holiday occurring during his vacation, but will not receive pay for a holiday if the holiday occurs during other absences from employment such as layoff, sick leave, or other leave of absence except as provided in Section 19.04 above.

Article XX
VACATION PAY

20.01 The vacation year shall be the period of January 1 of any year to and including December 31 of such year.

20.02 An employee hired prior to January 1 of any year shall be entitled to a vacation in the current year according to the following schedule:

Bate of Hire	Vacation Allowed After January 1
On or before December 1 of the preceding year	1 workday
On or before November 1 of the preceding year	2 workdays
On or before October 1	3 workdays
On or before September 1	4 workdays
On or before August 1	5 workdays
On or before July 1	6 workdays
On or before June 1	7 workdays
On or before May 1	8 workdays
On or before April 1	9 workdays
On or before March 1	10 workdays

Vacation pay shall be four (4) percent of his gross earnings prior to January 1 of the current year.

20.03 Employees with one (1) full year of continuous service as of January 1 in any year shall be entitled to receive two (2) weeks vacation with vacation pay of four (4) percent of the

employee's gross earnings accumulated during the calendar year preceding that in which the vacation is being taken; and employees with five (5) years of continuous service as of January 1 in any year shall be entitled to three (3) weeks vacation with vacation pay of six (6) percent of the preceding calendar year's gross earnings; and employees with fifteen (15) years of continuous service as of January 1, 1995 and before, shall be entitled to four (4) weeks vacation with vacation pay of eight (8) percent of the previous calendar year's gross earnings. Effective January 1, 1996, employees with fourteen (14) years of continuous service, effective January 1, 1997, employees with thirteen (13) years of continuous service and effective January 1, 1998, employees with twelve (12) years of continuous service, shall be entitled to four (4) weeks vacation with vacation pay of eight percent (8%) of the preceding calendar year's gross earnings. Effective January 1, 1996, gross earnings include straight time pay, overtime pay, shift differential pay, training pay, holiday pay, emergency response team pay, lead hand pay, temporary transfer pay, vacation pay, bereavement pay, jury duty pay and call-in pay.

20.04 An employee who leaves the employ of the Company before becoming entitled to a vacation as provided in this Article shall receive in lieu thereof the amount provided for under the Ontario Employment Standards Act and Regulations issued thereunder.

20.05 An employee off work because of illness or injury may, upon request to the Human Resources Department, receive vacation pay due him.

20.06 Vacations may only be taken during the year in which they are due.

20.07 (a) Vacation scheduling must not interfere with plant operations. The Company will endeavor to comply with the employee's vacation request insofar as is practical, and in the event the Company cannot honour all requests for a specific period, selection will be based on plant seniority.

(b) Seniority shall be used if the vacation request is submitted between January 1 and March 31. Requests after March 31 will be on a first-come, first-served basis. Vacation request forms shall have a space for two (2) alternate requests. The alternate requests on the forms submitted before April 1 shall be considered before requests made after March 31.

(c) Vacation requests for the month of January must be received by the Company before December 15 of the preceding year and will be considered in order of seniority.

20.08 Notwithstanding Section 20.07 above, in the event the Company shuts down the plant or any portion thereof, for any reason covering a specific period, then such period of shutdown may be designated by the Company as a vacation period and those employees who are eligible for vacation and not required for work during such shutdown period, shall take their vacations at that time even if they have previously received their vacation pay under Sub-section 20.10(b) hereunder.

20.09 Vacation periods of one (1) day or more may be granted.

20.10 Vacation payment shall be made as follows:

(a) The terminated employee, eligible for vacation payment, shall be paid not later than the next regular pay day.

(b) Upon an approved written request by an employee, vacation pay for which an employee is eligible shall be included in the last pay received in January of each year. However, if an employee does not request vacation pay at this time, vacation pay will be paid, upon an approved written request by the employee. Such vacation requests must be submitted at least one week prior to receiving the vacation pay.

20.11 Vacation requests shall have priority over requests for leave of absence when the same week is requested.

Article XXI
LEAVES OF ABSENCE

21.01 A regular employee may be granted a leave of absence for good cause without pay and at the termination of such leave he shall be entitled to resume his accumulated seniority status. It is the policy of the Company not to encourage leaves of absence, and they will be granted only in the interest of the employee's health and welfare or where extreme personal necessity or circumstances in his immediate family justify such a leave. No leaves will be granted to work for another employer or for an employee to go into business for himself.

21.02 Employees shall make application for leaves in writing to the Company at least one (1) week ahead of such leaves except for emergencies when one (1) week's application cannot be given.

21.03 Employees off work due to bona fide illness or accident shall automatically be carried on "sick" leave of absence as long as such leave is supported by medical evidence submitted verifying continued disability, subject to the employee's full cooperation in assisting the Company in meeting its duty to accommodate.

21.04 Any employee of the Company covered by this Agreement who shall be granted a leave of absence for the purpose of becoming a full-time employee of the Union, shall retain and accumulate seniority while so employed. If he makes application for reinstatement with the Company within fifteen (15) days after the termination of such employment, he shall have the right of reemployment with full seniority rights. If such employee fails to apply within such fifteen (15) days, he shall lose his seniority and cease to be an employee. Not more than two (2) employees may be on leave of absence for the purpose of working for the Union during the life of this Agreement.

21.05 A pregnant employee shall be granted upon request a leave of absence not to exceed twelve (12) months. During the leave of absence the employee's seniority shall accumulate if she has completed her probationary period prior to such leave. Upon return to work the employee shall assume the position she held prior to the leave of absence, or if there has been a reduction of forces, the employee would assume the position which the employee's seniority will allow. One week's notice will be required before returning to work and must be accompanied by a physician's certificate stating the employee is in good health and able to perform her normal job duties.

21.06 Any regular employee with seniority, elected or appointed to an essentially full-time Federal, Provincial, or Local public office, may make written application for a leave of absence for the period of his first term of active service in such public office. If such leave is granted, additional leaves of absence for service in such office may be granted at the option of Management upon written application by the employee.

Any employee granted such leave of absence shall be entitled to reinstatement at the then current rate of pay, to such work as he may be entitled on the basis of the seniority provisions of this Agreement. Seniority rights will continue to accumulate during the period of such leave of absence.

Article XXII
REST AND LUNCH PERIODS

22.01 Employees will not be required to remain on duty or to perform work during the lunch period of the job to which they are assigned unless they are paid for the time worked.

22.02 Employees who are provided with an unpaid lunch period shall be granted, in addition, one (1) ten (10) minute rest period whenever uninterrupted work is required for four (4) hours or more.

22.03 Employees who are provided with a paid twenty (20) minute lunch period shall, in addition, be granted two (2) fifteen (15) minute rest periods during each eight (8) hours or more of uninterrupted work.

22.04 Employees shall not leave the plant during their paid lunch period.

Article XXIII
PHYS EXAMINATIONS

23.01 All new employees will be required to take a physical examination and meet the Company's standards. Such examinations will be given by the Company's physician at the Company's expense.

23.02 Employees who are recalled after a layoff of one year or more will be required to pass a physical examination and meet the Company's standards if so directed by the Company. Such examinations can be given by either the Company's physician or the employee's physician of choice at the Company's expense.

23.03 Physical examination of employees may be required from time to time by the Company and will be at the Company's expense. Such examinations can be given by either the Company physician or the employee's physician of choice. All examinations shall be scheduled during an employee's normal working hours, with the employee suffering no loss of pay. If the employee is on the afternoon shift, the midnight shift or on his day off, the employee shall be paid two (2) hours pay at his applicable straight time base rate. Employees may obtain, upon request, copies of the reports of their physical examination.

23.04 Should the results of any physical examination disclose that an employee is unable to perform his regular duties, the employee shall be consulted and either reassigned or placed on "sick" leave, depending upon his condition and the jobs available at the time.

23.05 All employees who have been off work because of illness or non-industrial accident for seven (7) calendar days or more shall be required to submit a statement from a qualified physician verifying the illness.

Article XXIV
SAFETY AND HEALTH

24.01 The Company will make adequate provisions for the health and safety of all employees during the hours of employment at its plant. The Company and employees will make every effort to comply in a timely manner with all legislation pertaining to occupational health and safety.

24.02 The Company and the Union recognize that a joint initiative is necessary to improve the safety of the workplace, since work-related injuries may cause physical and economic hardship for the employee and have economic and operational implications for the Company. The Union agrees to actively promote measures to assure the health and safety of all employees. Employees shall comply with all safety rules.

24.03 A Joint Health and Safety Committee shall be established which is composed of an equal number of three (3) hourly employees and three (3) management members. The Company and Union, by agreement, may appoint up to three additional temporary or permanent members to the committee. The Union shall annually notify the Company of its nominees and vice versa. The Health and Safety Committee shall hold regular bi-weekly meetings, unless deemed otherwise by the Union or Management. Minutes shall be taken at all meetings and copies shall be made available to all Health and Safety Committee members, with an additional copy to go to the plant chairperson.

In addition to the duties given to committees under health and safety legislation, the committee will:

1. Promote compliance with pertinent legislation and company rules and regulations.

2. Tour the plant to check on health and safety hazards bi-weekly.

3. Investigate all serious accidents and provide a bi-weekly summary to the Company and Union.

4. Make recommendations to management on the elimination of health and safety hazards.

5. A member of the Joint Health and Safety Committee will accompany Governmental Health and Safety Inspectors on plant inspection tours.

6. When measures or samples of the occupational environment are being taken, a member of the Joint Health and Safety Committee shall have a right to participate in and observe the measurements or sampling.

7. The committee will structure a training program for all employees on health and safety. The Company will pay for all members of the Joint Health and Safety Committee to become certified as safety instructors.

8. The Company will disclose to the Joint Health and Safety Committee the identity of all known physical agents or toxic materials to which employees are exposed. Also, symptoms, medical remedies and antidotes shall be provided.

9. The Company will provide all identity information to the Joint Health and Safety Committee prior to delivery and implementation of any physical agents or toxic materials.

10. The Company will provide to employees who are exposed to potentially harmful agents or toxic materials at no cost to them, physical examinations and other appropriate tests including audiometric and lung function examinations at a frequency and extent necessary to determine whether the health of such employees is being adversely affected.

11. The Company will provide to the employee or his physician, upon written request of the employee, a complete report of the results of any such tests or examination and will review the test results with the employee prior to release.

12. No employee will be disciplined in the event that he or she has complied with the Occupational Health and Safety Act. An employee shall have the right to refuse work on any

machine, device or in any hazardous area, i.e. chemicals, if, in his opinion, it would be dangerous to his health and safety.

24.04 Working Alone/Confined Space Entry

When such assignments involve work situations hazardous to an employee, appropriate precautions will be taken in accordance with safe work practices, including air sampling and ventilation, when necessary, communications systems, personal surveillance arrangements, proper safety instructions, confined space entry training and, as required, adequate support personnel. The Joint Health and Safety Committee may review the work activities in the plant to determine those specific work activities they consider hazardous for working alone and may make recommendations to Management for consideration.

24.05 Noise Abatement Program

The Company will make an on-going effort to address noise concerns where levels are above the legislated levels, particularly with the introduction of new equipment, machinery and technology as part of plant modernization and new facility installations. The Joint Health and Safety Committee will identify and prioritize noise areas, monitor noise abatement across the plant, including sound survey results and make appropriate recommendations. Further, audiometric tests will be conducted annually for those employees whose average noise exposure exceeds 85 decibels (d B A). Permanent records of audiometric tests and sound survey results will be maintained. Management will review annually with the Joint Health and Safety Committee the noise abatement programs currently in effect and those it is planning to undertake. This information will be supplied in writing to the Joint Health and Safety Committee with the understanding that the Committee will have ample opportunity to discuss the noise abatement program with Management and make recommendations designed to improve upon it.

24.06 Lockout/Tagout Program

Both parties recognize the need for a lockout/tagout procedure. The lockout/tagout procedure is to be developed by the Joint Health and Safety Committee. Additionally, any employees who may be at risk because they are required to provide repair or maintenance on machinery, equipment or system where lockout is required shall receive lockout/tagout training. The Management will review with the Joint Health and Safety Committee in sufficient detail the current procedure and any modifications made to the procedure. The Committee will receive this information in writing, and the Committee will have ample opportunity to discuss the procedure and make recommendations designed to improve upon it.

24.07 Heat Stress

The Joint Health and Safety Committee will discuss ways of reducing the impact of heat stress. Additionally, the Committee will receive training for monitoring hot environments, use of equipment and control methods including discussions of guidelines for acceptable limits. When suspected heat stress conditions prevail, the Joint Health and Safety Committee will investigate and evaluate the environmental and ergonomic conditions and inform management of their findings.

24.08 Ventilation

The Company assures the Union that it will give priority to ventilation on new and relocated equipment where the ventilation is required to protect the health of employees.

Article XXV
PERSONAL CLOTHING AND TOOLS

25.01 Each employee shall be expected to provide proper work clothing as required by his job and to launder and maintain same. The Company shall provide cloth smocks or cloth coveralls to employees working in the following occupations: primer, maintenance helper and skilled trades. When a new occupation is added, the Company and Union will discuss the necessity of providing cloth smocks and cloth coveralls.

25.02 Skilled employees who require hand tools in performance of their duties shall provide their own tools and shall be responsible for care, maintenance and replacement of same. Effective October 1, 1995, the Company will grant an annual tool allowance of three hundred fifty dollars ($350.00) to each skilled trades employee as a reimbursement for the purchase of his required tools. Effective October 1, 1997, the Company will increase the annual tool allowance to four hundred dollars ($400.00) as a reimbursement for the purchase of his required tools.

25.03 Special purpose tools and equipment shall be furnished by the Company

25.04 Effective January 1, 1996, each employee who is required to wear safety shoes in the performance of his job shall be given an annual shoe allowance of eighty-five dollars ($85.00). Effective January 1, 1997, each employee who is required to wear safety shoes in the performance of his job shall be given an annual shoe allowance of ninety dollars ($90.00). Effective January 1, 1998, each employee who is required to wear safety shoes in the performance of his job shall be given an annual shoe allowance of ninety-five dollars ($95.00). Such allowance shall be available to a regular employee on and after January 1 of each year, and to each probationary employee at the time he completes his probationary period and becomes a regular employee. Regular employees who are not on the active payroll on January 1 of any year shall be able to receive their shoe allowance when they return to work, provided they return prior to the next January 1.

25.05 The Company's safety eye glass program will provide one pair of prescription safety eye glasses to employees requiring same every two years at no cost to the employee. If an employee submits a broken or severely scratched lens or set of lenses, the Company will replace same at no cost to the employee, not to exceed one lens or set of lenses every two (2) year period.

Article XXVI
BULLETIN BOARDS

26.01 The Company Will put up two (2) bulletin boards for the posting of notices pertaining to the Union and its members. These bulletin boards will be in the following locations: one (1) in the cafeteria; and one (1) at the main employee entrance. All notices are to be submitted to the Plant Manager, or someone designated by him, for approval before being posted. The Plant Manager, or someone designated by him, will not delay in passing judgment on notices.

Article XXVII
BEREAVEMENT PAY

27.01 An employee who is on the current payroll and is working at the time a death occurs in his immediate family (meaning his father or stepfather, mother or stepmother, father-in-law, mother-in-law, spouse, son, daughter, brother, sister, grandparents, grandchildren, stepson or stepdaughter, shall be allowed up to a maximum of three (3) workdays off and, effective October 1, 1995, given a payment of twenty-four (24) hours, multiplied by the employee's applicable straight time base rate, whether or not any days are actually taken for bereavement.

Article XXVIII
JURY DUTY

28.01 When an employee is summoned for jury duty or subpoenaed as a Crown Witness, he shall be compensated for the hours he would normally have worked on the day or days he is on jury duty, or as a Crown Witness, in accordance with the following formula: the Company will pay such employee an amount equal to the number of hours which he would otherwise have been regularly scheduled to work multiplied by his regular base rate, excluding any premiums, overtime, or other penalty premiums, but shall deduct from such amount any court fee received by the employee for such jury duty or witness service. If the employee works on all or any part of a day in which he is engaged in jury duty, or as a witness, he shall not receive any compensation under this Section for hours actually worked nor will the court fee be offset against earnings for such hours worked.

28.02 To be eligible for such payment, an employee must furnish the Payroll Department with a written statement from the appropriate public official listing the dates and the amount received for jury duty or as a Crown Witness.

Article XXIX
WORK LIMITATION

29.01 Employees not included in the bargaining unit shall not perform work normally performed by members of the bargaining unit except for the purpose of instruction, experimentation or in emergency cases when additional employees are not on the job or readily or quickly obtainable.

Article XXX
EMPLOYEE WELFARE BENEFITS

30.01 Attached to and forming a part of this Collective Agreement is Appendix II - Group Insurance Coverage.

30.02 The Company agrees to provide travel reimbursement of thirty-three cents ($.33) per kilometer for use of a personal automobile on Company business and reasonable verified living expenses.

30.03 October 1, 1993, the Company agrees to pay into a special fund two cents ($.02) per hour per employee for all compensated hours for the purpose of providing paid education leave. Said paid education leave will be for the purpose of upgrading the employee's skills in all aspects of Trade Union functions. Such monies to be paid on a quarterly basis into a trust fund established by the Canadian Auto Workers Union and sent by the Company to the following address: CAW Paid Education Leave Program, P.O. Box 897, Port Elgin, Ontario NOH 2C0.

30.04 Attached to and forming a part of this Collective Agreement is Appendix III - Retirement Plan.

Article XXXI
TERMINATION

31.01 This Agreement shall become effective on the 1st day of October, 1995, and shall continue in effect up to and including 12:00 Noon, Eastern Standard (or Daylight) Time on the 1st day of October, 1998.

31.02 Either party desiring to discontinue, renew or amend this Agreement may give notice in writing to the other party of its intentions at least thirty (30) days, but not more than ninety (90) days prior to its above-stated expiry date.

31.03 If notice of the intention to discontinue, renew or amend is given by either party pursuant to the provisions of the preceding section, negotiations shall commence not later than fifteen (15) days after such notice or as soon thereafter as is mutually agreed by the parties.

31.04 If pursuant to such negotiations, an Agreement is not reached on a renewed or amended Agreement prior to the expiration date, the Agreement shall continue in effect in accordance with the terms of the Ontario Labour Relations Act.

31.05 It is further agreed that proposed changes or new agreements shall be presented not later than the first day of the conference by the party serving notice.

IN WITNESS WHEREOF the parties hereto have caused their representatives to affix their signatures to this Agreement this 30th day of September 1995.

NATIONAL AUTOMOBILE, AEROSPACE TRANSPORTATION AND GENERAL WORKERS UNION OF CANADA (CAW-CANADA) and its Local 2225

By /s/ Lorna J. Moses
National Representative

By /s/ Lisa Marshall
Plant Chairperson

By /s/ Steve McLennan
President, Local 2225

By /s/ James L. Eyres
Committeeperson

By /s/ Heather M. Stuart
Committeeperson

By /s/ Ian Hum
Committeeperson

By /s/ Sheena Burger
Committeeperson

LOF GLASS OF CANADA LTD.

By /s/ Gerald N. Biggs
Director - Human Resources

By /s/ Lawrence E. Inguagiato, Jr.
Manager - Retirement Planning

By /s/ Patricia J. Morine
Manager Human Resources - OE

By /s/ Arv Grindulis
Plant Manager

By /s/ Eric Recalla
Manager Human Resources

EXHIBIT "A"
UNION DUES AND UNION INITIATION FEE
LOF GLASS OF CANADA LTD.
LINDSAY, ONTARIO

I. UNION DUES

The current union dues for Local 2225 shall be a sum equivalent to two and one-third (2-1/3) hours straight-time pay per month and shall be deducted from the employee's weekly earnings covering the first full pay period of each week in which the employee has been scheduled to work a minimum of forty (40) hours. The dues shall be based on the amount earned per straight-time hour, but excluding shift premiums. Any further explanation covering union dues is covered in the Constitution of the National Automobile, Aerospace Transportation and General Workers Union of Canada (CAW-Canada).

II. UNION INITIATION FEE

The current initiation fee is twenty dollars ($20.00) for membership in Local 2225 of the National Union.

EXHIBIT "B"
LOF GLASS OF CANADA LTD., LINDSAY, ONTARIO
HOURLY BASE RATE STRUCTURE
LINDSAY PLANT

JOB TITLES AND LEVELS

I. PRODUCTION RATES - Effective 10/01/95

A. The hire-in rate for all production employees shall be $12.05 per hour. This rate shall continue until the employee completes his Probationary Period as defined in Article X, at which time he shall be pai at the hourly rate of his assigned job.

B. The rates for regular employees on production shall be as follows depending on calendar days in the particular level:

	Time in Level (Calendar Days)		
	0 - 90	91 - 180	181 and Over
Level 2 Inspect and Record Packer Primer Relief Rework Loader	$13.05	$13.30	$13.55
Level 3 Maintenance Helper Material Handling Operator Stores Clerk Relief Operator Spare	$13.55	$13.80	$14.05
Level 4 NIAPS Inventory Coordinator Quality Assurance Technician Shipping Coordinator Union Plant Chairperson Production Clerk	$14.30	$14.80	$15.30

Notes: A training premium of $.50 per hour will be paid to an employee while assigned to training duties. A premium of $S0 per hour will be paid to one lead person each shift in the material handling area. An Emergency Response Team member shall receive $S0 per hour premium over his regular rate fo all hours.

EXHIBIT "B"
LOF GLASS OF CANADA LTD., LINDSAY, ONTARIO
HOURLY BASE RATE STRUCTURE
LINDSAY PLANT

JOB TITLES AND LEVELS

II. PRODUCTION RATES - Effective 10/01/96

A. The hire-in rate for all production employees shall be $12.45 per hour. This rate shall continue until the employee completes his Probationary Period as defined in Article X, at which time he shall be paid at the hourly rate of his assignedjob.

B. The rates for regular employees on production shall be as follows depending on calendar days in the particular level:

	Time in Level (Calendar Days)		
	0 - 90	**91 - 180**	**181 and Over**
Level 2 Inspect and Record Packer Primer **Relief** Rework Loader	$13.45	$13.70	$13.95
Level 3 Maintenance Helper Material Handling Operator Stores Clerk Relief Operator **Spare**	$13.95	$14.20	$14.45
Level 4 NIAPS Inventory Coordinator Quality Assurance Technician Shipping Coordinator Union Plant Chairperson Production Clerk	$14.70	$15.20	$15.70

Notes: A training premium of $.50 per hour will be paid to an employee while assigned to training duties. A premium of $.50 per hour will be paid to one lead person each shift in the material handling area. An Emergency Response Team member shall receive $.50 per hour premium over his regular rate for all hours.

EXHIBIT "B"
LOF GLASS OF CANADA LTD., LINDSAY, ONTARIO
HOURLY BASE RATE STRUCTURE
LINDSAY PLANT

JOB TITLES AND LEVELS

III. PRODUCTION RATES - Effective 10/01/97

A. The hire-in rate for all production employees shall be $12.80 per hour. This rate shall continue until the employee completes his Probationary Period as defined in Article X, at which time he shall be paid at the hourly rate of his assigned job.

B. The rates for regular employees on production shall be as follows depending on calendar days in the particular level:

	Time in Level (Calendar Days)		
	0 - 90	91 - 180	181 and Over
Level 2 Inspect and Record Packer Primer Relief Rework Loader	$13.80	$14.05	$14.30
Level 3 Maintenance Helper Material Handling Operator Stores Clerk Relief Operator Spare	$14.30	$14.55	$14.80
Level 4 NIAPS Inventory Coordinator Quality Assurance Technician Shipping Coordinator Union Plant Chairperson Production Clerk	$15.05	$15.55	$16.05

Notes: A training premium of $.50 per hour will be paid to an employee while assigned to training duties. A premium of $.50 per hour will be paid to one lead person each shift in the material handling area. An Emergency Response Team member shall receive $.50 per hour premium over his regular rate for all hours.

EXHIBIT "B"
LOF GLASS OF CANADA LTD., LINDSAY, ONTARIO
HOURLY BASE RATE STRUCTURE
LINDSAY PLANT

JOB TITLES AND RATES

IV. SKILLED TRADES RATES

	Effective 10/01/95	Effective 10/01/96	Effective 10/01/97
A. Journeyperson Rates			
Tool and Die	$19.38	$19.83	$20.23
Electrical/Electronic Maintenance	$19.38	$19.83	$20.23
Machine Repair	$19.38	$19.83	$20.23
B. Probationary Journeyperson	$18.38	$18.83	$19.23

Note: If there is a requirement, the Company will post within thirty (30) days a position of trade group coordinator for that particular trade. The successful senior bidding journeyperson for that trade group shall receive $.50 per hour premium over his regular rate while acting as Trade Group coordinator.

V. WAGE RATES APPLICABLE TO PROMOTIONS AND DEMOTIONS BETWEEN LEVELS

Promotions:

An employee who is in one of the two lower day brackets in his current level will, upon promotion to a higher level, be placed at the beginning of the equivalent day bracket of the higher level.

Demotions:

An employee who is in one of the two lower day brackets and is demoted from a higher level to a lower level will be paid at the equivalent day bracket rate in the lower level as he had attained in the higher level job.

APPENDIX I
SKILLED TRADES

TO
LOF GLASS OF CANADA LTD.
AND
CAW-CANADA
COLLECTIVE AGREEMENT

Article 1
SKILLED TRADES MASTER

(a) Skilled trades, for the purpose of this Appendix, will be as listed in Exhibit "B".

(b) The term "production", as used in this Appendix, refers to all occupations not included in the skilled trades portion of Exhibit "B".

(c) All provisions of the Collective Agreement and all related benefits, when applicable, shall apply to the employees of the skilled trades, except as otherwise expressly provided for in this Appendix.

(d) It is understood and agreed that each skilled trade as listed in Exhibit "B" has a work content and priority area as established by practice. Such practice will be continued during the life of this Agreement. If the situation should necessitate a change in this practice the parties will confer. It is understood that a temporary assignment of work to another skilled trade will not form a priority area of work content of the trade to which it has been assigned.

Article 2
DEFINITIONS

(a) JOURNEYMAN - The term "journeyman", as used in this Appendix, shall mean any person who:

(1) Has completed a bona fide apprenticeship of 4 years or 8,000 hours and has a substantiating certificate, or

(2) Has a CAW Journeyman's Card, or

(3) Has acquired 8 years' trade related experience and/or trade related formal training and can prove same.

Article 3
EMPLOYMENT

(a) Employment in a skilled trade shall be limited to journeymen and apprentices except when the provisions of Article 3(b) will apply.

(b) Employees in a production group may be employed *to* do labour work associated with skilled trades during the maintenance clean-up period normally scheduled in the summer months.

Article 4
ACQUISITION OF SENIORITY FOR LAYOFF' AND RECALL PURPOSES

A newly hired probationary journeyman shall acquire seniority rights in a skilled trade consistent with the provisions of Section 10.01 of the Collective Agreement.

If a probationary journeyman in one skilled trade is transferred to another skilled trade, all time worked in either skilled trade will be credited for his acquisition of seniority. However, once he has acquired seniority, his seniority date will be his date of entry into the latter skilled trade.

The retention of probationary journeymen shall be consistent with the provisions of Article X of the Collective Agreement.

Article 5
APPLICATION OF SENIORITY

The application of seniority in the skilled trade occupations shall be by non-interchangeable occupations or trades within each trade as shown in Exhibit "B".

Seniority lists shall be by basic trade or occupation.

Article 6
ACCUMULATION OF SENIORITY

Unless otherwise agreed by the parties concerned, a journeyman, or apprentice in a skilled trade will have date of entry seniority in such skilled trade and shall continue to accumulate plant-wide seniority.

Article 7
APPRENTICE PROGRAM

(a) APPRENTICESHIP STANDARDS- The following standards of apprenticeship covering the employment and training of apprentices in the trades included in these standards have been agreed to by the Company and the National Automobile, Aerospace Transportation and General Workers Union of Canada (CAW-Canada) and its Local 2225.

(b) PURPOSE- The purpose of these standards is to make certain that extreme care is exercised in the selection of applicants and that the methods of training are uniform and sound, with the result that they will be equipped for profitable employment, and to further the assurance to the Company of proficient employees at the conclusion of the training period.

(c) DEFINITIONS

(1) The term "Company" shall mean LOF Glass of Canada Limited.

(2) The term "Union" shall mean the duly authorized representatives of the National Automobile, Aerospace Transportation and General Workers Union of Canada (CAW-Canada), and its Local 2225.

(3) "Registration Agency" on labour standards shall mean the Industrial Training Branch, Ontario Department of Labour. "Registration Agency" for the apprentice as a student, covering related instruction.

(4) "Apprenticeship Agreement" shall mean a written agreement between the Company and the person employed as an apprentice, and his parent or guardian if he is a minor, which agreement or indenture shall be reviewed by the Joint Apprenticeship Committee and registered with the Registration Agencies.

(5) "Apprentice" shall mean a person who is engaged in learning the assisting in the trade to which he had been assigned under these standards and who is covered by a written agreement with the Company providing for his training in accordance with these standards of apprenticeship and who is registered with the Registration Agencies.

(6) "Committee" shall mean the Joint Apprenticeship Committee organized under these standards.

(7) "Supervisor of Apprentices" shall mean the person employed as such or the person assigned the responsibility by the Company to perform the duties outlined in these standards of apprenticeship.

(8) "Standards of Apprenticeship" shall mean this entire document, including these definitions.

(d) APPLICATION - Application for apprenticeship will be received by the Human Resources Department of the Company from applicants considering themselves eligible under the program of training. These applications of prospective apprentices will be reviewed by the Joint Apprenticeship Committee; however, it is understood that the final selection and hiring of the apprentices is the sole responsibility of the Company.

(e) APPRENTICESHIP ELIGIBILITY REQUIREMENTS - In order to be eligible for apprenticeship under these standards the applicant must meet the following qualifications:

(1) He must have a junior matriculation or its educational equivalent;

Exceptions to these requirements may be made by the Company upon the recommendation of the Committee for applicants who have unusual qualifications.

It is understood that all applicants must successfully pass the Company's regular employment requirements.

(f) CREDIT FOR PREVIOUS EXPERIENCE - At the discretion of the Committee, credit for prior experience in the applicable trade may be given after evaluation. Review will be made after completion of apprentices' probationary period.

(g) TERM OF APPRENTICESHIP - The term of apprenticeship shall be as established by these Standards of Apprenticeship in accordance with the schedule of work processes and related instruction as outlined in the Appendix attached hereto.

(h) PROBATIONARY PERIOD - The first five hundred (500) hours of employment for every apprentice shall be a probationary period. During this probationary period, the apprenticeship agreement with an apprentice may only be cancelled by the Company after advising the Committee. The registration agencies shall be advised of such cancellations.

(i) HOURS OF WORK - Apprentices shall work the same hours and be subject to the same conditions regarding overtime rates as the journeymen employed by the Company. In case an apprentice is required to work overtime, he shall receive credit on the term of apprenticeship for only the actual hours of work. Apprentices may work overtime hours providing that the proper ratio of apprentices to journeymen established by these standards is maintained.

(j) RATIO - The ratio of apprentice to journeyman shall not exceed one apprentice to each eight (8) journeymen in the trade in which he is apprenticed, (e.g. one (1) toolmaker

apprentice to eight (8) toolmakers). If layoffs become necessary, apprentices shall be laid off to maintain the same ratio.

(k) **DISCIPLINE** - The Committee shall have the authority to recommend discipline and/or cancellation of the apprenticeship agreement of the apprentice to the Company at any time for cause such as:

(1) inability to learn;
(2) unreliability;
(3) unsatisfactory work;
(4) lack of interest in his work or education;
(5) improper conduct;
(6) failure to attend classroom instruction regularly.

(l) WAGES - Apprentices in each of the trades covered by these standards shall be paid a progressively increasing schedule of wages as follows:

1st 1,000 hours--not less than 65% of the Journeymen's wage rate.
2nd 1,000 hours--not less than 70% of the Journeymen's wage rate.
3rd 1,000 hours--not less than 75% of the Journeymen's wage rate.
4th 1,000 hours--not less than 80% of the Journeymen's wage rate.
5th 1,000 hours--not less than 85% of the Journeymen's wage rate.
6th 1,000 hours--not less than 90% of the Journeymen's wage rate.
7th 1,000 hours--not less than 95% of the Journeymen's wage rate.
8th 1,000 hours--not less than 95% of the Journeymen's wage rate.

The apprentice shall also receive the annual improvement factor and all cost of living increases that are accorded all other plant employees, where such contract provisions exist.

Hours spent in classroom instruction shall not be considered hours of work in computing overtime.

Apprentices who are given credit for previous experience shall be paid, upon receiving such credit, the wage rate for the period to which such credit advances them. This shall not be made retroactive.

When an apprentice has completed 8,000 hours of training and after recommendation for his journeyman's certificate by the Committee, he is to receive not less than the minimum rate to skilled journeymen in the trade in which he has served his apprenticeship provided an opening exists and he is selected for employment as a journeyman.

Apprentices shall not be paid for attendance at night school. If an applicant is required to

attend a day school course in addition to his night school training, he shall receive the difference between the pay appropriate to his apprenticeship period and any compensation paid to him by any government agency.

(m) ACADEMIC TRAINING - Apprentices are required as a condition of apprenticeship to receive and attend classroom instructions at a technical or similar school. The schedule of work processes and related instructions are attached to this apprenticeship plan. Modification may be made to the schedules by the Committee, subject to final approval by the Company. The Company shall notify the Registration Agencies of such changes. Credit for time spent in academic training is given in the calculation of the hours of apprenticeship served and shall be applied against the period total. A refund of the tuition fee will be made to the apprentice provided he attends at least seventy-five percent (75%) of the classes during the season and receives a passing grade. The student apprentice is required to furnish each month proof of his attendance at the school.

(n) JOINT APPRENTICESHIP COMMITTEE - There is hereby established a Joint Apprenticeship Committee as defined in Article 7(c). This Committee shall be composed of four (4) members, two (2) representing the Company and two (2) journeymen employees representing the Union.

The Chairperson shall be the Supervisor of Apprentices. The Committee shall meet once a month unless otherwise agreed. It shall be the duty of the Committee:

(1) To see that each prospective apprentice is interviewed and impressed with the responsibilities he is about to accept as well as the benefits he will receive.

(2) To accept or reject applicants for apprenticeship subject to final approval by the Human Resources Department of the Company as provided in Article 7(d).

(3) To hear and decide on questions involving apprentices which relate to their apprenticeship.

(4) To determine whether the apprentice's scheduled wage increase shall be withheld in the event that he is delinquent in his progress.

(5) To offer constructive suggestions for the improvement of training on the job.

(6) To certify the names of graduate apprentices to the Registration Agencies and recommend that a Certificate of Apprenticeship be awarded upon satisfactory completion of the requirements of apprenticeship established herein. No certificate will be issued by the Registration Agencies unless recommended by the Committee.

(7) To review the foreman's monthly report on each apprentice.

(8) In general, to be responsible for the successful operation of the apprenticeship standards in the plant and the successful completion of the apprenticeship by the apprentices under these standards.

(o) SUPERVISION OF APPRENTICES - Apprentices shall be under the general direction of the Supervisor of Apprentices and under the immediate direction of the foreman of the department to which they are assigned. The Supervisor of Apprentices is authorized to move apprentices from one department to another, in accordance with the pre-determined schedule of work training. Where an apprentice is retained unavoidably on a scheduled work process for a period longer than the maximum time scheduled for such work process, an explanation shall be sent to the Supervisor of Apprentices who will place it before the Committee for their review at the next meeting.

The Supervisor of Apprentices or an individual charged with this responsibility in consultation with the Committee, shall prepare adequate record forms to be filled in by the foreman under whom the apprentices receive direction, instruction and experience. Foremen shall make a report at least every thirty (30) days to the Supervisor of Apprentices on the work and progress of the apprentices under their supervision. These reports shall be submitted to the Committee for review.

(p) SENIORITY - The apprentices will exercise their seniority in their own group. For example if there are four apprentices in the trade such as "Toolmaker" and a reduction in this number is required due to lack of work, the first hired or classified as an apprentice shall be the last laid off, and the last laid off shall be the first to be reinstated.

Upon satisfactory completion of the apprenticeship program the apprentice will be given seniority equal to 50% of time spent as an apprentice but not more than two (2) years.

Notwithstanding the provisions of the Collective Agreement, dated November 23, 1987, between the Company and the Union, of which these Apprentice Standards shall henceforward be a part, an employee with seniority who is selected for an apprenticeship shall be permitted if affected by layoff during the first five hundred (500) hours of apprenticeship, to return to his former job classification with the same seniority date that he held immediately prior to becoming an apprentice.

After five hundred (500) hours as an apprentice, an apprentice shall have as his seniority date the date he was accepted as an apprentice and shall not acquire or retain seniority rights to bump into any classification outside that of apprentice.

(q) APPRENTICESHIP AGREEMENT - "Apprenticeship Agreement" shall mean a written agreement between the Company and the person employed as an apprentice and his

parent or guardian (if he is a minor), which agreement shall be approved by the Supervisor of Apprentices and registered with the Registration Agencies.

The following shall receive copies of the apprenticeship agreement.

1. The Apprentice
2. The Company
3. The Committee
4. The Registration Agencies
5. The Local Union
6. The National Automobile, Aerospace Transportation and General Workers Union of Canada (CAW-Canada).

(r) CERTIFICATE OF COMPLETION OF APPRENTICESHIP - Upon completion of the apprenticeship under these Apprenticeship Standards, the Supervisor of Apprentices will recommend to the Industrial Training Branch, Ontario Department of Labour, that a certificate, signifying completion of the apprenticeship, be issued to the apprentice. No certificates will be issued by the Apprenticeship Branch, Ontario Department of Labour unless recommended by the Committee.

(s) SCHEDULE OF WORK PROCESS - The schedule of work processes and related training shall be established by the Committee for the following trade:

Toolmaker, Electronic/Electrical, Machine Repair.

The Committee shall also establish work processes and related training for such other trades in which the Company may subsequently decide to employ apprentices. The Company will notify the Committee when it is prepared to consider additional apprenticeship trades.

Modification may be made to any schedule of work process by the Committee, subject to final approval by the Company. The skilled trades Branch of the CAW may request further discussion upon any such changes within thirty days of such changes being introduced. The Company shall notify the Registration Agencies of such changes.

Article 8
USE OF CONTRACTORS

The Company will advise the In-Plant Skilled Trades representative of the need to use contractors, where possible, with regard to scheduled contract work, except in emergency situations. The intent of this provision being to allow the Union to respond in a positive and timely manner in making recommendations to keep such work in-house.

When classified skilled trades are on layoff, the Company agrees that the work of that trade shall be performed by skilled trades workers present, unless the required work justifies the full-time recall of the skilled trades worker(s) on layoff, and except in the cases of short completion time requirements or the immediate unavailability of the skilled trades workers in the trade(s) required to complete the necessary work in a timely and efficient manner; having regard to the nature of the project(s).

Article 9
LAYOFF AND RECALL PROCEDURE

(a) A production employee cannot exercise his seniority to displace a journeyman or apprentice, within a skilled trade. Conversely, a journeyman or apprentice may exercise his seniority to displace an employee in the production group using previous production seniority.

(b) In the event of a layoff from a skilled trade the following procedure shall apply:

First - Probationary journeymen will be laid off from the affected skilled trades.

Second - Journeymen will be laid off from the affected skilled trade in the inverse order of their date of entry seniority within such skilled trade. A journeyman to be laid off from his trade may exercise his total seniority to displace the most junior employee, who is employed in another skilled trade, provided, however, that such journeyman has the necessary experience and ability. (Also see Article 7(j), "Apprenticeship Program, Ratio").

Third - Apprentices will be laid off from the affected skilled trade in the inverse order of their date of entry seniority within such skilled trade. (Also see Article 7(j), "Apprenticeship Program, Ratio").

(c) Recalls of journeymen, apprentices, or probationary journeymen within a skilled trade shall be made in the reverse order of layoff within such skilled trade affected.

(d) A laid-off seniority journeyman or apprentice may, if he so elects, file an application with the Human Resources Department for employment in the production group. Upon receipt of such application, the employee will be given preference over a new hire, or failing that, shall displace a probationary employee. Such employee will then have date of entry seniority in the production group with the understanding that to protect his skilled trade seniority, he must return to his skilled trade when recalled. Failure to accept such recall means he shall forfeit his skilled trade seniority and will retain his date of entry seniority in the production group. Notwithstanding the above, a journeyman or apprentice may after serving a layoff of six (6) months in any nine (9) month period from his skilled trade, elect within a period of thirty (30) calendar days thereafter to continue on layoff

subject to recall to his skilled trade or exercise his total seniority, if sufficient, to displace the most junior employee in a production group in accordance with the Layoff and Recall Provisions of the Collective Agreement, and he shall forfeit his former skilled trades seniority. However, such employee will have priority transfer rights to his former skilled trade over other applicants provided he has the necessary ability and qualifications.

(e) In the event that the Company hires a laid-off probationary journeyman employee into a production group, the employee will forfeit any claim to his skilled trade and will be required to serve the full probationary period in production as outlined in Section 10.01 of the Collective Agreement. Should such employee be laid off from production and rehired into a skilled trade as a probationary journeyman, he will be required to serve the full probationary period within the trade as outlined in Article 4, above.

If circumstances arise that are not covered in this article, the In-Plant Committee and Management will confer.

Article 10
DISCONTINUANCE OR ELIMINATION OF A SKILLED TRADE

Where the work of a skilled trade is discontinued or eliminated, or a journeyman or apprentice has served a layoff of six (6) consecutive months from his skilled trade, the "parties" will endeavour to place the appropriate number of employee(s) of the affected department in another skilled trade for which they may qualify as either journeyman or apprentice in accordance with Article 6. In the event such is not possible, the provisions of Article 9(d) shall apply.

Article 11
OVERTIME DISTRIBUTION

When overtime is scheduled in a skilled trade overtime sharing group, such overtime will be distributed evenly as far as possible, among those employees presently working in such overtime sharing group. Such overtime will be offered first to the journeyman and secondly to the apprentice in such overtime sharing group in such overtime sharing group.

Article 12
PERMANENT TRANSFERS

(a) Should an employee in one skilled trade, possessing journeyman qualifications in another skilled trade, as listed in Exhibit "B", be granted a transfer from his present skilled trade into such other skilled trade job vacancy, he shall retain seniority in his former skilled trade for thirty (30) calendar days, at which time he will forfeit his seniority rights in the former skilled trade and establish seniority, as per Article 6 in such other skilled trade.

(b) A journeyman in one skilled trade who is transferred to fill a vacancy in another skilled trade will retain his seniority in his former skilled trade for thirty (30) calendar days at which time he will forfeit his seniority rights in his former skilled trade and establish date of entry seniority in his new skilled trade.

(c) A journeyman in a skilled trade will have priority transfer rights to another skilled trade within that department over other applicants from another skilled trade or new hires providing he has the necessary qualifications, ability and proven trade-related experience.

(d) Transfers made under this Article are limited to once yearly.

Article 13
SPECIAL PLACEMENT

Should a skilled trade employee become incapacitated either by age, sickness, injury or for any other acceptable reason and is no longer capable of performing his regular skilled work, every effort will be made by the "parties" to place such employee in another skilled trade which he is capable of performing arid he will have total seniority in the latter skilled trade.

Article 14
DEDUCTION OF SKILLED TRADES COUNCIL MEMBERSHIP DUES

The Company agrees to deduct Canadian Skilled Trades Council dues as may be adopted by the Canadian Skilled Trades Council.

First deduction to be made from the employees from the first pay received after completion of the probation period. Future deductions to be made in January of succeeding years, or upon completion of one (1) month's work in that calendar year.

Article 15
LOCAL SKILLED TRADES COMMITTEE

The parties have agreed to establish a Local Skilled Trades Committee composed of two members for the Union (who are skilled tradesmen) and two members of Management. This Committee will deal with matters relating to:

(a) Lines of demarcation between trades;
(b) Training of apprentices;
(c) Determination of past experience/education for placement within the training and wage schedule for new employees who do not qualify as journeymen;
(d) Oversight of any joint Apprenticeship Program; and
(e) Technical training necessary to upgrade skills of journeymen due to new technology.

The Local Committee may consult with the CAW National Skilled Trades Representative and the Industrial Training Branch, Ontario Department of Labour, in carrying out their responsibilities. It shall also be empowered to work out a Joint Apprenticeship Program for the facility.

Article 16
GRANDFATHER CLAUSE

(a) As of November 23, 1987, the Company and the Union agreed to "grandfather" certain skilled trades employees of the Company as journeymen. Other employees were considered as being in various stages of the apprenticeship towards journeyman status.

(b) All employees grandfathered shall maintain the seniority they had at the time of the agreement to grandfather the skilled trades' employees, which was on November 23, 1987.

APPENDIX II
GROUP INSURANCE COVERAGE

LOF Glass of Canada Limited, located at Lindsay, Ontario (hereinafter referred to as the "Company") and the National Automobile, Aerospace Transportation and General Workers Union of Canada (CAW-Canada) and its Local 2225 (hereinafter referred to collectively as the "Union") hereby agree as follows:

1. This Appendix II is a supplement to and a part of the Collective Agreement between the parties, effective October 1, 1995.

2. **GROUP LIFE INSURANCE**

Each full-time employee, upon completion of four hundred eighty (480) hours of work, will receive basic group life insurance without cost to the employee, in the amount of twenty-seven thousand dollars ($27,000), effective October 1, 1995, the coverage shall become twenty-eight thousand dollars ($28,000), effective October 1, 1996, the coverage shall become twenty-nine thousand dollars ($29,000), and effective October 1, 1997, the coverage shall become thirty thousand dollars ($30,000), subject to the terms of the life insurance program of the Company. Any employee who is not actively at work on the date he would otherwise become insured for group life insurance shall not become insured until his return to active work.

An employee may elect to purchase additional group life insurance, by paying the current group rate for active employees, in the following amounts:

(a) 1/2 x basic group life
(b) 1 x basic group life
(c) 1-1/2 x basic group life
(d) 2 x basic group life

When basic group life insurance amounts change due to contractual agreements, additional group insurance amounts elected by employees will also be changed and the required employee contribution adjusted.

Except as provided below, an employee's life insurance hereunder shall terminate upon termination of active employment. However, (a) in the event an employee insured under this Section 2 is laid off, his group life insurance shall be continued for up to six (6) months subsequent to the date of his layoff, and (b) in the event an employee is absent from active employment as a result of sickness or injury, his insurance will be continued as long as he continues to be an employee, but not beyond age 65.

Employees who retire under the pension plan on or after October 1, 1994, shall be provided with a $2,000 paid-up life insurance policy.

If an employee's life insurance under this policy, or any amount of such insurance, ceases because of:

(a) termination of employment, or
(b) termination of membership in the class or classes of employees eligible for insurance under this policy,

the employee shall be entitled to have issued to him by the insurance carrier, without evidence of insurability, an individual policy of life insurance without disability or other supplementary benefits, provided written application for the individual policy shall be made, and the first premium thereon paid, to the insurance carrier within thirty-one (31) days after such termination, and provided further that:

(a) The individual policy shall be on any one of the forms, that shall be selected by the employee from among the forms then customarily issued by the insurance carrier at the age and for the mount applied for;

(b) the individual policy shall be in the amount equal to or, at the option of the employee, an amount less than the amount of the employee's life insurance which ceases under this policy because of such termination;

(c) the premiums payable under the individual policy shall be at the insurance carrier's then customary rate applicable to the form and amount of the individual policy, to the class of risk to which the employee then belongs, and to his age (nearest birthday) attained on the effective date of the individual policy; and

(d) any individual policy issued under the terms of this section shall take effect at the end of the thirty-one (31) day period during which application for the individual policy may be made.

If an employee dies during the thirty-one (31) day period within which he is entitled to have an individual policy issued to him in accordance with this section and before any insurance under such individual policy has become effective, the amount of life insurance which the employee is entitled to have issued to him under such individual policy shall be payable as a claim, whether or not application for the individual policy or the payment of the first premium therefor has been made.

When any insurance becomes effective under an individual policy issued under the conversion privilege, it shall be in exchange for all privileges and benefits under the group policy.

3. ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

Accidental Death and Dismemberment Insurance for active employees in an amount equal to the basic group life coverage will be provided. Accidental death and dismemberment insurance is payable in the event of loss of life, limb or the entire and irrevocable loss of sight including losses resulting from occupational injuries. Benefits are payable only if loss results directly from injuries caused by an accident and loss occurs within 90 days after the accident. An amount equal to one-half (1/2) the basic group life insurance amount will be paid for loss of one hand, one foot or the sight of one eye. An amount equal to the basic group life insurance amount will be paid for loss of two or more such members (hand, foot, eye). In no case will more than an amount equal to the basic group life insurance be paid for all losses resulting from one accident.

Since this coverage is for losses due to accidents, no benefits are paid on account of a loss caused or contributed to by bodily or mental infirmity, disease, ptomaines, bacterial infection, medical or surgical treatment unless made necessary by accident, suicide or suicide attempt, or war.

Accidental Death and Dismemberment Insurance terminates upon termination of employment.

4. SICKNESS AND ACCIDENT INSURANCE

Each full-time employee, upon completion of four hundred eighty (480) hours of work, will be eligible for coverage under the Company provided Sickness and Accident Insurance Program. The program will provide benefits for an employee who is disabled on or after December 1, 1987. The disabled employee will receive pay at sixty-six and two-thirds percent (66-2/3%) of their applicable base rate times 40 hours for each week of disability, up to a maximum of twenty-six (26) weeks (subject to the UIC maximum rate), commencing with:

- the first day of accident; or
- the first day of hospitalization (inpatient or outpatient); or
- the fourth day of illness.

5. LONG-TERM DISABILITY BENEFITS

Each full-time employee upon completion of four hundred eighty (480) hours of work will be eligible for coverage under the Company provided Long-Term Disability Program. The program will provide benefits for an employee who is disabled on or after October 1, 1991. The disabled employee will receive pay in an amount which, together with other income

benefits, equals fifty percent (50%) of their applicable base rate times 173-1/3 hours for each month of disability. These benefits go into effect when an employee remains disabled, after his eligibility for Sickness and Accident Insurance expires. Long-Term Disability benefits will be paid until the earlier of:

- The date the employee no longer qualifies for benefits;
- The date the employee retires and begins to receive a benefit from the LOF Glass of Canada Limited Retirement Plan;
- The end of month in which the employee reaches age 65.

To qualify for benefits under the Long-Term Disability Program, an employee must be Totally and Permanently disabled.

In calculating the amount of an employee's long-term disability benefit, the Plan benefits payable to an employee will be reduced from other disability income sources. Examples of other disability income sources include:

- Workers' Compensation or other occupational disability benefits;
- Any fund or other insurance or other arrangement provided or established with any governmental disability benefit law;
- Any disability benefit payable under the Canadian Pension Plan.

6. GROUP HOSPITAL AND MEDICAL INSURANCE

Each full-time employee upon completion of four hundred eighty (480) hours of work will be eligible for coverage under the Group Hospital and Medical Insurance programs. The Company will contribute one hundred percent (100%) of the cost to provide an employee's coverage for the following programs:

(a) The Province of Ontario's statutory hospital and medical program administered by the Ontario Health Insurance Commission and known as O.H.I.P.;

(b) The Extended Health Care program with the following benefits reimbursed at one hundred percent (100%), effective October 1, 1989.

Benefits

Accidental Dental - Dental care, when necessitated by a direct accidental blow to the mouth and not by an object wittingly or unwittingly placed in the mouth, will be provided by the

plan. The accident and treatment must occur while the employee's coverage is in force. Treatment must commence within 90 days of the date of the accident and must be completed within one year. Payment for this service will be made up to the fees set out in the Ontario Dental Association (ODA) suggested Fee Guide for General Practitioners in effect on the date of the treatment.

Ambulance - The plan will pay for the difference between the government agency allowance and the customary charge for professional ambulance services.

Chiropractic Services - Effective October 1, 1992, coverage will be provided for chiropractic treatment expenses incurred after the annual benefit for chiropractic treatment covered by the Ontario Hospital Insurance Program (OHIP) have been exhausted, up to a maximum of one hundred fifty dollars ($150) per calendar year. Effective October 1, 1995, the annual maximum shall be increased to two hundred dollars ($200).

Diagnostic Service - The plan provides for diagnostic services when they are performed at a hospital or licensed medical facility which accepts OHIP.

Durable Medica1 Equipment - When authorized in writing by the attending physician, the plan will provide coverage for the purchase or rental of the following items: hospital bed, crutches, cane, walker, oxygen set, respirator (a device to provide artificial respiration), or standard-type wheelchair.

Extra Medical Fees - Payment for the professional services of a physician where permissible by law and incurred while the employee is traveling or temporarily residing outside Ontario when the physician's fees are over the medical association fees guide and are not greater than what would be paid in Ontario, if it were legal to provide such benefits, will be made under the plan.

Masseurs - The services of a registered masseur are provided up to $15 per treatment date when the employee's attending physician authorizes in writing that such treatment is necessary. The benefit is limited to 15 treatment dates, or a maximum allowed amount of $225 per person per calendar year.

Physiotherapy - Services of a licensed or registered physiotherapist who does not have an agreement with the Ontario Health Insurance Plan (OHIP) for payment of his services will be covered under this segment of the Extended Health Care coverage. Reimbursement will be based on the amount that would have been allowed by OHIP if he/she were registered with them.

Private Duty Nursing - Charges for private nursing services which require, and can only be performed by a Registered Nurse (RN) are covered when such services are provided in the employee's home by a Registered Nurse who is registered in the jurisdiction in which the

services are performed. The Registered Nurse cannot be a relative of the patient. RN services must be certified as medically necessary by the attending physician. Their fees will be reimbursed to a maximum of 90 eight-hour shifts per covered person per calendar year. Agency fees, commissions and overtime charges, or any amount in excess of the fee level set by the largest nursing registry in the province of Ontario, are not included.

Private Hospital - The plan provides for coverage of charges up to $10 per day up to a maximum of 120 days per person while the employee's coverage is in force for care in a licensed private hospital.

Private Room - The plan will pay for the difference in the cost between a ward and either a semi-private or a private room (not a suite) in a public general hospital.

Prosthetic Appliances - When authorized in writing by the attending physician, the plan will provide coverage for the purchase of the following items: standard type artificial limb or eye, splints, trusses, casts, cervical collars, braces (excluding dental braces), catheters, urinary kits, external breast prostheses (following mastectomies), ostomy supplies (where a surgical stoma exists), corrective prosthetic lenses and frames (once only for persons who lack an organic lens or after cataract surgery), custom-made boots or shoes or adjustments to stock item footwear.

Psychologists - Coverage is provided for the services of a registered clinical psychologist up to $60 for the initial visit per course of treatment, plus up to $40 per visit for each of nine subsequent visits. Benefit is limited to 10 visits, or a maximum allowed amount of $420, per person per calendar year.

Radium - When authorized in Writing by the attending physician, the plan will provide coverage for bandages or surgical dressings, blood transfusions, radium and radioactive isotope treatments.

Speech Pathologists - Services of a certified speech pathologist will be provided up to $60 for the initial visit per course of treatment, plus up to $40 per visit for each of five subsequent visits, or a maximum allowed amount of $260, per person per calendar year.

Limitations

Extended Health Care group coverage does not pay for:

- services normally paid through any provincial hospital plan, any provincial medical plan, Workers' Compensation Board, other governmental agencies or any other source;

- services provided in a chronic care of psychiatric hospital, chronic unit of a general

hospital, health spa, or when a patient is confined to a nursing home or home for the aged and receives Ontario government assistance;

- dental care under this segment is provided only as outlined above;

- rest cures, travel for health reasons or insurance examinations;

- any benefit provided outside Ontario at an amount greater than the carrier would pay for such a benefit if provided in Ontario, with the exception of allowances for rates of exchange. Reimbursement will be in Canadian funds up to the same amount which would have been paid had the service(s) been provided in Canada, plus the rate of exchange, if any, as determined from the date of the last service provided.

7. PRESCRIPTION DRUG COVERAGE

The Company will contribute one hundred percent (100%) of the cost to provide an employee's coverage for the Prescription Drug Program. Each full-time employee upon completion of four hundred eighty (480) hours of work will be eligible for coverage under the Company provided Prescription Drug Program with the following benefits after a deductible of thirty-five cents ($.35) for each prescription and refill.

Coverage includes drugs which legally require a prescription to be dispensed, serums, injectibles and insulin (needles, syringes and testape for use with insulin) purchased on the prescription of a medical doctor. It does not include vitamins and vitamin preparations (unless injected), patent or proprietary medicines, or drugs not approved for legal sale to the general public in Canada. The name, strength and quantity of the drug must be shown on all receipts.

Effective October 1, 1995, a "Generic substitution" rule will be implemented, which means the prescription drug coverage will only pay the price of a generic equivalent unless the physician indicates "no substitute" on the prescription, or if there is no generic equivalent to the brand name drug being dispensed.

8. DENTAL INSURANCE COVERAGE

The Company will contribute one hundred percent (100%) of the cost to provide an employee's coverage for the Dental Insurance Program. Each full-time employee, upon completion of four hundred eighty (480) hours of work will be eligible for coverage under the Company provided Dental Insurance Program, under Dental Plan #7 with Rider #1, which provides certain Periodontal, Endodontic and Surgical Services, based on the then current Ontario Dental Association Schedule of Fees for Dental Services provided by General Practitioners. Procedures currently limited to every six (6) months prior to

December 1, 1987, shall be limited to one each nine (9) months after such date.

Effective October 1, 1991, the Company agrees to improve the current dental benefit plan by adding the following benefits:

(a) Rider #2 D

50% reimbursement of charges for covered benefits up to the current fees specified in the Ontario Dental Association Fee Guide for General Practitioners.

(b) Rider #4 Crowns and Bridges

50% reimbursement of charges for covered benefits up to the current fees specified in the Ontario Dental Association Fee Guide for General Practitioners.

(c) Dental Overall Maximum

$1,000 per person per calendar year shall be increased to $1,500. Effective October 1, 1993, the annual limit shall be increased to $1,600.

Effective October 1, 1992, the Company agrees to improve the current dental benefit plan by adding the following benefit:

(a) Pit and fissure sealants will be covered at 100% for eligible dependent children up to age 14.

(b) Orthodontics at 50% coinsurance to a $1,000 lifetime maximum per employee to age 21 and dependents to age 21 or 25, if a full-time student. Effective October 1, 1995, the lifetime maximum shall be increased to $1,200.

9. VISION INSURANCE COVERAGE

The Company will contribute one hundred percent (100%) of the cost to provide an employee's coverage for the Vision Insurance Program. Each full-time employee, upon completion of four hundred eighty (480) hours of work, will be eligible for coverage under the Company provided Vision Insurance Program with the following benefits:

100% reimbursement for frames and lenses up to a maximum of $150 increasing to $175 effective October 1, 1996, per family member every two years subject to the following limitations:

- Frames every 24 months;

- Lenses every 24 months; however, 12 months if a change in prescription is required;

- Family members who choose contact lenses will receive an allowance toward their cost in lieu of all other benefits up to the maximum of $120, increasing to $150, effective October 1, 1993.

10. **LIMITATIONS**

Company payments for the foregoing health insurance programs shall be limited to (a) an employee only, or (b) an employee and his insured spouse, or (c) an employee, spouse and one or more insured dependents. The term "dependents" is defined for purposes of this agreement as in the Income Tax Act of Canada. Coverage shall be provided employees in accordance with statutory requirements and Company regulations and shall be subject to arrangements between the Company and the insurance carrier to provide such non-statutory benefits.

Except as provided below, the Company's obligation to contribute the full monthly cost of such programs shall terminate upon termination of active employment. With respect to an employee who is absent from active employment as a result of sickness or injury, the Company will pay the full cost for his hospital and medical insurance coverages for a period of time equal to his leave of absence for sickness and accident and Workers' Compensation. With respect to an employee who is absent from active employment due to a layoff or a reduction of forces, the Company will pay the full cost for such employee's group hospital and medical insurance coverages, as described above, for two (2) calendar months following the month in which his layoff commences.

A full-time employee who returns to work following a layoff will be reinstated for coverage under the Group Insurance programs on the date the employee returns to work.

The final determination of whether an insured employee qualifies for claim payments under group life insurance, sickness and accident, the group medical expense plan, the health and accident insurance program, the dental plan, or the vision insurance plan, shall be made by the respective carriers. Such determination may not be made the subject of a grievance under the Collective Agreement and is not a proper matter for arbitration under such Collective Agreement.

11. It is intended that the programs of hospitalization insurance, group life insurance, accidental death and dismemberment insurance, medical expense benefits, sickness and accident benefits, dental expense benefits, or vision insurance, as set forth in this agreement shall comply with any law or laws pertaining to such programs. Should any law or laws provide for similar benefits, any amounts required to be paid by the Company as contributions, taxes, levies or benefits thereunder shall reduce to that extent the amounts the Company

shall be required to pay under this Agreement, and appropriate adjustments shall likewise be made in the benefits thereunder, where applicable.

12. The Company reserves the right at any time to place the programs provided for in this Supplemental Agreement with insurance carriers other than those now providing those coverages, provided the new carrier provides benefits equal to those in effect prior to the change in carriers.

APPENDIX III
RETIREMENT PLAN

LOF Glass of Canada Limited, located at Lindsay, Ontario (hereinafter referred to as the "Company") and the National Automobile Aerospace Transportation and General Workers Union of Canada (CAW-Canada) and its Local 2225 (hereinafter referred to collectively as the "Union"), hereby agree as follows:

1. This Appendix III is a supplement to and a part of the Collective Agreement between the parties, effective October 1, 1989, as amended.

2. PENSION PLAN (LOF-LINDSAY PENSION PLAN FOR HOURLY EMPLOYEES)

   Effective January 1, 1990, the Company shall establish a defined benefit pension plan to be funded through actuarially-determined Company contributions.

   It is agreed that the basic benefit rate shall be as follows:

Effective Date of Rate	Rate Per Month Per Year of Credited Service*
1/01/90 - 9/01/92	$20.00
10/01/92 - 9/01/93	$21.00
10/01/93 - 9/01/94	$22.00
10/01/94 - 9/01/95	$23.00
10/01/95 - 9/01/96	$24.00
10/01/96 - 9/01/97	$25.00
10/01/97 and after	$26.00

   * No service under this Plan shall be credited prior to January 1, 1990.

   It is further agreed that the normal retirement age under this Plan shall be 65 years of age. The early retirement age under this Plan shall be 55 years of age with 10 years of service.

3. Effective October 1, 1995, Article II, Section 2.26, is amended to read as follows:

   "Surviving Spouse" means the person of the opposite sex at the earlier of the date of the Member's death and the date of commencement of his Pension Benefit who:

   (a) is married to the Member and is not living separate and apart from the Member; or

   (b) is not married to the Member but with whom the Member is living in a conjugal relationship which either has been continuous for the immediately preceding year or is in a relationship of some permanence, if the Member and such person are the natural or adoptive parents of a child, both as defined in the Family Leave Act, (Ontario), as amended from time to time.

November 22, 1987

Mr. Ted Murphy
National Representative
C.A.W.-Canada
c/o Red Carpet Inn
Lindsay, Ontario

Dear Mr. Murphy:

Overtime Policies

During our Lindsay contract negotiations, we had a great deal of discussion regarding the Company's overtime policies.

Our agreements with labour unions have long recognized that the nature of our business requires overtime operations at times. Reflecting the Company's view that excessive overtime is undesirable from the standpoint of both the employee and the Company, this letter sets forth the policies that govern overtime operations in this Company.

Employees who are required to work overtime should be given as much advance notice as is practicable so that they can make any personal arrangements that may be necessary.

When less than a full complement of employees is needed, it is usually practicable for the Process Leader to excuse employees who do not wish to work and confine the overtime assignments to those employees who do wish to work. In situations where there are sufficient employees available who wish to work overtime and who are capable of doing the overtime work assignments, employees who do not wish to work overtime are to be excused from doing so, insofar as practicable.

An individual employee's personal problems in connection with working overtime should be given careful consideration, and his individual needs should be recognized.

The individual employee's request to be excused from an overtime work assignment, when made a reasonable period of time in advance, should receive every possible consideration. When the employee's request is granted, he will be notified as far in advance as possible so that the employee can make his personal plans accordingly. Thereafter, any cancellation or change in arrangements to excuse the employee will only be made with his consent.

Very truly yours,

LOF GLASS OF CANADA LTD.

By /s/ L. N. Kramer
Vice President - Labour Relations

OVERPOL.95 - dp

REVISED AT THE 1995 LABOUR NEGOTIATIONS

September 29, 1995

Ms. Lorna Moses
National Representative
CAW-Canada
c/o Holiday Inn
Oshawa, Ontario

Dear Ms. Moses:

This letter will confirm in writing the verbal understandings we agreed upon during the negotiations in Lindsay, Ontario.

Joint Substance Abuse Employee Assistance Program

The Company agrees to establish a Joint Substance Abuse Program to continue to encourage and assist troubled workers in treatment and rehabilitation, whenever needed. The program will emphasize the importance for maintaining a high regard for the safety and well being of its employees. A joint committee of one member of the Union and one from Management will administer the program.

First Aid Facility (Revised at the 1989 Labour Negotiations)

The facility shall provide a proper setting for private medical treatment and direct access from the plant floor. The Company will designate one person on the second shift and one person on the third shift to have responsibility for the key for the First Aid Facility.

Orientation of New Employees

The Union Plant Chairperson will be given one-half (1/2) hour during the Company's orientation sessions for newly-hired employees to acquaint them with the functions of the CAW.

Employee Assistance Program

Effective immediately, an Employee Assistance Program (EAP) is available for all LOF employees and their dependent family members. The program will provide a voluntary and very CONFIDENTIAL method to help deal with personal problems. The types of problems this program can help with include, but are not limited to, marital problems, family/parenting problems, stress, alcohol and drug abuse, legal and financial problems. Usually we are able to handle these problems on our own, but occasionally outside professional assistance can be very effective.

Ms. Lorna Moses
Page Two

Personal and family problems not only affect a person's home life, but they can also adversely affect a person's ability to perform effectively while at work. By providing you with a means to seek professional assistance, we believe personal problems can be dealt with early and serious problems can be prevented.

To provide the best service possible and to ensure CONFIDENTIALITY, we have arranged to have our program provided by C. J. Brown and Associates. They are an independent group especially qualified to offer counseling by their group of professionals or referral to an available resource. For more information on the service, or to get an appointment with a counselor, call any time. Their toll free number is 1-800-461-2292.

Once again, EAP is voluntary and completely CONFIDENTIAL. No one at LOF will know if you or members of your family have used the service, unless you authorize, in writing, release of this information. To help you further understand your EAP, a pamphlet with additional information is available in the Human Resources Department.

We believe that the employees of LOF Glass are a valuable asset. It is in keeping with this belief that EAP is made available to help employees manage personal programs. The program is fully supported by Management and the Union, and we urge all employees and their dependent family members to make use of the service as required.

Very truly yours,

LOF GLASS OF CANADA LTD.

By /s/ Gerald N. Biggs
Director - Human Resources

VERBUND.95 - GNB/dp

November 22, 1987

Mr. Ted Murphy
National Representative
C.A.W.-Canada
c/o Red Carpet Inn
Lindsay, Ontario

Dear Mr. Murphy:

Employees' Educational Assistance Plan

This letter will confirm in writing the verbal understandings we agreed upon with respect to the Educational Assistance Plan during the negotiations in Lindsay, Ontario.

The Company agrees to provide an Educational Assistance Plan which will reimburse employees certain costs of courses which are successfully completed. The program is voluntary, and employees will normally attend classes and complete homework assignments on their own time.

Eligibility

Employees will be eligible for financial assistance under this program if they are:

a) A full-time regular hourly employee, and
b) Not eligible for scholarships or for financial help under any governmental educational assistance programs.

Employees must be on the payroll at the beginning and at the end of the school term in order to receive reimbursement. However, if a change in job responsibility or assignment prevents completion of a course, or in the event of separation, they may be eligible for reimbursement depending upon the circumstances involved.

Obtaining Approval Prior to Enrollment

Prior to enrolling in a course, an approval form must be submitted to Human Resources with appropriate signatures.

Reimbursable Courses of Study

The following courses will be approved:

a) Courses which apply to your work toward any college degree which can be utilized within LOF;
b) Courses which relate to your present job or to an assignment which you seek and which are offered by an accredited college, university, junior college, or business or technical college;
c) Review courses to prepare you for professional certification examinations;
d) Dale Carnegie courses; or
e) Certain correspondence courses offered by International Correspondence Schools and

Mr. Ted Murphy
Page 2

Employees are encouraged to enroll in courses which offer classroom participation, rather than correspondence courses.

Reimbursement Upon Course Completion

To be reimbursed for a course for which prior approval was obtained, the employee must successfully complete the course. This means they must earn a grade of "C" or better for a college credit course or receive a certificate of completion for non-credit, correspondence, or Dale Carnegie courses.

Expenses Which Are Reimbursed

The Educational Assistance Plan will reimburse employees for the following:

a) Tuition and registration fees for a maximum of two courses or nine quarter hours (six semester hours), whichever is greater in a term.
b) Passing each part of a professional certification exam.
c) Tuition for a non-credit college course at the normal cost per credit hour rate at the institution which offers the course.
d) 75% of the cost of classes offered by International Correspondence Schools, Lasalle Extension University and Dale Carnegie (if books and materials are not included, reimbursement is 100% of the cost).
e) Certain costs of review courses for professional certification examinations, if the employee successfully completes the exam.

Expenses which are not reimburseable are as follows: laboratory fees, textbooks, penalties or other attendant expenses such as travel, special equipment and parking costs.

Reimbursement Procedure

Upon completion of a course, employees must complete the Request for Reimbursement form and submit it to Human Resources with a tuition payment receipt and a grade report or certification of completion. Upon approval, a check will be mailed to the employee's home.

Very truly yours,

LOF GLASS OF CANADA LTD.

By /s/ L. N. Kramer
Vice President - Labour Relations

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PARTIAL OR TOTAL PLANT CLOSURE AGREEMENT

In the event of a permanent cessation of all or a major part of the Company's Lindsay plant operation, the Company will advise the Local Union of the decision as far in advance as is reasonably practicable but, in any event, not less than two months in advance. The Company shall meet with the Local Union to discuss the reasons for the closing or cessation of operations and shall jointly explore meaningful options, if any, to minimize the impact on the affected employees.

The Company agrees to participate in the Labour-Management Adjustment Committee contemplated by the Employment Standards Act, as amended from time to time and will seek the financial assistance available, if any, from the Federal Adjustment Service and the Provincial Office of Labour Adjustments.

The Company and the Union agree to structure employment readjustment programs in consultation with the government agencies and the Labour-Management Adjustment Committee. The Company's obligation respecting release time for employees and Labour-Management Adjustment Committee members, and the Company's monetary contribution, in such participation, shall be subject to negotiations with the government agencies, and will depend on the degree of financial assistance received from these agencies.

In the event of a permanent cessation, of all or a substantial part of the Company's Lindsay plant operations, the Employment Standards Act RSO 1990 C.E.14, as amended from time to time, shall apply for purposes of notice of termination to the employees.

In the same circumstances, the Company agrees to provide two (2) weeks Severance Pay per year of service to employees in the bargaining unit terminated as a result of the permanent cessation, provided that such employees shall be deemed to have waived all recall rights under the Collective Agreement. There shall be no pyramiding of the notice or severance provisions under the Employment Standards Act with the provisions of this Closure Agreement.

The benefits program shall apply to such employees for one (1) month following termination, or the period required by law, whichever is greater.

Signed and accepted this 30th day of September 1995, at Oshawa, Ontario.

NATIONAL AUTOMOBILE, AEROSPACE TRANSPORTATION AND GENERAL WORKERS UNION OF CANADA (CAW-CANADA) and its Local 2225

By /s/ Lorna Moses
National Representative

LOF GLASS OF CANADA LTD.

By /s/ Gerald N. Biggs
Director - Human Resources

SUPPLEMENTAL AGREEMENT - PRODUCTIVITY

The formalization of a joint LOF Glass of Canada Ltd. and Lindsay Local 2225, Cost Savings Committee is agreed to as of this date. This is in light of the objective that cost savings is an on-going process and part of both the Union's and Company's joint objective to keep and enhance the Lindsay plant's competitive advantage. The objective of this committee is to plan and put in place a Cost Savings Process that includes as a portion of its charter at least the following:

1. Develop a plan/strategy to communicate a continuing process to control operating costs (fixed and variable).

2. The objective is to control costs, not through simply providing new equipment, although these savings are recognized, but through that of jointly improving and enhancing current equipment/processes utilized.

In committing to this Agreement, each party will assign and jointly commit at least one key individual, one (1) Union and one (1) Management, in addition to the Plant Manager. This committee as noted, will be on-going with established meetings to ensure the implementation of cost-saving objectives.

Signed and accepted this 15th day of May, 1992, at Oshawa, Ontario.

NATIONAL AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS
UNION OF CANADA (CAW.-CANADA)
and its Local 2225

By /s/ Hussan Yussuff
National Representative

By /s/ Lisa Drinkwalter
Plant Chairperson

By /s/ James W. Ord
President, Local 2225

By /s/ Heather M. Stuart
Committeeperson

By /s/ James L. Eyres
Committeeperson

By /s/ Dave St. Jean
Committeeperson

LOF GLASS OF CANADA LTD.

By /s/ Gary Phillips
Manager - Labour Relations and Benefits Administration

By /s/ Lawrence E. Inguagiato, Jr.
Manager - Retirement Planning

By /s/ Eric Recalla
Human Resources Manager

By /s/ Joe Garton
Production Manager

May 13, 1992

Ms. Lisa Drinkwalter, Chairperson
CAW, Local 2225

Dear Ms. Drinkalter:

Local Letter of Agreement - Future Permanent Job Vacancies

This letter is to confirm our agreement on how future permanent job vacancies shall be filled as outlined under Section 11.04(b) of the current Collective Agreement. Jobs shall be filled by seniority; however, the Company reserves the right to disqualify bidders who are unable to perform the job functions. Disqualified employees shall have the right to return to their most recent position.

Sincerely,

/s/ Eric A. Recalla
Human Resources Manager

Signed and accepted this 15th day of May 1992, in Oshawa, Ontario

By /s/ Lisa Drinkwalter
Chairperson
CAW, Local 2225

September 28, 1995

Ms. Lisa Marshall, Chairperson
CAW, Local 2225

Dear Ms. Marshall:

Local Letter of Agreement - Permanent Layoff Procedures

When a job or partial job is eliminated, the Company will eliminate by inverse seniority among those employees in the affected job title. Employees affected on each shift by this elimination will be identified.

If an opportunity is available on another shift within the same job title, the affected employee will be offered that position following seniority provisions. At this time, the affected employee has the opportunity to decline said transfer.

Manpower requirements for all shifts will be assessed at this point to determine staffing requirements. If there is an imbalance in manpower, junior employees identified will be mandated accordingly. Vacancies created as a result of these moves will be filled by seniority amongst those employees that do not own jobs on each shift.

Note: This letter may be revisited if concerns arise.

Sincerely,

/s/ Eric A. Recalla
Human Resources Manager

Signed and accepted this 30th day of September 1995, in Oshawa, Ontario.

By /s/ Lisa Marshall
Chairperson
CAW, Local 2225

LAYOFF.95 - EAR/dp

September 26, 1995

Ms. Lisa Marshall, Chairperson
CAW, Local 2225

Dear Ms. Marshall:

Local Letter of A m e n t - Temporary Va

Both parties agree to *modify* our method of addressing temporary absences. Effective March 1, 1995, we agree to the following procedures:

Absences where the employee has notified Human Resources that it will be in excess of thirty (30) days:

(a) Company will post a notice of an interim opening. This notice will be posted for two (2) days and the senior employee will be given one (1) day to make a decision.

(b) *An* employee will only be entitled to fill one (1) interim position, and when the absent employee returns, the interim employee returns to their regular bid position.

Absences less than thirty (30) days or where duration is unknown:

(a) Vacancies will be filled with overtime by those employees who normally perform the job on other shifts. This will be handled in the four-hour early/over method. However, if sufficient employees are on shift, then no overtime will be required, subject first to the Company's right to recall laid-off employees.

Both parties have the right to cancel this agreement with seven (7) days written notice. This agreement includes the acceptance of an overtime sign-up procedure.

Note: Level 4 jobs are excluded as unique skills are required.

Sincerely,

/s/ Eric A. Recalla
Human Resources Manager

Signed and accepted this 30th day of September 1995, in Oshawa, Ontario.

By /s/ Lisa Marshall
Chairperson
CAW, Local 2225

TEMVAC.95 - EAR/dp

September 27, 1995

Ms. Lisa Marshall, Chairperson
CAW, Local 2225

Dear Ms. Marshall:

Local Letter of Agreement - Overtime Equalization Administration

Both parties agree to the following overtime equalization administration.

1. Hours shown on equalization records shall be credited as follows:

   a) One hour at time and one-half (1-1/2) = 1.5 hours credited.
   b) One hour at double time (2) = 2 hours credited.

2. Equalization records will be maintained on a weekly basis, posting the record of overtime offered and worked and accumulated total.

   a) The equalization of overtime record forms will be openly displayed.
   b) The equalization of overtime records shall show the groups for equalization for overtime purposes.

3. Employees will be credited for overtime hours worked and hours of work refused as follows:

   a) Employees who perform overtime work in their equalization groups will be credited for such hours in accordance with Paragraph 1.
   b) An employee on sick leave of absence, compensable injury/illness, or other approved leave of absence or absent for any other excused reason or transferred to work out of the bargaining unit for a period of thirty (30) calendar days or more, shall not be credited for any overtime during this period, but will re-enter the group with the average number of hours of such group.
   c) An employee on sick leave of absence, compensable injury/illness, or other approved leave of absence, ox absent for any other excused reason for a period of less than thirty (30) calendar days shall have his hours credited in accordance with Paragraph 1.
   An employee transferred to work out of the bargaining unit for a period of less than thirty (30) calendar days shall have his hours credited equal to hours which he worked in the plant while transferred out of the bargaining unit.
   d) Employees refusing overtime will be credited as though they had worked.

Ms. Lisa Marshall
Page Two

4. Employees with seniority transferred into another equalization group shall immediately be credited with the average hours of the equalization group to which they are transferred.

   a) A new employee will be credited with the highest hours of any equalization group which he enters.

   b) In the event an employee is transferred to another equalization group and subsequently is returned to the group from which he was transferred within a period of fourteen (14) calendar days, he shall return to his former group and will be credited with the same hours which he had when he left the group; however, he shall also be credited with those overtime hours which the entire group worked while he was transferred from the group or those overtime hours with which he was credited while out of the group, whichever is higher.

5. As of January 1 of each year, the overtime equalization records will be changed and the employee in a group with the lowest hours credited to him will start off at zero. The employee with the highest number of hours credited to him will start with the number of hours he has over the lowest member of his group.

   Example:

   a) has 600 hours as of January 1.
   b) has 630 hours as of January 1.

   On January 1, "a" will start off with zero hours and "b" will start off with 30 hours.

6. The Company will complete the overtime distribution by Thursday at 8:00 a.m. for the following weekend overtime, excluding emergencies.

7. Absent employees who wish to be considered for weekend overtime must contact the Company on their own accord to be considered.

8. The equalization groups are as follows:
   (a) Maintenance (including maintenance helpers, skilled trades and apprentices).
   (b) Material Handling (including Stores Clerk, NIAPS Inventory Coordinator, Shipping Coordinator, Stores Expediter).
   (c) Quality Assurance
   (d) Level II
   (e) Level III (see exclusions above)
   (f) Level IV (excluding Plant Chairperson and those designated above).

Ms. Lisa Marshall
Page Three

9. Overtime **opportunities will** be equalized **as** frequently as **possible,** but no **less than every** July 1 and December 31 of each calendar year.

Sincerely,

/s/ Erie A. Recalla
Human Resources Manager

Signed and accepted this 30th day of September 1995, in Oshawa, Ontario.

By /s/ Lisa Marshall
Chairperson
CAW, Local 2225

OVERLET.95 - EAR/dp

September 30, 1995

Ms. Lorna Moses
National Representative
CAW - Canada
c/o Holiday Inn
Oshawa, Ontario

Dear Ms. Moses:

Special Retirement Bonus

An employee who has attained age 62 and retires during the term of this Collective Agreement (October 1, 1995 thru September 1,1998) shall receive a lump-sum payment in the amount of five thousand dollars ($5,000).

This payment is to be made from the general funds of the Company and will be paid as soon as practical after the employee's retirement.

Very truly yours,

LOF GLASS OF CANADA LTD.

By _____
Director - Human Resources

RETBONUS.95 - GNB/dp

1997

JANUARY	APRIL	JULY	OCTOBER
1 2 3 4	1 2 3 4 5	1 2 3 4 5	1 2 3 4
5 6 7 8 9 10 11	6 7 8 9 10 11 12	6 7 8 9 10 11 12	5 6 7 8 9 10 11
12 13 14 15 16 17 '8	13 14 15 16 17 18 19	13 14 15 16 17 18 19	12 13 14 15 16 17 18
19 20 21 22 23 24 25	20 21 22 23 24 25 26	20 21 22 23 24 25 26	19 20 21 22 23 24 25
26 27 28 29 30 31	27 28 29 30	27 28 29 30 31	26 27 28 29 30 31
FEBRUARY	**MAY**	**AUGUST**	**NOVEMBER**
1	1 2 3	1 2	1
2 3 4 5 6 7 8	4 5 6 7 8 9 10	3 4 5 6 7 8 9	2 3 4 5 6 7 8
9 10 11 12 13 14 15	11 12 13 14 15 16 17	10 11 12 13 14 15 16	9 10 11 12 13 14 15
16 17 18 19 20 21 22	18 19 20 21 22 23 24	17 18 19 20 21 22 23	16 17 18 19 20 21 22
23 24 25 26 27 28	25 26 27 28 29 30 31	24 31 25 26 27 28 29 30	23 30 24 25 26 27 28 29
MARCH	**JUNE**	**SEPTEMBER**	**DECEMBER**
1	1 2 3 4 5 6 7	1 2 3 4 5 6	1 2 3 4 5 6
2 3 4 5 6 7 8	8 9 10 11 12 13 14	7 8 9 10 11 12 13	7 8 9 10 11 12 13
9 10 11 12 13 14 15	15 16 17 18 19 20 21	14 15 16 17 18 19 20	14 15 16 17 18 19 20
16 17 18 19 20 21 22	22 23 24 25 26 27 28	21 22 23 24 25 26 27	21 22 23 24 25 26 27
23 30 24 31 25 26 27 28 29	29 30	28 29 30	28 29 30 31

1998

JANUARY	APRIL	JULY	OCTOBER
1 2 3	1 2 3 4	1 2 3 4	1 2 3
4 5 6 7 8 9 10	5 6 7 8 9 10 11	5 6 7 8 9 10 11	4 5 6 7 8 9 10
11 12 13 14 15 16 17	12 13 14 15 16 17 18	12 13 14 15 16 17 18	11 12 13 14 15 16 17
18 19 20 21 22 23 24	19 20 21 22 23 24 25	19 20 21 22 23 24 25	18 19 20 21 22 23 24
25 26 27 28 29 30 31	26 27 28 29 30	26 27 28 29 30 31	25 26 27 28 29 30 31
FEBRUARY	**MAY**	**AUGUST**	**NOVEMBER**
1 2 3 4 5 6 7	1 2	1	1 2 3 4 5 6 7
8 9 10 11 12 13 14	3 4 5 6 7 8 9	2 3 4 5 6 7 8	8 9 10 11 12 13 14
15 16 17 18 19 20 21	10 11 12 13 14 15 16	9 10 11 12 13 14 15	15 16 17 18 19 20 21
22 23 24 25 26 27 28	17 18 19 20 21 22 23	16 17 18 19 20 21 22	22 23 24 25 26 27 28
	24 31 25 26 27 28 29 30	23 30 24 31 25 26 27 28 29	29 30
MARCH	**JUNE**	**SEPTEMBER**	**DECEMBER**
1 2 3 4 5 6 7	1 2 3 4 5 6	1 2 3 4 5	1 2 3 4 5
8 9 10 11 12 13 14	7 8 9 10 11 12 13	6 7 8 9 10 11 12	6 7 8 9 10 11 12
15 16 17 18 19 20 21	14 15 16 17 18 19 20	13 14 15 16 17 18 19	13 14 15 16 17 18 19
22 23 24 25 26 27 28	21 22 23 24 25 26 27	20 21 22 23 24 25 26	20 21 22 23 24 25 26
29 30 31	28 29 30	27 28 29 30	27 28 29 30 31

Human Resources Development Canada | Développement des ressources humaines Canada

November 1, 1999

File: 0798003

LOF Glass of Canada Ltd.
6 Lof Drive, P.O. Box 430
Lindsay
Ont.
K9V 4S5

LOF Glass of Canada Ltd.
Lindsay, Ont.
National Automobile, Aerospace, Transportation and General Workers Union of Canada
Local 2225
(plant & maintenance empl.)

X — ~~Terminating~~: October 1998

The Workplace Information Directorate maintains an extensive library of collective agreements in both the federal and provincial jurisdictions. With respect to your organization, the collective agreement described above is the latest we have on file.

In its Federal Plan for Gender Equality (1995), the Government of Canada committed itself "to ensuring that all future legislation and policies include, where appropriate, an analysis of the potential for different impacts on women and men." In accordance, we are requesting to the extent possible, a numerical gender breakdown of your membership.

Could you please send us a copy of any subsequent agreement or amendment (preferably on diskette, including the format), including any attachments which are part of the agreement or supplementary documents (such as pension or health plans) referred to in the agreement.

Please show separately, the number of employees covered by the agreement in the space provided on the return part of this form.

Your co-operation will help the Workplace Information Directorate maintain its services in the collective bargaining field.

Yours sincerely,

Lucie Lalonde

Collection of Agreements Unit
Telephone: **1-800-567-6866** or **(819) 997-0252**

Plant closed in Oct. 1998.
There are no further collective agreements. Pls. remove our name from your records

Please complete this part and forward with copy of collective agreement to:
Workplace Information Directorate
Collection of Agreements Unit
Labour Branch
Human Resources Development Canada
Hull, Quebec
K1A 0J2

File: 0798003

Number of employees covered by the agreement.

0

Males | Females

Canada