

# **AGREEMENT**

**Between**

**STANDARD INDUCTION CASTINGS  
LIMITED**

**Windsor, Ontario**

**- and -**

**THE NATIONAL  
AUTOMOBILE, AEROSPACE, TRANSPORTATION  
AND GENERAL WORKERS  
UNION OF CANADA (C.A.W. - CANADA)  
AND ITS LOCAL 195**

**August 15, 1996 to August 15, 1999**

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## AGREEMENT

Between:

STANDARD INDUCTION CASTINGS  
LIMITED (WINDSOR, ONTARIO)

(hereinafter called the "Company")

- and -

THE NATIONAL AUTOMOBILE, AEROSPACE,  
TRANSPORTATION AND GENERAL WORKERS  
OF CANADA (C.A.W. - CANADA), AND ITS  
LOCAL, 195

(hereinafter called the "Union")

### 1. PURPOSE

(a) The general purpose of this agreement is to establish and maintain collective bargaining relations between the Company and its employees, and to provide procedures for the prompt and equitable disposition of grievances, and to establish and maintain mutually satisfactory working conditions, hours of work, wages and all other conditions of employment, for all employees who are subject to the provisions of this agreement. Omission of specific mention in this contract of rights and privileges established by management will not be construed to deprive employees of such rights and privileges.

(b) Strike or Lockout: The Company and Union agree to abide by the "Ontario Labour Relations Act" with respect to strike or lockouts.

## 2. RESERVATIONSTO MANAGEMENT

(a) The Union recognizes the right of the Company to hire, promote, and demote, transfer, suspend or otherwise discipline and discharge for just cause any employee, subject to the right of the employee concerned to lodge a grievance in the manner and to the extent herein provided, subject to 10(1).

(b) The Union further recognizes **the** right of **the** Company **to** operate and manage its business.

(c) The Union recognizes the right of management employees to do such work as may be necessary in an emergency situation to prevent a production problem **or** delay.

(d) The company will not outsource work if it results in lay-offs. If business conditions change and lay-offs occur, then we will bring back all jobs that we are able to run as soon as in process outside work is completed.

## 3. RECOGNITIONS - EXCLUSIONS

(a) The Company recognizes the Union as the exclusive bargaining agent for all its hourly-rated employees at its Windsor plant, provided that employees within the following classifications shall not be subject to provisions of this agreement: Supervisors, office employees timekeepers, security guards, time study men.

(b) Foremen and supervisors will not perform any work which is normally performed by those under their supervision except in cases of emergency or for the purpose of instructing employees.

(c) Other employees who are not subject to the provisions of this agreement will not perform any work which is normally performed by those employees who are subject to the provisions of this agreement.

(d) The Company will supply the Union with a list of foremen, superintendents, members of the management committee, the Company's nominees on the Safety Committee, and any other persons with authority, and will indicate by appropriate job titles the nature and extent of their authority, and will keep such list up to date at all times.

#### **4. NO DISCRIMINATION**

The Company and the Union agree they will not discriminate against any employee because of race, creed, colour, age as defined by the "Ontario Human Rights Code", sex, marital status, nationality, ancestry, place of origin, dependants of the employee, previous criminal record, political affiliation or membership in the Union.

#### **5. REPRESENTATION**

(a) The Union may appoint and the Company shall recognize, a plant committee of two members each of whom must be members of the Union.

(b) Each member of such committee shall, at the time of his appointment, have at least three months seniority with the Company.

(c) The Union will notify the Company in writing, from time to time, the names of the committeemen, the effective date of their appointment, the names if any of the committeemen who they are replacing and the name of the chairman of the committee.

(d) A committeeman with the approval of his foreman, shall be permitted during his working hours without loss of pay, to leave his regular duties for a reasonable length of time for purposes of Union Business. Such permission shall not be unreasonably withheld. In the event permission is withheld, an explanation of such action will be made by the foreman to the committeeman.

(e) Committeemen will be maintained at work on the day shift. In the event that a furnace operator is elected to the committee the Company and the Union will meet to arrange shifts between the operators.

(9) The Union may appoint an alternate for each committeeman. If, and during the time that a member of the committee is absent on account of illness, approved leave of absence or on instructions of the Company, the alternate for the absent committeemen may act in his place. The alternate will also act on any shift on which there is no committeemen present.

(g) A committeeman will be asked to work on a Saturday if more than five employees or if any non maintenance or furnace operator personnel are Scheduled to work.

(h) The Company will provide a locking file cabinet for the use of the committee and arrange for private use of phone for union business when necessary.

The Company agrees to make every effort to provide a union office during the first two years of the collective agreement, and if not, definitely by the expiry of this collective agreement.

(i) The Company agrees to pay **for** the Committee's lost time while negotiating.

(j) The Company agrees to supplement employees for lost earnings who are absent from the plant on authorized Local union business for intermittent absences for less than five (5) consecutive working days. Union Chairperson will forward to the Company a list of names and amounts of hours to be reimbursed by the Company. The Company will be reimbursed by the Union **upon** the Company's submission of its invoice/statement.

(k) The Company will pay for a maximum 8 hours per year **for** Plant Chairman to attend the Plant Chairman conference.

## **6. UNIONSHOP**

(a) **All** employees in the bargaining unit at the date of this agreement will be required to continue to be members **of** the union as a condition of employment with the Company.

(b) New employees must join the union within thirty (30) days of the date of hiring and must remain members thereafter.



(c) The Company will deduct from the pay of each employee who **is** a member of the Union **the** monthly dues, initiation fees and assessments authorized in accordance with the constitution of the Union.

(d) Deductions as per 6 (c) will be made from the first pay of each month.

(e) All sums deducted together with a record of those from whom deductions have been made and the amounts of such deductions, shall be forwarded to the financial secretary of the local union.

Union dues will be sent to Local 195 no later than the first week of the following month.

(f) The total amount of dues paid will be recorded on each employee's T-4 slip for that year.

(g) The Company is to forward to the Union the names and addresses including postal codes of all employees covered by the collective agreement and will forward any changes upon receiving a change from the employees.

## **7. GRIEVANCE PROCEDURE**

(a) Any employee having a complaint shall first discuss it with his foreman or with his committeeman and foreman, with a view to resolving the matter giving rise to the complaint.

(b) If the decision of the foreman be not satisfactory to the employee concerned he may lodge his grievance in writing with the management representative so designated for this purpose, through the chairman or

committeeman within three (3) working days of the occurrence which resulted in the grievance.

(c) The decision of management's representative shall be given in writing not later than the third regular working day next following the day the written grievance was received.

(d) If such decision is not satisfactory to the employee concerned the grievance shall be placed upon an agenda for consideration at the next grievance agenda meeting to be held by management and the committee. Such meeting shall be held when there is an agenda. Management's decisions on grievances taken up at the meeting shall be in writing to the committee chairman not later than three (3) working days after the meeting.

(e) The Union shall have the right to have either a Local Union Representative of the C.A.W. having jurisdiction and/or a National Representative of the C.A.W. present at any meeting of the plant committee with the management.

(f) If the decision of the management be not satisfactory to the employee concerned, he may, by serving written notice of appeal on the Company through the plant committee, within three working days of the delivery of the decision, appeal therefrom to an impartial umpire to be selected by the parties to the agreement, or if such parties fail to select the umpire within five (5) working days of the receipt by the Company of the notice of appeal, then to an impartial umpire selected by the Minister of Labour for the Province of Ontario. The decision of the impartial umpire shall be final and binding on both parties.

(g) In the event that any employee's complaint of discharge or discipline is found to be justified, then he shall be reinstated in his former job without **loss of** seniority and shall be reimbursed for all lost time. In the case of arbitration, the umpire may direct any suitable arrangement deemed to be just and equitable under the circumstances. Arbitration shall be applicable to all grievances taken up through the grievance procedure.

(h) Any employee discharged or discipline or penalized for any alleged violation of Company rules, shall have the right to lodge a grievance in the manner and the extent hereinafter provided.

(i) An allegation by the Union that the Company has violated or misinterpreted this agreement may be lodged in writing by the Union with the Management, and shall be reviewed by the Management and decision thereon shall be given as in the case of an appeal on a grievance. If the decision **of** the Management be not satisfactory to the Union the matter may then proceed as an appeal to an impartial umpire selected as herein provided.

(j) Conferences between Company representatives with the plant committee shall be held if there is an agenda. Matters to be discussed at such meeting shall be placed on an agenda to be supplied by the party requesting the conference to the other party at least one working day prior to the day for which the conference is requested.

(k) The procedure outlined in the above provisions shall apply to a grievance lodged by a group of employees.

(l) A probationary employee shall not have the right to grieve termination of employment through the grievance procedure.

## **8. DISCIPLINE**

(a) When an employee is called into the office by management for any interview or disciplinary action, the meeting will not proceed until union representative is present.

(b) Any disciplinary action that the company is considering shall be initiated within three (3) working days after the incident becomes known to the company.

(c) A meeting will be arranged between the plant committee and management on the day following the incident. It will be determined at this meeting if discipline may be imposed, modified or withdrawn subject to the grievance procedure.

(d) Whenever an employee is suspended or discharged, he will be given an opportunity to interviewing his committeeman before he is required to leave the plant and the employee shall be so advised. Provided that, if, because of the nature of the offence, it is necessary to require immediate expulsion of an employee from the plant, then his committeeman will be immediately notified and he will be given an opportunity to interview the suspended or discharged employee at some convenient location. Should the employee protest his discharge as a grievance, a full meeting of the plant committee and management will be held within two days after the date of discharge to consider the case. Should the employee

be not be re-instated at this meeting, the grievance may then be made subject to arbitration.

(e) The time frames referred to above may be extended by mutual agreement between the parties.

## **9. DEMERIT SLIPS**

All derogatory notations and disciplinary recordings placed against the record of an employee shall remain against his record no longer than one year from the date of notation.

Verbal warnings will be given to the committee in writing and why the warning was given.

## **10. SENIORITY**

(a) When an employee has completed 60 days of work within any period of 12 consecutive months he shall have his name placed on the seniority list of the classification in which he is then working. Employees shall be probationary employees until they attain seniority as above. Probationary employees shall have no seniority rights. A paid holiday during the probationary period is to be considered as a day of work.

(b) The employees seniority date shall be the date 60 working days prior to the date on which he attains seniority.

(c) A seniority list, the accuracy of which has been accepted by the shop committee, shall be revised every six months or when a change takes place, a copy of which

will be given to the Union and also posted on the Union bulletin board. Employees shall be listed under the classifications in which they carry seniority.

#### **11. LOSS OF SENIORITY**

An employee shall lose seniority for any of the following reasons:

(a) If he shall quit his employment.

(b) If he shall be discharged and such discharge is not reversed through grievance procedure.

(c) If he is absent from work for five (5) consecutive working days without advising the Company, giving satisfactory reasons for such absence.

(d) If he fails to return to work within five (5) consecutive working days after notification to do so to his address on record with the Company, unless he furnishes satisfactory reasons for such failure.

(e) If he shall not have been employed by the Company for 18 months and his seniority is less than 6 months or if his seniority exceeds 6 months, 24 months or the length of his seniority whichever is greater.

(f) If he fails to return to work on the first day following expiration of leave of absence, unless he provides a reasonable excuse for such failure.

(g) If he accepts other employment while on leave of absence.

## **12. NOTIFICATION OF RETURN TO WORK**

Employees shall notify the Company of any change of address within five (5) days after such change had been effected, and the Company shall be entitled to rely upon the address shown on its records. Notification to return to work shall be registered **mail**, telegraph or other reliable means.

## **13. NOTICE OF LAY-OFF**

The Company will give forty-eight hours advance notice of lay-offs to employees, whenever possible.

## **14. LAY-OFF AND RECALL**

When there is a reduction in the working force, the following procedures shall be used.

(a) Probationary employees shall be laid off first.

(b) Seniority employees will be laid off according to inverse seniority. Lay-offs of up to three (3) working days will be by departmental seniority thereafter plant-wide.

(c) If it is evident that layoffs will be for more than three (3) working days, the provision for departmental layoffs will be waived and plant-wide layoff procedure immediately applied.

(d) Employees transferred to other jobs as a result of the application of his seniority rights will be paid the rate for the job to which he is transferred and must be willing and able to **perform** the requirements of the job.

(e) The departmental seniority of an employee shall not be affected as a result of a transfer caused by a reduction in force, the employee will continue to hold seniority in his classification.

(f) In the event of a lay-off, furnace operators cannot be bumped except by an employee who previously held the furnace operator classification.

(g) Committeemen so designated by the Union in writing shall in the event of a lay-off, have top seniority in the plant.

(h) Employees shall be returned to work after a lay-off according to their seniority.

(i) The Company will not schedule overtime production on a regular basis, while seniority employees are on lay-off.

#### **15. POSTING FOR CLASSIFIED JOBS**

(a) The purpose of posting for classified jobs is to establish an orderly and fair procedure for filling a vacancy in a classification or in a new classification.

(b) All vacancies in classifications and new classifications will be posted. Transfers through the posting procedure will be based on seniority from amongst those who applied. An employee transfer to a vacancy or new classification must be willing and able to perform the work within an agreed upon time frame between the parties prior to the 20 day period for each job classification.



(c) Posting provisions do not apply to promotions to supervisory positions.

(d) Notice of a vacancy or a new classification will be posted on the plant bulletin board for three (3) working days. Applications to fill such vacancies shall be made within the said three (3) days. The employee will be on the job within ten (10) days following the posting period except where special training or availability of qualified replacements may extend the time period.

(e) An employee who has filled an opening as a result of a posting, shall not be entitled to apply for any other vacancy or new classification for a period of six (6) months.

#### **16. TRANSFER TO SUPERVISION**

The appointment of employees for supervisory positions or for any position not subject to the provisions of this agreement, is not covered by the agreement. If any employee on the seniority list is or was transferred or appointed and is subsequently transferred back to a position which is covered by this agreement, then only that seniority which he had acquired prior to promotion shall be accredited to his seniority standing. This provision shall not be abused by the Company.

#### **17. TRANSFERS AS A RESULT OF JOB POSTING**

(a) An employee transferred to a vacancy or a new classification as a result of his application under the posting provisions shall incur no loss of seniority in his

original department or original classification for a period of twenty working (20) days from the date of his transfer. An employee so transferred shall, upon expiration of such twenty working (20) day period, rank in the department or classification to which transferred for his full seniority with the Company, and shall have no seniority in the department or classification from which transferred.

(b) The departmental seniority of an employee transferred as a result of a reduction in the work force shall not be affected by such a transfer and he shall continue to hold seniority in his classification.

#### **18. FLUCTUATIONS IN WORK LOAD**

Where it is necessary to decrease the number of employees assigned to a job due to lack of work the employee or employees having the least seniority will be selected to be moved. Similarly, where it is necessary to replace an employee who is absent, or where temporary increased work load demands additional employees on a job, the employee or employees having the least seniority from where the selection is made will be moved provided that such junior employees must be able to perform the work involved.

#### **19. RATE CONTINUATION**

Any employee transferred to another job classification by the company will be paid the rate of the job to which he is being transferred to or the rate of the job from where he came which ever is greater.

The above paragraph shall not apply when an employee exercises his seniority in order to work on a job other than his job.

## **20. MAJOR DISABILITY**

In the event an employee suffers a major disability, exception may be made to the seniority provisions of this agreement in favour of such employee by mutual agreement between the Company and the Union Shop Committee, **but** such employee shall be subject to the lay-off and recall provisions of the agreement.

## **21. HOURS OF WORK— —OVERTIME—SHIFT PREMIUM**

### **(a) New Hours**

7:00 a.m. - 3:10 p.m.-Days (leave job at 3:05)

3:00 p.m. - 11:10 p.m. -Afternoons (leave job at 11:05)

11:00 - 7:10-Midnights (leave job 7:05)

Changes for the starting and stopping times for Furnace Operators will be discussed with the opportunity for union input.

Employees who are required to shift shall change shifts every four **(4)** weeks.

Normal shift rotation shall be days to afternoons to midnights on three-shift operations.

No employee shall be frozen on the afternoon or midnight shift unless mutually agreed between the Company and the Union.

(b) Overtime shall be paid for all hours worked before or after your regular scheduled shift.

(c) Time and one half shall be paid for all time worked on Saturday and double time shall be paid for all time worked on Sunday.

(d) Employees on a regular shift commencing 12:00 noon shall receive a shift premium of Thirty-Three Cents (33¢) per hour effective August 15, 1996, Thirty-Five Cents (35¢) per hour effective August 15, 1997 and Thirty-Seven Cents (37¢) per hour effective August 15, 1998 for all hours worked on such shift between 3:15 p.m. and its conclusion.

Employees on a regular shift commencing after 11:30 p.m. and before 4:00 a.m. shall receive a shift premium of Thirty-Nine Cents (39¢) per hour effective August 15, 1996, Forty-One Cents (41¢) per hour effective August 15, 1997 and Forty-Three Cents (43¢) per hour effective August 15, 1998 from the commencement of the shift to its conclusion.

(e) A meal allowance of five dollars (\$5.00) will be paid to any employee working over nine (9) hours on any shift.

## **22. PAID HOLIDAYS**

(a) For the purpose of this agreement paid holidays in each year other than at Christmas and New Year's will be Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Easter Monday, unless Heritage Day is proclaimed.

The following schedule of days off will be followed at Christmas and New Year's in 1996, 1997, 1998.

TU W TH F S S M TU W TH F

1996 24 25 26 27 28 29 30 31 1

1997 24 25 26 27 28 29 30 31 1 2

1998 24 25 26 27 28 29 30 31 1

**b) Eligibility:**

An employee will be paid for eight (8) hours at his regular hourly rate exclusive of shift and overtime premiums, for the designated holidays provided he meets the following eligibility rules unless otherwise provided herein.

(i) The employee has seniority as of the date of holiday and

(ii) The employee has worked his last scheduled working day prior to and his next scheduled working day after such holiday unless he has been laid off.

**(c) Exceptions to (b)**

(i) Seniority employees shall not be disqualified from receiving holiday pay because of absence as per (b)

(ii) above providing he supplies proof his absence was unavoidable or has been given permission to be absent by supervision.

(ii) Seniority employees who have been laid off

within 45 calendar days of the day on which the holiday falls, shall receive pay for such holiday.

However, an employee who receives W.C.B. Benefit for such paid holiday shall not be paid by the company. An employee who received S & A Benefit will be paid the difference between the S & A Benefit and his regular holiday pay by the company.

(iii) Should a paid holiday occur during the regularly scheduled vacation period of any otherwise eligible employees, such employee shall receive pay for such holiday in addition to his vacation pay and one additional day-off.

**(d) Paid Holiday on Work Day**

If a paid holiday falls on a working day the plant will close on that day unless a different day is mutually agreed by the Company and the Union. If a paid holiday should fall on a Saturday or Sunday it will be observed on the last working day prior to or the first working day following such Saturday or Sunday.

**(e) Work On Paid Holiday**

Should it be necessary to work on any of the above mentioned holidays, the hours worked shall be paid at double the usual rate in addition to the holiday pay.

**f) Paid Personal Days**

Each employee having one year's seniority will be granted two (2) paid personal days plus birthday in 1996, three (3) paid personal days, plus birthday in 1997, three (3) paid personal days, plus birthday in 1998. Days will be taken on an individual basis on one week's written application.

The two (2) paid personal paid days in 1996 must be taken between August 15, 1996 and August 14, 1997.

The three (3) paid personal paid days in 1997 must be taken between August 15, 1997 and August 14, 1998.

The three (3) paid personal paid days in 1998 must be taken between August 15, 1998 and August 14, 1999.

### 23. VACATION PAY AND ENTITLEMENT

(a)

SERVICE	VACAT.	1997	1998	1999
Up to 1 Yr.	1 Week	4-1/8	4-1/8	4-1/8
1 to 4 Yrs.	2 Weeks	6-1/8	6-1/8	6-1/8
5 to 9 Yrs.	3 Weeks	8-5/8	8-5/8	8-5/8
10 to 14 Yrs.	3 Weeks	9-5/8	9-5/8	9-5/8
15 to 19 Yrs.	3 Weeks	10-1/8	10-1/8	10-1/8
20 Yrs. & Up	5 Weeks	10-5/8	10-5/8	10-5/8

(b) The qualifying period shall be July 1st to June 30th in any year and seniority at June 30th shall determine the amount of vacation and vacation pay to which an employee is entitled.

(c) Employees must take their allotted vacations.

(d) Employees must take all of their current year's vacation within the calendar year ending December 31st. Unless the Company declares a 3 or 4 week vacation shutdown, employees entitled to the third or fourth weeks of vacation will take the time off at a time mutually agreed upon by the Employee and the Company.

(e) The Company will give the Employees two (2) months notice regarding the timing of summer shutdown.

(f) Vacation pay will be based on gross numbers. The cheques will be given out the same day as the weekly pay cheques.

#### **24. BULLETIN BOARDS**

(a) Bulletin boards shall be provided by the Company for the use of the Union. Such use shall be restricted to posting of the usual union notices.

(b) The Company will provide a bulletin board for employees to post messages (i.e. - personal items for sale), provided no political material or items critical of business, labour or individuals is posted.

#### **25. LEAVE OF ABSENCE**

(a) A seniority employee who is appointed or elected to a full time position with the C.A.W. or required to serve as a delegate to any union activity necessitating a leave of absence, shall at the written request of the Union, be granted such leave without pay and will remain on full company paid insurance program, and be entitled to return to work at the expiration of such leave with full accumulated seniority. Seniority employees elected or appointed to a full time position with the C.A.W. will retain their seniority after termination of their tenure of office, provided they report for work within thirty (30) days thereafter.

(b) A seniority employee may request temporary leave of absence without pay, by submitting an application in writing to his foreman. Such application shall be



dealt with by the manager and such leave of absence shall not be unreasonably withheld. The employee shall **be** notified in writing of the disposition of his application and a record thereof kept in the Personnel Department. Seniority shall accumulate during the period of leave of absence. Any dispute regarding the disposition of **an** application for leave of absence shall be subject to the grievance procedure.

(c) A copy of all leave of absence shall be supplied to the chairman **of** the plant committee.

## **26. DISTRIBUTION OF OVERTIME**

Overtime hours will be evenly divided among those normally performing the work in the classification where the overtime is required.

The Company will give employees twenty-four **(24)** hours notice of overtime unless it is impossible to do so.

Maintenance, Furnace and Quality Control employees will of necessity be required to **work** scheduled overtime because of the nature of the operation.

Employees shall have the right to request to be excused from working overtime. Such request will **not** be unreasonably denied. **It** is understood that all employees will co-operate in order to ensure that the Company can meet its commitments to its customers.

In the event that an employee refuses to work scheduled overtime then such refusal shall be considered as time worked in computation of entitlement **of** overtime. Scheduled overtime is defined as overtime for which the

employee has been notified the day before the requested overtime.

When there are not enough men available to perform the work in the classification requiring overtime, the excess hours of work may be distributed to other employees capable of performing the work.

Saturday overtime for the purpose of clean up. This overtime is to be divided evenly amongst seniority employees for the purpose of making all overtime hours equal on a yearly basis.

A copy shall be given to the Plant Committee on a monthly basis stating all overtime hours worked or charged by employees both in and out of their respective classifications.

## **27. REPORTING ALLOWANCE**

(a) An employee reporting for work on instructions of the Company but for whom no **work** at his regular **job is** available will be offered at least four **(4)** hours' employment in other work or at the company's option will be paid four **(4)** hours' time at the rate he would have received had he worked. This provision shall not apply when such lack of work is due to a labour dispute, fire, flood, power shortage, breakdown of equipment or other cause beyond the control of the company. The Company agrees that when such lack of work occurs every effort will be made to contact employees as much in advance of their scheduled shift as possible.

(b) When an employee is called during his off time to report for work assignment outside of his standard daily

work schedule, it shall be considered a "Call-in".

When the call-in involves reporting earlier than the starting time of his standard daily work schedule, the employee shall receive time and one-half for **all** hours worked prior to his standard starting time. He shall then be paid straight time for his regular 8 hour shift.

When the call-in involves trips from his residence and return, he shall be paid two hours travelling time at his straight time hourly rate in addition to time and one-half for all hours worked.

## **28. INJURY ON THE JOB**

(a) **An** employee injured on the job will be sent to a qualified agency for first aid treatment. If further treatment **is** required the employee will go to a doctor or agency of his choice.

(b) If the employee is sent home or to hospital by the agency or doctor administering first aid he will be paid for the balance of the shift on which the injury occurred.

Transportation shall be provided by the Company to his home if required.

## **29. WEEKLY PAY**

Employees will be paid weekly.

Employees on midnight shift and day shift shall be paid on Thursday. Afternoon shift to be paid on Wednesday at the conclusion of shift on a best effort basis.

### **30. REST PERIOD AND WASH-UP TIME**

(a) There will be a 10 minute rest period each half shift for all employees. Due to the nature of the operation, Furnace Operators will take their breaks as their routine permits.

(b) Employees working on the Furnace Deck, pouring deck or as furnace chargers will take their rest and lunch breaks as soon as the last ladle has been poured or last charge has been made into the furnace.

(c) There will be a 10 minute rest period prior to overtime if the overtime period is expected to exceed one hour.

### **31. INSURANCE PROGRAM**

(a) The Company agrees to pay the cost of providing the hereinafter listed Insurance Program for all eligible employees having seniority. Eligible dependants will also be covered under (1), (2), (3), (4), (5), (6) and (7) below.

Receipt of benefits under each plan is subject to and in accordance with the terms and conditions of the plan in (1), (2), (3), (4), (5), (6) and (7) below.

- (1) Ontario Health Insurance Plan.
- (2) Green Shield Semi-Private Hospital Coverage.
- (3) Green Shield Apothecare Plan #3 Product Selection

- (4) Green Shield Dental Care Plan #14  
(\$1,000.00 Lifetime Max. Orthodontics,  
50% dentures)  
Preventative Services - Nine Months
- (5) Green Shield C.A.W. Extended Health Care Plan.  
Eye glass allowance:  
\$120.00 every two years effective Aug 15, 1996.  
Includes all retirees, spouses and dependants.
- (6) Green Shield Deluxe Travel Plan QK (60 day).
- (7) Group Life Insurance \$20,000.00  
**Family Plan \$8,000.00 spouse, \$3,000.00 each child.**
- (8) Group Sickness and Accident Insurance:  
1st day Accident, 4th day Sickness.  
17 Week Short term:  
\$370.00 per week effective August 15, 1996  
\$380.00 per week effective August 15, 1997  
\$390.00 per week effective **August 15, 1998**
- (9) L.T.D. to age 65 years:  
\$1,375.00 per month effective **August 15, 1996**  
\$1,500.00 per month effective August 15, 1997
- (b) The Company agrees to provide the following benefit coverage to all past, present and future retirees and dependants who were or are forced to retire as a result of a legitimate disability up to age **65**:

Company paid Green Shield - Drug Plan Z with the retiree paying the full cost of the dispensing fee.

The above coverage will also apply to the spouse of a retiree who is under age 65 and where the retiree is at least age 65 or over.

(c) In the event of a layoff or approved leave of absence the insurance program 1 to 7 shall be continued in full force for three calendar months following the last day of the month in which the employee is laid off or goes on approved leave of absence. Employees on an approved C.A.W. leave of absence (excluding full time leave) will be eligible for full benefit coverage 1 to 8.

(d) In the event of absence as a result of sickness or non-compensable accident the insurance program as per 35 (a) above shall be continued in full force for 12 calendar months following the last day of the month in which such absence commenced.

(e) New employees shall become eligible for coverage under the Insurance Program on the first day of the month following the month in which they attain seniority, provided they are at work on the first regular work day of such month. New employee qualifying period for S&A is after 9 months of seniority.

(f) Seniority employees whose coverage has lapsed because of lay-off, sickness or accident or authorized leave of absence and who return to work within 24 months from the date of occurrence shall be covered under the Insurance Program effective the first day of the month following return to work.

Otherwise coverage will commence after return to work on the first day of the month next following 45 days of work within 12 consecutive months.

(g) Eligible dependants shall mean the employee's wife and their children under twenty one (21) years of age, provided such child is unmarried and qualifies in the current year as a dependent under the Canadian Income Tax Act of establishing the employee's withholding tax exemptions and appears upon the employee's TD 1 form on file with the Company.

### **32. TRANSFER OF OPERATIONS**

(a) In the event the Company moves the location of its plant, including equipment and machinery, etc., which results in lay-off of its employees, the employee shall have the right to move to the new location and retain the seniority he has acquired at the time of such movement or transfer to a new plant location. The Company agrees that in the event the Peter Street plant of Standard Induction Castings Limited moves from this location, **this** agreement shall remain in full force and effect.

(b) The Company agrees to comply with the Employment Standards Act as it pertains to severance, termination pay, etc.

### **33. TRAFFIC VIOLATIONS**

An employee charged or convicted of an offence under the Ontario Highway Traffic Act and who is absent from work for not more than one hundred and eighty (180) calendar days as a result of such convictions, shall be treated as though he were on leave of absence.

### 34. INDUSTRIAL SAFETY ACT

(a) The Company agrees to adhere to the regulations spelled out in the Industrial Safety Act.

(b) The Union will appoint and the Company will recognize a safety inspector who will make safety inspections once each month together with a member of management and report to the Company and the Union.

(c) If an employee refuses to work because **he** feels the machine, device **or** thing is unsafe to operate or that the work place is unsafe, he shall immediately report the circumstances to his foreman .

The foreman will immediately investigate the problem together with **a** union representative, preferably the safety inspector if he is available, with the employee present.

The necessary steps, as determined by the foreman and the union representative will be taken to correct the problem and upon completion of correction the employee will resume work. The foreman and union representative may rule that **n** unsafe condition exists and the employee will then be required to resume work.

In the event the foreman and the union representative cannot agree the government safety inspector will be called in to investigate and determine if there is an unsafe condition and the action necessary to eliminate it.

(d) The National Union Health and safety staff upon written request will be allowed reasonable access to the workplace.



(e) The Company will allow the Safety Committee to attend any recognized Health & Safety seminars pertinent to the operation. The Company will pay for a maximum 8 hours per year.

### **35. WAGES**

(a) The classification in the Company's plant and the applicable wage rate shall be set out in Schedule "A" attached hereto and forming a part of this agreement. Any new job classifications and wage rates therefore shall be negotiated by the parties.

(b) The starting rate for probationary employees will be:

	<b>80%</b> 0 - 9 months worked
	<b>85%</b> 9 - 12 months worked
	<b>90%</b> 12 - 15 months worked
	<b>95%</b> 15 - 18 months worked
	<b>100%</b> after 18 months worked

To be waived at management's discretion.

### **36. PRODUCTION STANDARDS**

(a) Management agrees that in establishing rates of production it will make studies on the basis of fairness and equity consistent with the quality of workmanship, efficiency of operations and a reasonable working capacity of normal operators. All standards will be based on an eight hour day.

(b) If an employee or group of employees claim that the rate of production on the job is too fast, and the Company is unable to adjust the rate, the matter shall be

taken up through the grievance and arbitration procedure.

(c) Production standards once established by the Company shall not be changed except in the case where the Company makes a change in the materials, tools machines, methods, design of a part or where a genuine clerical error has been made.

(d) A copy of all production standard rates shall be given to the Union Committee. In the event of a dispute, the Union may bring in their time-study man with the permission of the Superintendent which permission shall not be unreasonably withheld.

### **37. LEADERS**

Leaders are hourly rated employees who are appointed primarily to lead the work of the group of employees, of which he is a member. His function is to assist the other in the group to maintain the scheduled flow of work as well as to do productive work to which he may be assigned. The **group** leader does not have disciplinary authority.

### **38. JURY DUTY**

The Company agrees to compensate an employee for any loss in pay due to jury duty.

### **39. BEREAVEMENT PAY**

(a) Should a bereavement occur in the immediate family of an employee he may request bereavement

leave. "Immediate Family" shall mean father, mother, wife, common-law wife, child, brother, sister, brother-in-law, sister-in-law, mother-in-law, father-in-law, grandparents and grandchild.

He shall be granted such time off with pay as is reasonable under the circumstances to a maximum of three days, 5 days for spouse or child. Bereavement pay will not include pay for days not normally worked by the employee. Such leave will terminate on the day following the funeral for other than spouse or child.

(b) One working day paid leave of absence may be requested by an employee if a member of his immediate family dies overseas. Payment will be made subject to verification of death.

One day of bereavement pay for any employee who cannot attend the funeral of immediate family.

(c) An employee will be granted a compassionate leave of absence of up to two weeks and will be paid three (3) days bereavement pay.

(d) Unpaid leave of absence will not be unreasonably withheld for bereavement of uncovered family members.

#### **40. COST-OF-LIVING ALLOWANCE**

(a) The Consumer Price Index - 1986 as issued by Statistics Canada will be the "index" used to determine changes in the cost of living allowance.

(i) Effective June 17, 1996, the total C.O.L.A. based on the index of Mar., 1996 shall be folded into the hourly rate specified in Schedule "A".

(b) (i) The base index will be the index of Mar. 1996 (134.9)

(ii) The allowance will be adjusted by one cent (1¢) per hour for each 0.102 change from the base index.

(c) Adjustments will be made quarterly at the commencement **of** the first pay period following:

July 15, 1996, based on the index for June 1996.

October 15, 1996 based on the index for September 1996.

and quarterly thereafter, i.e.

January 15, April 15 and so on for the duration of this agreement.

(d) In the event the said index is not published prior to the dates referred to in subsection (c) any adjustment in the Allowance required by the index shall be effective at the beginning of the first pay period after the index has been officially published.

(e) The amount of any Cost-of-Living Allowance in effect from time to time shall be included in computing overtime pay, holiday pay, call-in pay and vacation pay.

(f) No adjustment retroactive **or** otherwise, shall be made due to any revision which may later be made in the published index for any relevant period on the basis of which the Allowance theretofore paid has been determined.

(g) The continuance of the Cost-of-Living Allowance shall be contingent upon availability of the of fiscal monthly Consumer Price Index in its present form unless otherwise agreed upon by the parties.

#### **41. PENSION PLAN**

(a) The pension plan established May 12, 1974 by agreement between the Company and the Union is a part of this agreement and is referred to as Schedule "B" of this agreement.

The basic provisions of the plan are summarized as Schedule "B" "Summary" which is printed in the agreement, however, the plan shall prevail in case of conflict between Schedule "B" Summary and the Pension Plan.

(b)

1. The Company will arrange with a Trust Company to set up "R.R.S.P." accounts, and a Credit Union picked by the Union to open personal accounts, for individual seniority employees upon application.

2. Payroll deductions will be made in the amount authorized by the employee and deposited monthly in his account.

3. These accounts would belong to the individual employees and the company responsibility will be limited to (1) and (2) above.

#### **42. SAFETY AND HEALTH**

(a) The Company will supply gloves for all employees subject to the employee turning in worn-out gloves before receiving a new pair.

(b) The Company will supply one pair of safety boots per year for all employees. The Melting Dept. employees shall receive two pairs of safety boots per year.

#### **43. SUBSTANCE ABUSE**

During the 1986 negotiations the Union and Company representatives discussed substance abuse as it affects our employees that you represent.

In addition to the serious consequences to the individual, both parties recognize that substance abuse contributes to absenteeism and turnover and other descriptions of the work force, and it can adversely affect safety, job performance, and employee morale.

The Company will pay Sickness and Accident benefits for employee- who are undergoing a prescribed rehabilitation process in accordance with the Sickness and Accident Plan.

The Company shall make arrangements to provide coverage for the payment of any daily charge levied (not to exceed \$20.00 per day) on an employee who is under treatment for substance abuse in a residential substance abuse treatment facility.

The payment of such daily charge will be contingent upon the employee's successful completion of required treatment.



**44. PAID EDUCATION LEAVE**

(a) Commencing 8/15/96, the Company agrees to pay into a special fund two cent (2¢) 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 National Union, C.A.W. Cheques are to be mailed to C.A.W. Leadership Training.

Make cheques payable to: CAW Leadership Training Fund.

Forward cheques to: CAW-TCA Canada, 205 Placer Court, North York, ON M2H 3H9

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

**45. DURATION OF AGREEMENT**

This agreement upon ratification shall take effect on August 15, 1996 and continue in full force until August 15, 1999 and from year to year thereafter unless either party gives notice in writing within ninety (90) days prior to August 15, 1999 or ninety (90) days prior to August 15,

in any year thereafter. That it desires revision, modification, or termination of this agreement on August 15, 1999 or on August 15 of any year thereafter and thereupon this agreement **shall** be made subject to revision, modification or termination as of the 15th day **of** August in the year in which notice is given.

Notice shall be **in** writing and sent by registered mail addressed **if** to the Union, to the C.A.W. 2345 Central Ave., Windsor, Ontario N8W 4J1



## MEMORANDUM OF SETTLEMENT

Disposing of all matters in issue between Standard Induction Castings Limited, Windsor, Ontario and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW - Canada) and its Local 195.

The undersigned representatives of the parties approve of the following settlement and unanimously agree to recommend acceptance of the agreement by their respective principals and members and once ratified by both parties, such ratification shall be acknowledged by a formal letter to and by each party to the other.

1. All provisions of the previous collective agreement with Standard Induction Castings Limited dated as of August 15, 1992 to remain in force and effect except as amended by the parties.

2. All amendments and additions to the collective agreement signed by the parties during negotiations will be incorporated into the collective agreement.

3. All monetary and benefit changes shall be effective on August 15, 1996 unless otherwise dated .

FOR STANDARD INDUCTION CASTINGS  
LIMITED

G. Lavallee • A. Rodrigues

FOR THE C.A.W. AND ITS LOCAL 195  
M. Bertrand • W. Fecteau • G. Jenner

**SCHEDULE "A"**

DEPARTMENT & CLASSIFICATION	Present	COLA Fold In 72¢	1st Year 8/17/96 55¢	2nd Year 8/15/97 25¢	3rd Year 8/15/98 15¢
<b>PRODUCTION MOLDING DEPARTMENT</b>					
Machine Molder	\$ 17.39	\$ 18.11	\$ 18.48	\$ 18.71	\$ 18.86
Turntable Operator	17.23	17.95	18.30	18.55	18.70
<b>CORE ROOM DEPARTMENT</b>					
Core Maker	17.35	18.07	18.42	18.67	18.82
Core Assembler	17.23	17.95	18.30	18.55	18.70
<b>CLEANING DEPARTMENT</b>					
Shipper Receiver	17.39	18.11	18.46	18.75	18.90
Lift Truck Driver	17.23	17.95	18.30	18.55	18.70
Chipper Inspector	17.23	17.95	18.30	18.55	18.70
Roto Blast Operator	17.23	17.95	18.30	18.55	18.70
Grinder	17.23	17.95	18.30	18.55	18.70
<b>MELTING DEPARTMENT</b>					
Furnace Operator	18.43	19.15	19.50	19.75	19.90
Iron Pouter	17.45	18.17	18.52	18.77	18.92
Furnace Charger	17.23	17.95	18.30	18.55	18.70
Ductile Transfer	17.33	18.05	18.40	18.65	18.80
<b>MAINTENANCE DEPARTMENT</b>					
Maintenance Electrical 1	19.43	20.15	20.50	20.75	20.90
Maintenance 1	18.43	19.15	19.50	19.75	19.90
Maintenance 2	17.58	18.30	18.65	18.90	19.05
Tooling Set-up	17.48	18.20	18.55	18.80	18.95
Oil Greaser /Sand Utility	17.39	18.11	18.46	18.71	18.86
<b>QUALITY CONTROL DEPARTMENT</b>					
Q C Inspector	18.43	19.15	19.50	19.75	19.90
<b>GENERAL LABOUR DEPARTMENT</b>					
General Labourer	17.23	17.95	18.30	18.55	18.70
Clean-up - Utility	15.23	15.95	16.30	16.55	16.70

**QUALIFICATIONS OF MAINTENANCE 1 -  
ELECTRICAL**

Must have an Industrial Electricians Certificate or equivalent.  
Must be a capable welder, able to repair machinery and equipment and make general repairs as required without supervision.

Must have worked a minimum of two years at Standard Induction Castings in the Maintenance 2 Classification unless this provision is waived by the Company.

**QUALIFICATIONS OF MAINTENANCE  
1 CLASSIFICATION**

Must have a working knowledge of basic electric and hydraulics.  
Must be a capable welder, able to repair machinery and equipment and make general repairs as required without supervision.

Must have worked a minimum of 2 years at Standard Induction Castings in the Maintenance — 2 Classification unless this provision is waived by the Company.

**QUALIFICATIONS OF MAINTENANCE II CLASSIFICATION:**

In order for an employee to qualify for a Maintenance II Classification the employee must:

- be mechanically inclined
- have the required tools and previous experience in maintenance work.
- be willing and able to upgrade self to Maintenance I Classification.

Evidence of mechanical inclination and the ability to upgrade self to Maintenance I Classification will be:

**EITHER**

- A score indicating a good mechanical ability on a mutually agreed Mechanical Comprehension Test.

**OR**

- Successful completion of three or more relevant Community College Courses in the areas of:

- Fluid Power
- Electronics
- Electrical

in those cases when more than one candidate meets the Qualification Standards then the candidate will be selected on the basis of seniority.

A Union Representative will have the right to review the test results.

FURNACE OPERATOR - LEADERS PAY

20¢ hour while there are three or more men in the crew on each shift including the operator.

QUALIFICATIONS OF QUALITY CONTROL INSPECTOR

Must be a qualified furnace operator

**PENSION PLAN  
SCHEDULE "B" SUMMARY**

**Credited Service:**

Past service is credited on the basis of total seniority held by each employee on **1/1/74**.

**Future Service:**

Future service is credited on the basis of one year for each 1800 or more compensated hours paid to each employee in each calendar year commencing **1/1/74**.

Employees who work less than 1800 hours are credited on the basis of **1/10th** year for each 180 hours worked.

Employees absent because of illness, injury or on union business, or on vacation are credited with future service at the rate of **40** hours per week during such period of absence.

**Retirement Dates:**

Normal retirement date is the first day of the month coincident with, or next following, the attainment of age sixty-five.

Members may elect to retire early after attaining age fifty-five and completing ten years service.

**Amount of Pension:**

Each member who retires on his normal retirement date shall receive a monthly pension equal to the sum of (a) and (b) below:

(a) \$15.00 multiplied by years of credited service or fractions thereof prior to January 1, 1987.

(b) \$19.00 multiplied by years of credited service or fractions thereof subsequent to January 1, 1987.

Effective August 15, 1997 \$21.00 multiplied by years of credited service or fractions thereof subsequent to January 1, 1987.

Members who retire prior to their normal retirement date will receive a pension computed as above but reduced by 1/4 of 1% for each full month by which the date of their early retirement precedes their normal retirement date.

**Termination Benefits:**

Members who terminate their employment after completing two (2) or more years of credited service shall be entitled to a deferred pension commencing at age sixty five (65) computed on the basis of their service up to the date of their termination of employment. Such member may elect to receive such pension any time after age fifty five (55) in which event the 1/4 of 1% reduction described above is applicable.

**Death Benefits:**

(a) Before Retirement

If a member who is eligible for early retirement dies in the service of the Company, his spouse if any, shall

receive a pension equal to 55% of the pension the member would have received had he retired on the first day of the month following his date of death and elected to receive benefits in accordance with the Surviving Spouse Option.

(b) After Retirement

Unless a member otherwise elects, the pension otherwise payable to him shall be reduced by 5%, and in the event of his death, 55% of this reduced amount of pension shall be payable to his surviving spouse, if any.

**Funding Clause**

The employer shall contribute to the pension fund such amounts as are certified by the actuaries as required to fund the currently accruing cost of the benefits provided by this plan and to amortize any unfunded liabilities over periods not longer than the maximum periods permitted under the Pension Benefits Act. Any experience gain reported from time to time by the actuary shall not be used to reduce the contributions otherwise required hereunder by the employer but shall only be available for the purpose of financing such increases in the benefits provided under this plan to employees and pensioners as may be agreed by the employer and the Union. All Contributions by the employer to the pension fund shall be made irrevocably in trust and no portion of the pension trust fund shall, at any time or under any circumstances revert to the employer or be used for any purpose other than for the exclusive benefit of employ-

ees, pensioners or their beneficiaries as provided under the plan and the payment of reasonable and necessary expenses for the administration of the pension plan and the pension fund.

### **Termination**

(a) The employer may, subject to agreement with the Union terminate the pension plan provided that no such termination shall permit any part of the assets of the pension fund to revert to or be recoverable by the employer or to be used or diverted to purposes other than for the exclusive benefit of members, pensioners or their beneficiaries.

(b) If the pension plan is terminated, the amount of pension fund assets shall be allocated after all reasonable and necessary expenses have been paid from such assets, to the extent of the sufficiency of such assets, for the exclusive purposes of providing benefits for employees and pensioners and their beneficiaries as of the termination date. Such allocation shall be in the manner and order described in the following paragraphs. If a complete allocation shall have been made in accordance with either item (i), (ii) or (iii), and there are assets remaining after such complete allocation in accordance with the item next following such remaining assets shall be allocated in a uniform manner to all persons in the group mentioned in such item next following:

(i) First, assets shall be allocated to provide monthly pensions for pensioners;



(ii) Second, assets then remaining shall be allocated to provide benefits for employees who would be entitled to a retirement pension if they retired on the date of termination of the pension plan;

(iii) Third, assets then remaining shall be allocated to provide benefits for employees who, if they had terminated employment on the date of termination of the plan, would be entitled to a vested deferred pension;

(iv) Fourth, assets then remaining shall be allocated to provide benefits not provided above for the remaining employees in an equitable manner.

If any surplus assets remain after the above allocation, such surplus assets shall be applied pro rata to increase all the benefits described above, provided that the application of such surplus shall be limited to the extent necessary to increase all benefits to the level of the maximum benefits permitted at that time under the Income Tax Act or any applicable rules of the Department of National Revenue. Any further surplus remaining after all benefits have been increased to that level shall revert to the employer.

The allocation in accordance with any or all of the above items may be implemented through the purchase of paid-up annuities on an individual or group basis.

#### **Amendment Clause**

The employer may, subject to agreement with the Union supplement, modify or amend this Plan at any time, provided that no such supplementation modifica-

tion or amendment of the Plan or any part thereof shall permit any part of the assets of the pension fund to revert to or be recoverable by the employer or to be used or diverted to purposes other than for the exclusive benefit of employees, pensioners or their beneficiaries under the Plan and provided further that no such amendment shall affect the entitlement of any employee accrued prior to the effective date of such amendment. It is further provided that the employer may amend this Plan in any respect which may be required in order to meet the requirements of the Pension Benefits Act or of the Income Tax Act (Canada) in order to maintain the Plan as a registered pension plan under the provisions of such Acts or of any statute applicable to this Plan.



July 2, 1996

Mr. Bill Fecton  
Plant Chairman

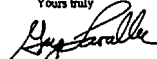
Re: Advancement from Maintenance II from Maintenance I Classification

Dear Bill

As discussed during our contract negotiation session, we need to establish a procedure by which personnel can be evaluated for progression from Maintenance II to Maintenance I. My comments are as follows:

- 1) The company, may at its own discretion, at any time advance an employee from Maintenance II to Maintenance I based on its opinion that that person is qualified to advance to the Maintenance I classification.
- 2) Notwithstanding (1), when a person has been in the Maintenance II category for 18 months a meeting will be called to evaluate his performance and indicate to the employee that he is deemed qualified for advancement to Maintenance I or identify for him areas of improvement in his performance that need to be reached in order for him to advance at a future date.
  - the committee will be composed of two supervisors and 2 union representatives.
  - meetings will be held ever six months when requested by either party.
  - if the evaluation committee is unable to reach agreement then the employee is not advanced.
  - advancement will not unreasonably be withheld.

Yours truly



G.R. Levallee

GRL/mf

**LETTER OF UNDERSTANDING**

**RE: SICKNESS & ACCIDENT BENEFITS**

Should an employee's initial entitlement or on-going entitlement to sickness and accident benefits come into a medical dispute between the employee's attending physician and the insurance carrier, the dispute shall be resolved in the following fashion:

1. An independent medical specialist within the field of the disability will be mutually selected between the employee and the carrier.
2. The parties will make arrangements for the examination in a prompt fashion.
3. The employee will submit to said medical examination.
4. The expense of this examination and report will be fully borne by the insurance carrier.
5. The findings of this examination will be binding on both the claimant and the insurance carrier.

DATED IN WINDSOR, ON, THIS 14<sup>th</sup> DAY OF JUNE, 1976.

FOR THE COMPANY

[Signature]  
[Signature]  
\_\_\_\_\_

FOR THE UNION


[Signature]  
[Signature]  
Mary Jenner  
\_\_\_\_\_

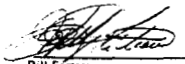
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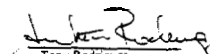
MANAGEMENT/UNION AGREEMENT  
Jan 9, 1996

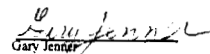
**WEEKEND MAINTENANCE HELPER**

- Only used when all maintenance requested to work
- Post require number of persons (12)  
Select based on:
  - 1) Seniority
  - 2) Ability to do the job (Mutually agreed by Committee and Management)
    - Mechanically Inclined
    - Ability to learn maintenance skills given reasonable training
- Posting Period - 1 year (first year of program is trial)
- Minimum personal tools required  
( \$10.00 per month for purchase of tools)
- Wage rate lab plus 30
- Weekly and weekend attendance a factor in right to participate in group. Specifics mutually agreed by Committee and Management.
- Overtime evenly divided within group (refusals same as work).
- Company willing to pay for education.

Agreed:   
G. A. Lavalley  
President

  
Bill Fecteau  
Plant Chief

  
Tony Rodrigues  
Plant Supervisor

  
Gary Jenner  
Secretary



July 11, 2000

File: 1091201

Standard Induction Castings Limited
3827 Peter Street
Windsor
Ont.
N9C 1K3

Standard Induction Castings Ltd.
Windsor, Ont.
National Automobile, Aerospace, Transportation and General Workers Union of Canada
Local 195
(hourly rated employees)

Terminating: August 15, 1999

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,
Lynn Picard

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

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: 1091201

Number of employees covered by the agreement.

Males | 94 | Females, 0