

COLLECTIVE AGREEMENT

BETWEEN

CAMECO CORPORATION
Port Hope, Ontario

AND

Local 13173
UNITED STEELWORKERS
OF AMERICA

EFFECTIVE
NOVEMBER 3, 1991 TO JUNE 30, 1994

DEC 29 1992

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COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT made and entered into this 14th day of January, 1992.

BY AND BETWEEN

GAMECO CORPORATION

Port Hope, Ontario
(hereinafter called the "Company")

AND

Local 13173

UNITED STEELWORKERS OF AMERICA

(hereinafter called the "Union")

WHEREAS it is the intent and purpose of the Company and the Union to further harmonious industrial relations between the Company and its employees, to establish and maintain satisfactory working conditions, hours of work and rates of pay, and to provide for the prompt and equitable disposition of grievances;

NOW THEREFORE THIS AGREEMENT WITNESSETH that the parties hereto hereby agree as follows:

ARTICLE 1 - SCOPE

1.01 The term "employee" or "employees" wherever used in this Agreement shall mean all employees of the Company at Port Hope, Ontario, except those employed as or falling within the classification of guard, foreman, salaried laboratory technician of the Research and Development Division, sales and office staff and all those employed in a supervisory, professional, administrative, clerical or confidential capacity.

1.02 Where applicable, masculine pronouns used in connection with employees shall refer to female employees as well as male employees.

ARTICLE 2 - JURISDICTION

2.01 In accord with the provisions of the Canada Labour Code, the Company comes within the jurisdiction of the Department of Labour of Canada.

ARTICLE 3 - ATOMIC ENERGY CONTROL BOARD

3.01 The Government of Canada through the Atomic Energy Control Board has made the Company responsible for the maintenance of adequate security measures for the work carried out by it in the field of atomic energy. It is understood and agreed by the Union that neither the security rules that are established pursuant to the operating licence granted by the Atomic Energy Control Board nor their administration are matters for collective bargaining or discussions under this Agreement.

3.02 In the event that an employee is discharged for security reasons the company agrees to notify the Union, and it is understood that the Company may not be able to divulge the information on which the discharge is based.

ARTICLE 4 - RECOGNITION

4.01 The above designated Union shall be the sole and exclusive bargaining agent for all employees of the Company hereinbefore referred to, for the purpose of bargaining with respect to rates of pay, hours of work and other conditions of employment.

The Company agrees to prior consultation with the Union on any changes in conditions of employment not covered by this Agreement.

ARTICLE 5 - NO DISCRIMINATION

5.01 There shall be no discrimination by the Company or the Union or its members against any employees because of membership or activity or nonmembership in any lawful Union.

ARTICLE 6 - MANAGEMENT RIGHTS

6.01 The Union recognizes that the Company has the exclusive right:

- (a)** To manage the industrial enterprise in which the Company is engaged, and without restricting the generality of this function, to determine the number of employees and the facilities required by the Company at any place from time to time for any and all operations, the kinds and locations of equipment, machines and tools to be used, and to determine the schedules of operations;
- (b)** To maintain order and discipline to make and amend reasonable rules of conduct and procedures for employees to hire, promote, classify, transfer, demote or lay off employees; to discipline, suspend or discharge employees for just cause: provided however that any exercise of these rights in conflict with the provisions of this Agreement shall be subject to the grievance procedure herein.

ARTICLE 7 - NO CESSATION OF WORK

7.01 As provided in the Canada Labour Code, there shall be, during the term of this Agreement, no lockout by the Company, and no strike by any employee, nor shall there be any strike of any employee declared or authorized by the Union.

ARTICLE 8 - UNION STEWARDS AND COMMITTEES

8.01 The Union may choose twenty-five (25) stewards who must have seniority status to assist in processing grievances as outlined under the grievance procedure. This number may be adjusted by mutual agreement between the Company and the Union.

8.02 There shall be three (3) Union Committees composed of not more than five (5) members each, who must have seniority status.

8.03 The functions of the three (3) Committees shall be as follows:

- [a] to act as the grievance committee referred to in the grievance procedure;
- [b] to meet with representatives of the Company at pre-determined times once a month to discuss matters of mutual interest to the Union and the Company;
- [c] to represent the Union during contract negotiations with the Company.

At any meetings with the Company, the Committees may be accompanied by a full-time representative of the Union.

8.04 The Company shall be notified in writing by the proper officials of the Union the names of the stewards and the committee members, and of any changes in same, before the Company will recognize them.

8.05 It is agreed that during working hours the discussions of grievances between stewards and employees will as far as is practical, be kept to a minimum.

8.06 If it is necessary for a steward, committee member or other employee to take time off during working hours in connection with Union business, he must obtain permission from his immediate supervisor. Such permission shall not unreasonably be withheld.

One member of the Union Executive shall be designated to conduct joint union management activities. Such individual shall be entitled to time off under this article.

8.07 Stewards and Committee members who in accordance with the preceding section have received authorization, will be paid their regular basic hourly rate for time spent attending scheduled meetings.

8.08 Other than specifically permitted in this Article or provided elsewhere in this Agreement, there will be no solicitation of members or other Union activity during working hours.

8.09 Union C.W.S. Committee

The Company agrees to grant time off from their regular work to three employees who shall be selected by the Union to act on its C.W.S. Committee. Employees so selected shall:

- (a) accumulate any seniority to which they normally would be entitled;
- (b) receive their regular rate of pay from the Company as based upon a normal work week; and
- (c) return to their regular employment when their work on the C.W.S. Committee is completed.
- (d) In maintaining the program, the time off from their regular duties to work on their C.W.S. duties shall be in direct proportion to the number of new, changed or allegedly changed jobs. Such time off shall be pre-arranged with supervision of the departments concerned and such time off shall not be unreasonably withheld.

ARTICLE 9 - ADJUSTMENT OF GRIEVANCES

9.01 Should any difference arise between the Company and any of the employees concerning the interpretation or alleged violation of the provisions of this Agreement, an earnest effort shall be made to settle such differences without undue delay in the following manner;

Stage One - Within three (3) working days after the grievance has arisen, the employee, accompanied by his steward may take the matter up with his immediate supervisor, or the supervisor involved, at which time a grievance fact sheet will be completed and signed by the grievor, the steward and the supervisor. Failing settlement within two (2) working days, the grievance may proceed to Stage 2.

Stage Two - Within two (2) working days from the date Stage One was completed, the employee, accompanied by the Chief Steward and his area steward, if he so desires, may take the matter up with his department head, presenting the grievance in writing on forms agreed upon by the Company and the Union. The decision of the Company at this stage must be given in writing. Failing settlement within three (3) working days of receipt of the

written grievance, the grievance may be referred to Stage Three.

Stage Three - Within three (3) working days from the time the Company decision was received at Stage Two, the grievance committee may take the matter up with the Manager, Port Hope Facility, and/or his delegate or delegates presenting the complete written record of the grievance. Either party may, at its discretion, require the employees concerned to be present and to give evidence regarding the dispute. Failing satisfactory settlement within five (5) working days, the matter may be referred to arbitration within twenty (20) additional working days as provided in Section 10.01.

9.02 Any difference arising directly between the Union and the Company concerning the interpretation, administration or alleged violation of this Agreement (other than contract renewal discussions) may be submitted in writing by either party to the other at Stage Three.

9.03 In determining the time within which any step is to be taken under the foregoing provisions of this Article, Saturdays, Sundays, scheduled days off, recognized general holidays, and annual plant shutdowns shall be excluded.

9.04 If advantage of the provisions of this Article is not taken within the time limit specified or as extended by mutual agreement in writing between the Company and the Union, the matter in dispute shall be deemed to have been abandoned and cannot be reopened.

9.05 The nature of the grievance and the remedy sought shall be set out in the written record at Stage Two and may not be subject to change at Stage Three or in the arbitration procedure.

The section or sections of the Agreement the meaning of which is in dispute, or which are alleged to have been violated, shall be set out in the written record at Stage Three and may not be subject to change in the arbitration procedure.

9.06 At any Stage of the Grievance Procedure, if a Steward, Chief Steward, or Grievance Committee member is unavailable, the senior Union Executive on the property

shall delegate a replacement to fulfill the absentee's duties.

9.07 Disciplinary notations below suspensions shall be withdrawn after a period of 24 months from date of issue, provided the employee has not received subsequent discipline in that period.

ARTICLE 10 - ARBITRATION

10.01 In case any dispute concerning the interpretation or violation of this Agreement has not been settled after proceeding through the proper stages of the grievance procedure as set forth, and after the exhaustion of such grievance procedure, the same may be referred by either party to Arbitration within twenty (20) days as set forth in Stage Three of the grievance procedure.

The grievance will be heard by a single arbitrator, unless the parties mutually agree to submit the matter to a three person Board of Arbitration. In the event a Board is used, all references herein to Arbitrator, shall be read as referring to a Board of Arbitration.

10.02 In the event that Company and Union are unable to agree upon the selection of an arbitrator, the Minister of Labour of Canada shall be requested to make the appointment.

If arbitration proceedings involve discussion of plant details and processes subject to security rules, it is understood that the arbitrator shall have a security rating acceptable to the Atomic Energy Control Board of Canada.

10.03 Arbitration shall be heard at the Facility or at such other place as the parties agree upon in writing.

10.04 The written record of the grievance presented at Stage Three of the grievance procedure and the decision of the Company thereon or in the case of a difference between the Union and the Company, the written application by the applicant for arbitration and the reply thereto by the other party, shall be presented to the Arbitrator.

10.05 Each party shall pay an equal share of the fee and expenses of the Arbitrator. No costs of arbitration shall be awarded to or against either party.

10.06 The decision shall be made at the earliest opportunity after the close of the hearings and the decision of the Arbitrator in respect to an interpretation or alleged violation of this Agreement shall be final and binding upon the parties, but in no event shall the Arbitrator, have power to alter, modify, or amend this Agreement or substitute provisions for any existing provisions, or to give any decisions inconsistent with the terms and provisions of this Agreement.

ARTICLE 11 - SENIORITY

11.01 Definition - Seniority shall accumulate throughout the total period an employee has been on the Company's payroll except that 1) a newly hired employee shall have no seniority rights during his first ninety (90) days of employment, and 2) the seniority of a laid-off employee shall continue to accumulate for a maximum of twenty-four (24) months immediately following his date of lay-off.

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The Company will post a seniority list monthly in the lobby and provide a copy of such list to Local Union President. Upon request twice per year a copy of the seniority list shall be sent to the Staff Representative, which copy shall include the employees' seniority date, classification, current rate of pay and address.

11.02 (a) Application - In all cases of job posting, transfer, lay-off, recall from lay-off, and shift work scheduling, seniority will govern providing the senior employee possesses the minimum qualifications to perform the work available.

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The Company may include in a job posting a requirement for qualified applicants for the vacancy and, if none apply, a requirement for less than qualified applicants. In such event, the posting will contain the phrase "if no applicant possesses the minimum qualifications to perform the work available, then, for the purposes of this vacancy, lesser qualifications will be considered at lesser classifications.

Existing minimum qualifications are specified in job vacancy notices which are given to the Union whenever there is a posting. In the event that the Company has a need to change the minimum qualifications, the Company will, as soon as possible, discuss such changes with the Union prior to a notice being posted.

Where two (2) or more employees have the same date of employment, seniority will be determined alphabetically by the employee's surname.

11.02 (b) The parties further agree that the company may lay-off employees engaged in production operations without regard to seniority provisions within the collective agreement, where damage caused by fire, wind, lightning and explosion has prevented continuing operations.

Other employees whose jobs may be affected by the emergencies described above may be laid-off on a seniority basis within their own classification.

This provision may be used on two occasions in any calendar year, but on each occasion may not exceed a period of more than ten (10) working days.

No outside contractors will perform jobs that could be performed by laid-off employees during this time.

11.02 (c) When a vacancy occurs subsequent to a lay-off, the following procedures shall apply. Any employee who was displaced from his position by the lay-off but is still actively at work, will have the right to return to his former position if it becomes vacant within six (6) months of his displacement. If there is more than one person for a particular vacancy, seniority shall govern. If this procedure is not applicable, or if a vacancy remains after this procedure is exhausted, the job will be posted in accordance with 11.05 and only employees actively at work can bid. If there are no qualified applicants, the job will be offered to the senior laid-off employee will recall rights, providing he has the minimum qualifications for the job. In the event the job offer is refused, the employee will be deemed to have quit.

11.03 Loss of Seniority - An employee shall lose all seniority for any of the following reasons:

- (a) if he voluntarily quits;
- (b) if he is discharged for cause and subsequently not reinstated;
- (c) if he is laid off and fails to return to work within ten (10) calendar days from the receipt of the Company's notice by registered mail to return to work, unless he can substantiate by medical evidence that he was unable to return because of illness or

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accident, or the Company accepts other good reasons for his failure to return;

(d) if he is laid off and the time elapsed from his date of lay-off exceeds twenty-four (24) months.

11.04 Probationary Employee - As referred to in Section 11.01, a newly hired employee shall have no seniority rights during his first ninety (90) days of employment during which period he shall be on probation and subject to transfer, demotion, lay-off, dismissal or discharge at the sole discretion of the Company, notwithstanding anything in this Agreement to the contrary. With respect to any matters other than those referred to herein, a probationary employee shall have recourse to the grievance procedure. Upon completion of the probationary period he shall be placed on the seniority list effective of his first date of employment.

11.05 Vacancies - Any and all vacancies within a department desired by the Company to be filled will be posted immediately for five (5) days (excluding Saturdays, Sundays and recognized general holidays) on the special Company bulletin boards provided for this purpose, with the exception of temporary transfers of four (4) weeks duration or less.

Any employee sincerely desirous of transferring to the posted classification, and who feels he has the necessary qualifications, may within the period of posting fill out an application form especially provided for this purpose, and deposit it in the box located by the bulletin board.

The Company will provide the Union with a copy of the posted vacancy, and inform the Union of the names of the applicants, and of the decision made as soon as it is finalized.

The successful applicant shall be transferred to the posted job within thirty (30) days following his appointment. This may be extended by mutual agreement of the Company and the Union.

The successful applicant will not apply again for another posted vacancy for a period of four (4) months without the mutual approval of the Company and the Union.

In the event that it is found unnecessary to fill a vacancy the Union will be advised of the reason. The Union may

request a meeting for the purpose of discussing such reasons.

Vacancies desired to be filled by the Company occurring forty-five (45) days or more after the first posting will be re-posted.

11.06 Definition of Transfer - The word "transfer" shall be interpreted to mean the movement of an employee from one classification to another or from one trade to another.

11.07 Temporary Transfer - An employee who is temporarily transferred to a classification other than his regular classification shall be paid the greater of:

- [a] the standard hourly rate for the new classification;
- [b] the standard hourly rate for the classification from which he was transferred.

When an employee is assigned to work four (4) hours or longer on his shift or work day on a job bearing a higher rate than his regular job, he shall be paid the higher rate for the full shift or work day.

When the employee being transferred is covered by a schedule of learner rates, then he shall receive either the learner rate of pay for the training period of the classification he is currently in or the learner rate of pay for the same training period of the classification to which he is being transferred, whichever is greater.

The temporary transfer of an employee from his regular classification will not normally affect his progression for pay purposes.

In the event that an unanticipated change in work loads or in the availability of qualified manpower necessitates the extension beyond four (4) weeks or repetition of a temporary transfer, the situation will be discussed with the Union to achieve a mutually agreeable solution to the problem.

When an employee is absent due to illness or injury, he may be replaced through the temporary transfer provisions. Upon the employee's return to work, the replacement will be transferred back to his former job.

11.08 Preferred Seniority - The following Union officials: President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Chief Steward, shall have top senior

ity during their term of office provided they have had at least one full year of continuous service with the Company. This preferred seniority will apply in cases of lay-off only.

If any of the above officials are shift workers, they shall be given, at the time of election or appointment, the option of working days or remaining on shift during their term of office. This option shall be limited to one official per department or trade.

11.09 Disabled Employees - The Parties may waive the provisions of Articles 11.02 and 11.05 by mutual agreement of the joint Union-Management Committee in order to place a disabled employee into a vacancy when he is unable to perform his regular job because of permanent physical disability or medical condition.

ARTICLE 12 - DISCHARGE OR SUSPENSION

12.01 The Company will notify the Union promptly in writing of the reason for the discharge or suspension of any employee.

12.02 In the event that any employee with seniority status is discharged or suspended for other than security reasons, such discharge or suspension may be made the subject of a grievance provided presentation is made at Stage Three of the grievance procedure within three (3) working days of the discharge or suspension.

12.03 Notwithstanding anything contained in Article 10.06, in the event that a discharge or suspension grievance should go to arbitration, the Arbitrator shall have the power to modify or amend the penalty imposed by management.

ARTICLE 13 - HOURS OF WORK

13.01 This Article provides the basis for the calculation of any payment for overtime and premiums, and shall not be construed as a guarantee of hours of work per day or week or a guarantee of days of work per week.

13.02 The Company reserves the right to operate any and all of its plants and facilities on a continuous basis: however, construction and maintenance day workers will be scheduled to work Mondays through Fridays.

13.03 Eight (8) hours of work per day and forty (40) hours

of work per week shall be regarded as the normal complement of hours, unless otherwise provided in this Agreement

For day purposes, the normal work day is defined as the twenty-four (24) hour period from 12 00 a m to 11 59 p m

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- (a) All employees will receive a twenty (20) minute lunch period during any work day of eight hours
Two lunch periods will be established during the day shift in order to permit the staggering of the assigned day shift lunch periods
- (b) All employees will receive two (2) ten minute coffee breaks during any work day of eight hours. *2*
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- (c) All employees required by the Company to change clothes and take showers will be allowed without pay deduction fifteen (15) minutes prior to the end of their regular shifts or work days.
- (d) Maintenance tradesmen operating out of the Central or Area Shops, and assigned to work elsewhere in the plant (this does not include those tradesmen working in the Central Shop or Area Shops), will be allowed ten (10) minutes at the end of their work day to return to the shop, and clean and store their tools.

13.05 Day Workers

- (a) All Day shift workers (excluding Maintenance, Stockroom and Janitors) will normally work 8:00 a.m. to 4:00 p.m., Monday through Friday.
- (b) All Maintenance and Stockroom day shift workers will normally work 7:45 a.m. to 3:45 p.m., Monday through Friday.
- (c) All day shift Janitors will normally work 7:00 a.m. to 3:00 p.m., Monday through Friday.

13.06 Shift Workers

An employee who is normally scheduled according to posted shift schedules to work eight (8) consecutive hours from 8:00 a.m. to 4:00 p.m. or 12 midnight, or twelve (12) consecutive hours from 8:00 a.m. or 8:00 p.m., with a 20 minute paid lunch period, will be considered a shift worker. A shift worker required to report twenty (20)

minutes early to relieve another employee on the job shall be paid an additional twenty (20) minutes at straight time rate.

Changes in shift workers schedules shall be posted in each Department as early as possible. Revisions of departmental shift schedules will be discussed with the Union as early as possible.

ARTICLE 14 - OVERTIME AND OTHER PREMIUMS

14.01 All employees recognize and agree that within reason they are obligated to work overtime hours when requested to do so. There is also an obligation on the part of the Company to give the employee as much notice as possible.

14.02 Overtime payment will be made on the following basis:

(a) Time and one half:

(i) for all work performed in excess of regularly scheduled daily hours,

(ii) for all work performed up to eight (8) hours during an employee's scheduled day off,

(iii) for all work performed up to eight (8) hours on a recognized general holiday;

$\frac{37.2}{8}$

(b) Double Time

(i) for all work performed in excess of twelve (12) hours in any twenty-four (24) hour period reckoned from the beginning of an employee's regularly scheduled shift,

$\frac{37.8}{4}$

(ii) for all work performed in excess of eight (8) hours during an employee's scheduled day off,

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(iii) for all work performed in excess of eight (8) hours on a recognized general holiday,

(iv) for all work performed up to eight (8) hours on a Sunday if Sunday is the employee's scheduled day day off,

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(v) for all work performed in excess of eight (8) and up to twelve (12) hours on a Sunday, when Sunday is a scheduled work day.

(c) Double Time and one-half

(i) for all work performed in excess of eight (8) hours on a Sunday, if Sunday is the employee's scheduled day off,

(ii) for all work performed in excess of twelve (12) hours on a Sunday, when Sunday is a scheduled work day.

14.03 An employee called in to work after the start of his vacation shall be paid in the same manner as an employee performing work on his scheduled day off. *K.*

14.04 An employee required to work more than two (2) hours overtime immediately prior to or following his regular shift shall, without pay deduction, be allowed, at his option, thirty (30) minutes off in order to go home for a meal, or twenty (20) minutes at the plant to eat a meal provided at the Company's expense. *39.12/1999*

14.05 Change in Shift Schedule - Whenever an employee's regularly scheduled working hours are changed by the Company, that is both starting and finishing time, he shall be paid for all regular hours worked by him during the first shift under his changed schedule,

- [a]** at his straight time hourly rate if he has been given minimum notice of forty-eight (48) hours prior to the commencement of his changed shift schedule; or:
- [b]** at the rate of time and one-half or the applicable overtime rate, whichever is greater, if he has not been given notice of forty-eight (48) hours.

When it is necessary for an employee to work two consecutive shifts, overtime rates will apply regardless of prior notice.

The Company will make every effort to eliminate short shift changes which would require a man to work sixteen (16) hours in a day.

The Company agrees to notify employees as soon as possible of any change in shift schedules.

14.06 Where a change in shift schedule is made for the convenience of an employee or where, with the consent of the Company, an employee arranges for personal convenience to cover another employee's shift, such hours worked shall not be subject to overtime pay.

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14.07 Shift Differential - The following premiums will be paid to all shift workers for regularly scheduled work performed: from 4:00 p.m. to 12:00 midnight - 35¢/hr
from 12:00 midnight to 8:00 a.m. - 55¢/hr

14.08 Sunday Premium - Shift workers regularly scheduled to work on Sunday shall be paid at the rate of time and one-half for all hours worked.

14.09 Call-Out - Without Prior Notice - If an employee, after he has left the plant upon conclusion of his regular shift or work day, is requested by the Company to return to work prior to the beginning of his next scheduled shift or work day, he shall be paid for the work so performed a minimum of four (4) hours at his straight time hourly rate or the pay to which he would otherwise be entitled under this Agreement, whichever is the greater.

In the event that an employee, as the result of a call-out without prior notice, reports for work, any hours worked between midnight and 6:00 a.m. will be paid at double time rates. A minimum payment for the call-out work shall be equal to four (4) hours at straight time rate.

Call-Out - With Prior Notice - If an employee, during his regular working hours is requested by the Company to return to work at a specific time other than one hour immediately preceding his regular working hours, he shall be paid for the work so performed a minimum of three (3) hours at his regular straight time hourly rate or the pay to which he would otherwise be entitled under this Agreement, whichever amount is the greater.

This section will not apply to overtime work scheduled for the convenience of an employee.

14.10 Overtime pay shall not be paid more than once for the same hours worked.

ARTICLE 15 - GENERAL HOLIDAYS

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15.01 In accord with the Canada Labour Code, the following shall be observed as general holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day.

15.02 When New Year's Day, Dominion Day, Christmas Day or Boxing Day falls on a Sunday or a Saturday, the

immediately preceding Friday or the next Monday shall be considered as the holiday.

15.03 Pay for each of the above-mentioned holidays shall be computed on the basis of eight (8) hours at straight time regular basic hourly rates.

15.04 An employee will be entitled to pay for any of such holidays, provided he is in receipt of wages (vacation pay and pay under this Article to be deemed to be wages) for at least fifteen (15) days during the thirty (30) calendar days immediately preceding the holiday; or, if the holiday falls during an absence not exceeding two weeks; or, if the holiday falls during an absence due to non-compensable illness or accident not exceeding three weeks; or, if he works his regularly scheduled shift or workday before and his regularly scheduled shift or work day after the holiday.

15.05 If a general holiday falls on an employee's regularly scheduled day off, the employee, if entitled to the general holiday with pay under 15.04, shall be given a day off with pay at some other time convenient to him and the Company. Such lieu days may be consecutive if the employee wishes.

15.06 If a general holiday falls within the period of an employee's annual vacation, the employee's annual vacation shall be extended by one day, and, if entitled under 15.04, the employee shall receive pay for the general holiday.

15.07 Notwithstanding Section 15.04, an employee scheduled to work on a day of observance of a general holiday but failing to work because of being absent without authorized leave will not be paid for the holiday.

ARTICLE 16 - VACATION WITH PAY

16.01 Employees shall be entitled to vacation with pay as follows:

	Continuous Service After	Vacation Period	Vacation Pay (% of Earnings *)
<u>54</u>			
41-02	1 year	2 weeks	4%
45-87	5 years	3 weeks	6%
42-67	8 years	4 weeks	8%
23-85	22 years	5 weeks	10%

* Earnings to include Weekly Indemnity and Worker's Compensation benefits.

16.02 This Article shall be administered in accordance with the Canada Labour Code, except that the cut-off date for the calculation of vacation pay shall be the last day of the first pay period in the month of July. Service will be recognized during the calendar year in which the anniversary date occurs.

16.03 In the event that the Company decides to shut down the Facility for an annual vacation period the Company shall advise the employees of the dates of the shut down by March 15th of the year involved. This shut down will take place within the period that coincides with the school summer vacation period. (i.e. from the beginning of the last week in June to Labour Day). Operations within the plant may schedule shut down at varying periods. If by March 15th such notice has not been issued, employees may submit their preferred vacation periods by April 15th and seniority will govern. Vacation periods may be requested covering the twelve month period up to April 30th of the following year. However, vacations must be taken in the calendar year in which they become due. The vacation schedule will be posted by April 30th. Employees applying for vacation after April 15th will be scheduled on a first come first serve basis.

All employees will take their annual vacation during the shutdown period, unless required by the Company to do maintenance or other essential work. Where an employee is entitled to vacation of a shorter duration than the full period of the annual plant shutdown, his vacation shall be deemed to commence with the start of the plant shutdown.

16.04

- (a) If an employee is disabled due to injury or illness prior to vacation time, he will be entitled to take his vacation at a later date when he has recuperated.
- (b) If the Company and the Union agree, the employee's vacation may be waived and the employee will receive his vacation pay.

16.05 Service Vacations - In addition to his annual vacation, each employee who completes continuous service of twenty-five years shall be entitled to a service vacation of three continuous weeks with pay. Pay will be calculated at the employee's basic rate in effect on the day of his entitlement.

Each employee shall be similarly entitled to such service vacation upon completion of each five-year period of continuous service subsequent to date of his first entitlement.

Each employee who under this Article has become entitled to a service vacation shall take this vacation at a time approved by the Company during the year of entitlement or the two year period immediately following the year of entitlement.

ARTICLE 17 - LEAVE OF ABSENCE

17.01 Marriage or Death in Family

(a) The Company will grant special leave of three (3) days with pay at straight time hourly rate to employees with not less than six months service on the occasion of their marriage. *6/3/12*

(b) The Company will grant special leave of three (3) days at straight time hourly rate to an employee experiencing a death in his immediate family. For this purpose immediate family is defined as father, mother, foster parent, brother, brother-in-law, sister, sister-in-law, spouse or child of the employee; father or mother of the employee's spouse; or any other relative residing permanently with the employee. *6/3/12*

17.02 Union Business - The Company agrees to grant reasonable leave of absence without pay to a maximum of five (5) employees for the transaction of business for the Union. Application for such leave shall be made by the Union to the Manager, Port Hope Facility, well in advance. *6/3/12*

17.03 Special Leave of Eight (8) Hours with pay at straight time hourly rate will be granted on the day before Christmas Day, the day before New Year's Day and the day after New Year's Day to all employees except shift workers engaged in operations continuing throughout Christmas and New Year's. ✓

Shift workers engaged in operations continuing through Christmas and New Year's will have three (3) days added to their vacation in lieu of the special leave noted above.

17.04 Jury Duty - The Company will pay to an employee required to serve on a jury, or subpoenaed as a Crown

witness, the differency between his pay at basic rate for the regular working hours missed and the fee received for such service.

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17.05 Apart from annual vacations, and leaves either with or without pay as set out in this Article, absences from work due to personal illness or accident or other reasons specifically approved by the Company will be regarded as authorized leaves.

17.06 On request of the Company an employee absent because of illness or accident must furnish proper medical evidence as proof that his absence was due to a legitimate illness or injury.

17.07 An employee scheduled to work and prevented from reporting to work must notify the Supervisor on duty or, in his absence, the Security Guard or Switchboard Operator, the reason for his absence as soon as possible prior to the beginning of the employee's shift, except in the case of a definite emergency or proven inability to give notification promptly. If the Company receives notice of absence less than two (2) hours before the beginning of the employee's shift, it may secure a replacement in its sole discretion without regard to the normal procedures.

ARTICLE 18 - SAFETY AND HEALTH

18.01 Since it is the objective of both the Company and the Union to establish and maintain high standards of Health and Safety in the Facility, the parties hereby agree to co-operate in the elimination of safety and health hazards in order to prevent industrial injury or illness.

To accomplish this objective a Joint Health and Safety Committee will function as described in this Article.

18.02 Joint Union-Management Safety and Health committee

- 1) The committee shall be composed of four members, two of whom are appointed by the Union from the Local Membership and the other two appointed by the Company from the Facility staff.
- 2) The term of office of the committee members appointed by the Union shall be at the discretion of the Union while that of the Company representatives shall be at the discretion of the Company. The

mutual intent is to insure some continuity of experience within the committee.

3) Either the Union or the Company may invite specialists or other people with particular qualifications to attend specific committee meetings if prior notice is given to and agreement obtained from the other committee members.

4) The chairmanship of the committee shall alternate between the Union and Company representatives on a monthly basis, co-incident with the regular monthly meetings. In any month the incumbent chairman and the immediate past chairman will be considered as "co-chairmen".

5) The duties and responsibilities of the committee shall be:

(a) To identify hazardous or unsatisfactory working conditions and make out a "Special Safety Order" for correction of the particular condition. This "Special Safety Order" must be signed by all committee members and submitted directly to Engineering, if it involves engineering and/or trades work, directly to the relevant Department Head or Manager, if it involves other than engineering and/or trade(s) work, with a copy to the Manager, Port Hope Facility, and the President of the Local Union, Corrective action will be taken by the appropriate personnel on a top priority basis.

(b) To investigate cases of high urinalysis results or high radiation levels. Normally one Union and one Company representative will participate in these investigations.

(c) To investigate dangerous occurrences and all accidents that require medical aid and lost time injuries. Normally one Union and one Company representative will participate in these investigations.

(d) To accompany the Labour Canada Inspector on his inspection tour (the co-chairmen).

(e) To carry out inspections of Facility Areas on a monthly basis indicated in paragraph 6 below.

- (f) To explain the purpose and function of the Joint Committee to employees at scheduled safety meetings.
- (g) To receive suggestions and recommendations on health and safety matters from employees.
- (h) To consider the health and safety implications involved in the introduction of new processes, equipment or materials. The Company will supply the committee with relevant data on the hazards and necessary precautions to be taken prior to their introduction.
- (i) To assist the Company's Health-Safety Department in the organization and conduct of safety meetings for employees by recommending programmes, speakers, subjects, etc.

6) The full committee will meet for two days each month. The first day will be spent on inspection of one of the six Facility areas. The second day will be spent on general discussion of solutions to current safety and health problems. Special meetings may be called by either of the co-chairman to deal with emergency health or safety situations upon approval by the Manager, Port Hope Facility.

Minutes of all meetings shall be taken and distributed to committee members, the President of the local union and the Manager, Port Hope Facility.

7) 66/1 The Company agrees to pay the Union members of the committee at straight time rates for all hours spent on approved committee functions. No member of the committee will suffer a loss of earnings for time spent on committee duties.

18.03 Imminent Danger

66/1 The Union and Company agree that cases of withdrawal of service because of perceived danger, will be dealt with as described in the Canada Labour Code.

ARTICLE 19 - MISCELLANEOUS 66/1

19.01 Medical Examination - An employee must submit to a medical examination by the Company doctor at any time upon request by the Company.

Following any regular medical examination by the Com-

pany doctor the employee is entitled upon request to receive a certificate stating his condition.

19.02 On the Job Injuries - An employee shall suffer no loss of earnings for the balance of the day he received injury in the plant, if he is sent home, to the hospital or doctor because of this injury, or any day he must receive medical attention outside the plant because of a plant injury, provided he is not reimbursed by Worker's Compensation for the time involved.

19.03 Existing policies regarding provision of protective clothing and safety equipment shall be continued for the life of this Agreement.

19.04 Tool Allowance - All regular maintenance tradesmen and the miscellaneous classification of Oiler, Dust Collector and Air Filter Serviceman, and Salvage Shop Worker, will receive a tool allowance of one hundred dollars (\$100.00) to be used for the replacement of worn or lost tools or the purchase of new tools. The allowance will be paid on October 1st of each year to all eligible employees who have been at work at least half of the year. Every new tradesman entering the shop will be required to have a set of tools that are in acceptable working condition. A tradesman will not be eligible for the tool allowance until he has acquired one year's seniority in a Cameco Trade and Craft Classification.

19.05 Union Notices - The Company will provide a bulletin board for the exclusive posting of notices of Union Meetings, social affairs, or any reasonable non-controversial business matters of the Union. Each notice which the Union desires to post shall be submitted to the Manager, Port Hope Facility, or his delegate for approval.

In view of this method of informing employees, the Union agrees that there shall be no unauthorized distribution of any kind of literature upon the premises of the Company by the Union, its representatives or its members.

19.06 Supplementary Policy Agreements - The policy with regard to:

- (a) Financial assistance for training and education courses;
- (b) On-the-job training; 25/A-1
- (c) Employment of students in the bargaining unit;

- (d) Attendance at department safety meetings,
- (e) Return of staff to the bargaining unit,
- (f) Working alone,
- (g) Plant shutdown
- (h) Staff working,
- (i) Work schedules,
- (j) Laboratory Shift Leaders
- (k) Lead Hand,
- (l) Short-handed Shifts,
- (m) Overtime,
- (n) Shift Work Scheduling
- (o) Trades Apprenticeships, *5/10-1*
- (p) Trade Amalgamation
- (q) Employee Assistance Program (E A P.); *-*

is covered by the letters and notices which have been provided to the Union as supplements to this Contract.

ARTICLE 20 - UNION SECURITY

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20.01 The Company shall during the life of this Agreement deduct as a condition of employment regular weekly Union dues in accordance with the amount of dues from time to time constitutionally established by the Union from the earnings of all present employees and all new employees hired after the date of signing of this Agreement.

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20.02 The Company will deduct initiation fees from the earnings of all employees who become members of the Union after the date of signing of this Agreement. The Union will provide the Company with the employee's signed authorization for this deduction.

20.03 The Company shall remit monthly to the Union, the total dues deducted from weekly earnings with a written statement showing the names of the employees from whom the deductions were made and the amount of each deduction.

20.04 The Company shall not be obliged to deduct and remit the said sums unless it has on hand wages which would otherwise be paid to the employee.

20.05 A designated member of the Union Executive or his delegate will participate in the indoctrination program for new employees and summer students.

ARTICLE 21 - CONTRACTING OUT

21.01 The Company will not employ ⁵ / de contractors where in its judgement, existing Facility employees are available and capable of performing the work, or where present employees may be laid off or the re-hire of laid-off employees prevented.

ARTICLE 22 - WAGES

22.01 The Co-operative Wage Study (C.W.S.) Manual for Job Description, Classification and Wage Administration, dated October 1, 1978, (herein referred to as "the Manual") is incorporated into this Agreement as Appendix "C" and its provisions shall apply as if set forth in full herein.

22.02 Each employee's job shall be described and classified and a rate of pay applied to such employee in accordance with the provisions of the Manual and this Article.

Standard Hourly Wage Scale

22.03

- (a) Effective on November 03, 1991 and continuing until June 30, 1992, the standard hourly rate for Job Class 1 shall be \$14 754 and the standard hourly rates for all job classes above Job Class 1 shall be in accordance with the Standard Hourly Wage Scale as per Appendix "A"
- (b) Effective on July 1, 1992 and continuing until June 30, 1993, the standard hourly rate for Job Class 1 shall be \$15 204 and the standard hourly rates for job classes above Job Class 1 shall be in accordance with the Hourly Wage Scale as per Appendix "A"
- (c) Effective on July 1, 1993, and continuing until June 30, 1994, the standard hourly rate for Job Class 1 shall be \$15 704 and the standard hourly rates for job classes above Job Class 1 shall be in accordance with the Hourly Wage Scale as per Appendix "A"

22.04 Effective on the dates specified in clause 22.03, all employees shall have their rates of pay adjusted as follows:

- (a) If the employee is not receiving an out-of-line differential prior to the dates specified in clause 22.03, the rate of pay of such employee shall be

adjusted to conform to the standard hourly rate for that employee's job, as provided in Clause 22.03.

- (b) If the employee is receiving an out-of-line differential prior to the dates specified in clause 22.03, the rate of pay of such employee shall be increased by the amount by which the rate for Job Class 1 has been increased, as provided in clause 22.03 and the following shall govern:
- (i) If the employee's new rate resulting from such increase is greater than the standard hourly rate for the job, as provided in Clause 22.03, the amount by which such employee's new rate is greater than the rate provided in Clause 22.03 shall become such employee's new out-of-line differential (which shall replace the former out-of-line differential) and shall apply in accordance with the provisions of this Agreement.
 - (ii) If the employee's new rate resulting from such increase is equal to or less than the standard hourly rate for the job, as provided in Clause 22.03, the rate of pay of such employee shall be adjusted to conform to the standard hourly rate for the job, as provided in Clause 22.03, and the former out-of-line differential shall be terminated.

22.05 As of the date the Standard Hourly Wage Scale becomes effective, the standard hourly rate for each job class shall be the standard hourly rate for all jobs classified within such job class and shall so continue for the duration of the Standard Hourly Wage Scale and shall be applied to any employee in accordance with the provisions of this Agreement.

22.06 Except as otherwise provided by this Agreement, the established rate of pay for each production or maintenance job, other than a trade or craft or apprentice job, shall apply to any employee during such time as the employee is required to perform such job.

22.07 Except as otherwise provided by this Agreement, the established rate of pay for a trade or craft or apprentice job shall apply to any employee during the time such employee is assigned to the respective rate

classifications in accordance with the provisions of this Agreement.

Out-of-Line Differentials

22.08 The Company shall furnish to the Union a list agreed to by the Company and the Union of employees who are to be paid "out-of-line differentials". Such list shall contain the following information:

- (a)** Name of incumbent to whom such "out-of-line differential" is to be paid.
- (b)** Job title of job on which out-of-line differential is to be paid.
- (c)** Job classification of such job.
- (d)** Standard hourly rate of such job.
- (e)** Amount of out-of-line differential.
- (f)** Date such out-of-line differential became effective.

22.09 Except as such out-of-line differential may be changed by the means hereinafter provided, any employee included in the list referred to in Clause 22.08 shall continue to be paid such out-of-line differential during such time as the employee continues to occupy the job for which the differential was established.

22.10 If an employee with an out-of-line differential is transferred or assigned to a job having a higher standard hourly rate, then the differential shall be reduced by the amount of the increase in the standard hourly rate.

22.11 Except as otherwise provided by this Agreement, if an employee with an out-of-line differential is moved to a job having a lower standard hourly rate, then the out-of-line differential shall be cancelled.

22.12 If such employee referred to in Clause 22.10 and 22.11 shall be returned to the job for which the out-of-line differential was established, the out-of-line differential shall be reinstated except as it may have been reduced or eliminated by other means.

22.13 When an employee would, in accordance with the terms of this Agreement, be entitled to receive his regular rate, he shall also receive any out-of-line differential to which he is entitled.

22.14 In addition to the means herein provided, increases

in the increment between job classes shall be used to reduce or eliminate out-of-line differentials.

22.15 Except for the application of the out-of-line differentials as called for herein, the terms of this Agreement governing transfers shall apply.

22.16 Learner Rates

Learner jobs requiring "learner" rates, due to lack of adequate training opportunity provided by the promotional sequence of related jobs, have been negotiated and made a part of this Agreement. Any new or changed jobs may be added to the learning schedule by mutual agreement of the Company and Union. Learner schedules and provisions are attached as APPENDIX "B" to this Agreement.

22.17 Any mathematical or clerical errors made in the preparation, establishment or application of job descriptions, classifications or standard hourly rates shall be corrected to conform to the provisions of this Agreement.

22.18 Except as otherwise provided, no basis shall exist for an employee covered by this Agreement to allege that a wage rate inequity exists.

ARTICLE 23 - COST OF LIVING ALLOWANCE

This Article shall not be operative.

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ARTICLE 24 - EMPLOYEE BENEFIT PLANS

24.01 The following benefit premiums will be 100% paid by the Company:

(i) Ontario Health Insurance Plan (OHIP)

- 2015
- (a) Hospital accommodation plus medication and out-patient services as provided by the Plan.
 - (b) Doctor's services, surgery, etc., in accordance with the Ontario Medical Association's schedule of fees.
 - (c) The service of Chiropractors and Osteopaths.
 - (d) Eye examinations by an Optometrist.

(ii) Extended Health Care (10/20 deductible)

- 2015
100
- (a) Prescription drugs.
 - (b) The difference between ward and private hospital accommodation.

(c) Private nurses

Plus other benefits as provided by the Plan

	Effective Dec 01/91	Effective July 01/92	Effective July 03/93
(iii) Life Insurance	\$41,000	\$42,000	\$43,000
(iv) Accidental Death & Dismemberment Plan	\$41,000	\$42,000	\$43,000
(v) Weekly Disability Benefit Plan	\$426 per week for 52 weeks with 15 weeks (16th -30th week) covered by U.I.C. 74/599426		

During the term of this Agreement the weekly benefit amount shall change in accordance to the U.I.C. maximum weekly benefit level.

	Effective Nov 07/91	Effective July 01/92	Effective July 01/93
(vi) Long Term Disability (L.T.D.) Benefit Plan	\$950/mon.	\$975/mon.	\$1000/mon
(vii) Paid up Life Insurance on Retirement Plan	Effective Jan 01/92		\$2,500

This life insurance will not be payable for an employee who has received a \$41,000 lump sum payment due to a disability which has made the employee unable to resume work.

* Effective Dec. 01/91; July 01/92, \$42,000; July 01/93, \$43,000

- (viii) Dental Plan 70.0/100
 - (a) Diagnostic and preventative services
 - (b) Minor restorative services
 - (c) Major restorative services
 - (d) Surgical services
 - (e) Denture services
 - (f) Maximum amount payable annually on behalf of any individual is;
 - \$1,100 for calendar year 1992,
 - \$1,150 for calendar year 1993,
 - \$1,200 for calendar year 1994.
- (ix) Vision Care 70/6-100
 - (a) Effective Dec 01/91, maximum \$100.00 allowable per family member during any one 24 month

period for eye glasses, or contact lenses on written prescription by medical doctor or registered optometrist.

24.02 It is understood that the Company may change the carriers which underwrite the above benefits as long as the level of benefit coverage is maintained during the life of this Agreement.

24.03 Full details regarding coverage under the various plans are outlined in the appropriate booklets or brochures.

ARTICLE 25 - TERM OF AGREEMENT

25.01 This Agreement shall become effective on November 03, 1991, and shall remain in effect until June 30, 1994 and from year to year thereafter unless either party gives notice to the other party hereto of an intent to terminate or amend this Agreement. Such notice shall be given in writing not earlier than one hundred and twenty (120) days and at least thirty (30) days before the expiry date of this Agreement or the anniversary of the termination date in any subsequent period during which this Agreement remains in force.

25.02 The party giving notice in accordance with Section 25.01, shall, within ten (10) days of mailing of the notice, provide the other party with a list of its proposals for negotiations and at the earliest opportunity thereafter the parties hereto agree to enter into negotiations.

THIS AGREEMENT made in quadruplicate and signed this 14th day of January, 1992, at Port Hope, Ontario.

For Cameco Corporation
Port Hope, Ontario

Robert Tanaka
Gary McCracken
Aare Puhm
Tim Kennedy
Dave Chesher

For United
Steelworkers of
America Local 13173

Ron Varley
Robert Robertson
Ron Davis
Brian Spry
Neil Pemberton
Roger Davis

APPENDIX " A
STANDARD HOURLY WAGE SCALE

12
/

Jab Class	Nov. 3/91	July 1/92	July 1/93
<u>B 1</u>	<u>14.754</u>	<u>15.204</u>	<u>15.704</u>
2	14.969	15.429	15.939
3	15.184	15.654	16.174
4	15.399	15.879	16.409
5	15.614	16.104	16.644
6	15.829	16.329	16.879
7	16.044	16.554	17.114
8	16.259	16.779	17.349
9	16.474	17.004	17.584
10	16.689	17.229	17.819
11	16.904	17.454	18.054
12	17.119	17.679	18.289
13	17.334	17.904	18.524
14	17.549	18.129	18.759
15	17.764	18.354	18.994
16	17.979	18.579	19.229
17	18.194	18.804	19.464
18	18.409	19.029	19.699
19	18.624	19.254	19.934
20	18.839	19.479	20.169
21	19.054	19.704	20.404
22	19.269	19.929	20.639
23	19.484	20.154	20.874
Jab Class Increment	21.5¢	22.5¢	23.5¢

NOTE

1. Group Leader

An employee appointed as Group Leader in accordance with Article II, para. 2.01(h) of the C.W.S. Manual, will be compensated at a Job Class determined in accordance with Article III, para. 3.09 of the C.W.S. Manual.

2. Lead Hands

An employee appointed as Lead Hand will receive an increment of 50¢ per hour.

3. Laboratory Shift Leaders

A technician appointed as Shift Leader in the Laboratory will receive an increment of 50¢ per hour.

**APPENDIX A-1
SCHEDULE OF JOB CLASSES**

MAINTENANCE	JOB CLASS	TRAINING SCHEDULE
Trades & Crafts		
Instrument Technician/Electrician	23	B1
Machinist/Millwright	20	B1
Sheet Metal Worker	17	B1
Pipefitter/Welder	19	B1
Mobile Equipment Mechanic	16	B1
H.V.A.C. & Refrigeration Mech.	18	B1
Carpenter/Painter	16	B1
Mason/Insulator	17	B1
Miscellaneous		
2nd Class Stationary Engineer	20	B1
Mobile Crane Operator	13	B3
Rigger	12	B3
Salvage Shop Worker	11	B3
Oiler	8	B3
Dust Collector & Air Filter Serviceman	14	B3
MATERIALS CONTROL		
Storeman	9	B3
EMPLOYEE RELATIONS		
Laundry Operator	4	—
Changehouse Operator	1	—
Janitor	1	—
Garment Repairer	5	—
TECHNICAL SERVICES		
Laboratory Technician	18	B2
Process Technician	14	B2
Technician - Rad. & Env. Control	15	B2
Technician - NDT	18	B2

**APPENDIX A-1
SCHEDULE OF JOB CLASSES**

	JOB CLASS	TRAINING SCHEDULE
Metallurgical Products		
Machinist - Metallurgical Prod.	18	B1
Operator - Metallurgy	15	B3
UO2/UO3 Operations		
Chief Operator - UO2/UO3	17	B3
Operator - UO2 - Waste Recovery	13	B3
UF6 Operations		
Process Team Operator	19	B3
Materials Handling		
Operator - Materials Handling	12	B3
Handyman	9	B3

APPENDIX "B" LEARNER RATES

All employees, including those newly hired, learning or apprenticing a given job or trade, shall commence their training at the beginning of the first training period, unless they are judged by the Company to have experience or training which would qualify them for assignment to a higher training period.

- * a) The Company and Union shall agree on what type of tests and how often they may be administered in order that people shall advance in progression periods in all jobs having learner periods other than trade and craft jobs.
- b) Trade and craft jobs shall advance in accordance with the manual provisions.

SCHEDULES

B1 - Apprenticeship Training

B2 - Technician Training

B3 - Operator and Miscellaneous Job Training

Classifications of Chief Operator, in addition to the factors outlined under Clause 11.02 of the Collective Agreement have the following prerequisites:

Chief Operator U02/U03: One (1) year experience in the classification of "Operator - U02 - Waste Recovery" at the standard hourly rate.

* Assessments for progression purposes will continue to be a requirement until either mutually agreed to written or practical progression tests are instituted, within a period of one (1) year from implementation date (December 3, 1989) unless an extension is mutually agreed to by the Company and the Union.

STD JOB CLASS	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th	14th	15th
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JOB CLASSES															
21	3	4	5	6	7	8	9	10	11	13	15	17	19	21	
20	3	4	5	6	7	8	9	10	12	14	16	18	20		
19	3	4	5	6	7	8	9	11	13	15	17	19			
18	3	4	5	6	7	8	10	12	14	16	18				
17	3	4	5	6	7	9	11	13	15	17					
16	3	4	5	6	8	10	12	14	16						
15	3	4	5	7	9	11	13	15							
14	3	4	6	8	10	12	14								
13	3	4	7	9	11	13									

APPENDIX "B"-1

The following schedule of Apprenticeship Training is without prejudice to the above schedule and is applicable solely to the classification of "Instrument Technician/Electrician".

6 MONTH TRAINING PERIODS

STD JOB CLASS	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th	13th
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JOB CLASSES

23	3	4	5	6	7	9	11	13	15	17	19	21	23
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Apprentice

improver Trade

**SCHEDULE OF TECHNICIAN TRAINING - "B"-2
LEARNER PERIOD CLASSIFICATION ANALYSIS**

Jobs Requiring Learner Rate

Months and Job Class for Learning Periods

Standard Title	Mths Factor2	Job Class	No. of Learner Periods	6 mo.	12 mo.	18 mo.	24 mo.	30 mo.	36 mo.	42 mo.	48 mo.	54 mo.
				1st Period	2nd Period	3rd Period	4th Period	5th Period	6th Period	7th Period	8th Period	9th Period
Technical Services												
Technician - Laboratory	37-48	18	8	3	5	6	7	9	11	13	15	18
- Process	25-30	14	5	3	6	8	10	12	14			
NOT & INSPECTION {Radiographic, Metallographic, Ultrasonic} DEPARTMENT												
Technician - NDT	37-48	18	8	3	5	6	7	9	11	13	15	18
RADIATION & ENVIRONMENTAL CONTROL DEPARTMENT												
Technician - Radiation & Environmental Control	25-30	15	5	3	6	8	10	12	15			

**SCHEDULE OF OPERATOR AND MISCELLANEOUS JOB TRAINING - "B"-3
LEARNER PERIOD CLASSIFICATION ANALYSIS**

Jobs Requiring Learner Rate

Months and Job Class for Learning Periods

Standard Title	Mths Factor2	Job Class	No of Learner Periods	3 mo	6 mo	9 mo	12 mo	15 mo	18 mo	21 mo	24 mo	27 mo
				1st Period	2nd Period	3rd Period	4th Period	5th Period	6th Period	7th Period	8th Period	9th Period
Maintenance												
Mobile Crane Operator	13-18	13	6	1	3	3	5	5	8	13		
Oiler	13-18	8	4	1	2	3	3	8				
Rigger	13-18	12	6	1	3	5	5	8	8	12		
Salvage Shop Worker	19-24	11	6	1	2	3	3	6	6	11		
Dust Collector & Air Filter Serviceman	13-18	14	6	1	3	5	7	9	11	14		
Metallurgical Products												
Operator - Metallurgy	19-24	15	8	1	3	3	6	6	9	9	12	15

**SCHEDULE OF OPERATOR AND MISCELLANEOUS JOB TRAINING - "B"-3
LEARNER PERIOD CLASSIFICATION ANALYSIS**

Jobs Requiring Learner Rate

Months and Job Class for Learning Periods

Standard Title	Mths Factor2	Job Class	No. of Learner Periods	3 mo.	6 mo.	9 mo.	12 mo.	15 mo.	18 mo.	21 mo.	24 mo.	27 mo.
				1st Period	2nd Period	3rd Period	4th Period	5th Period	6th Period	7th Period	8th Period	9th Period
Materials Handling Department												
Operator - Materials Handling	13-18	12	6	1	3	3	5	5	8	12		
Handyman	7-12	9	4	1	2	3	6	6	9			
Materials Control												
Storeman	13-18	9	4	1	2	3	3	9				
UF6 Operations												
Process Team Operator	37-48	19	16	1	3	3	5	5	7	7	9	9
					30 mo. 10th Period	33 mo. 11th Period	36 mo. 12th Period	39 mo. 13th Period	42 mo. 14th Period	45 mo. 15th Period	48 mo. 16th Period	51 mo. 17th Period
					11	11	13	13	16	16	18	19

**SCHEDULE OF OPERATOR AND MISCELLANEOUS JOB TRAINING - "B"-3
LEARNER PERIOD CLASSIFICATION ANALYSIS**

Jobs Requiring Learner Rate

Months and Job Class for Learning Periods

Standard Title	Mths Factor2	Job Class	No of Learner Periods	3 mo	6 mo	9 mo	12 mo	15 mo	18 mo	21 mo	24 mo	27 mo
				1st Period	2nd Period	3rd Period	4th Period	5th Period	6th Period	7th Period	8th Period	9th Period
U02 - Waste Recovery Operations												
Operator - U02/WR	13-18	13	5	1	3	5	8	11	13			
Chief Operator, U02, U03	31-36	17	1	NO PROGRESSION								
									30 mo 10th Period	33 mo 11th Period	36 mo 12th Period	39 mo 13th Period
									No Progression		15	17

SUPPLEMENTARY POLICY AGREEMENTS

[a] Financial Assistance for Training and Education Courses

This Notice will clarify the policy of the Company to assist employees who, of their own initiative, seek to extend their knowledge and training by enrolling in accredited extension or correspondence courses in subjects related either specifically to their jobs or to other phases of the Company's operations where, in management's opinion, such courses benefit both the employees and the Company.

1. To qualify for assistance an employee must possess the ability and determination to complete the course of his choice, and be willing to pursue his studies outside of normal working hours. 2518
2. Financial assistance is limited to two courses of acceptable standards per calendar year. Application should be made in advance to the appropriate department head on forms available at the payroll office.
3. For approved courses, payment of 50% of the tuition fee will be made upon proof of registration and the remaining 50% will be paid upon proof of satisfactory completion of the course.
4. Except in special circumstances, courses should be taken outside working hours. Leave without pay will be granted to write examinations if such occur during working hours.

It should be noted that the Company does not guarantee indefinite continuation of this policy and that all decisions regarding employee eligibility, suitability of course content, et cetera, are at the discretion of the Company.

[b] On the Job Training 25/A-1

The Company recognizes the requirement to train present employees on new operating procedures and techniques as innovations are made throughout the plant. New employees are to be trained by competent personnel assigned by the Company as needs may arise.

(c) Employment of Summer Students in the Bargaining Unit

The Company agrees to limit the number of summer students hired to do work normally done by members of the bargaining unit to a maximum of 10% of the number in the bargaining unit at any given time and to limit their tenure to five (5) consecutive months in one period, provided however:

- i) For the purpose of summer work, a summer student is defined as having completed one full-time term at high school, university or community college immediately prior to the summerwork term, and is intending to return to school in the coming fall.
- ii) Summer students will not be employed where their hiring results in a demotion, lay-off or maintenance of a demotion, of a regular employee.
- iii) The summer students will pay union dues during any period of employment beyond an initial four (4) month period of grace.
- iv) Preference will be given to those applicants who have completed at least one full-time year at a university or community college.

In the event a summer student decides to remain at Cameco as a permanent employee, he must first make application and obtain the approval of the Company. If he is accepted for permanent employment he will be considered a new employee as of the date of his acceptance and Article 11.01 (Seniority) and Article 20.01 (Deduction of Union Dues) shall govern as of this date.

(d) Attendance at Department Safety Meetings

It has been the practice for many years to hold department safety meetings on a frequency of once per month. Safety is a very important consideration, and the policy is that all work must be performed under safe conditions and in a safe manner. It is believed that attendance at department safety meetings is of mutual benefit, both to the employee and to the Company.

The department safety meetings are usually held during normal working hours. However, this is not always possible, and occasionally an employee (or group of employees) is required to attend a safety meeting that involves time which is over and above the normal working hours in a day. Under these circumstances, the employee is paid at the rate of time and one-half for the extra time involved.

Although it is not compulsory, employees are expected to attend safety meetings when requested to do so. An employee may be excused from attending a safety meeting outside of regular working hours, provided that he has good reason for not attending, and providing that he has obtained permission of his supervision.

[e] Return of Staff to the Bargaining Unit

It is the Company's contention that an employee transferred or promoted out of the Bargaining Unit retains the right to be returned to the Bargaining Unit with the same seniority he had when he left the Bargaining Unit. Notwithstanding this contention, but without prejudice to this expressed right, the Company agrees to limit such action during the life of the Collective Bargaining Agreement commencing October 30, 1988, to the extent that any employee transferred or promoted out of the Bargaining Unit for longer than six months will not be returned to the Bargaining Unit without approval by the Union.

[f] Working Alone

The nature of the work load is such that there are occasions when employees are required to work alone. In making these assignments, recognition is given to the hazards involved. This practise has been in effect for many years. The safety record at the facility, which has been excellent, demonstrates the effectiveness of our procedure.

[g] Plant Shutdown

The Company firmly believes that a complete plant shutdown will not occur in the foreseeable future. As a matter of fact, quite the opposite is visualized, with the

forecast expansion in future demand for products for power reactors. However, in the event of a permanent cessation of all production activities at the Facility, the Company agrees, without prejudice, to discuss termination pay with the Union.

(h) Stall Working

It is not the Company's intention to use Staff personnel to do work normally allocated to hourly rated employees.

However, it is recognized and agreed by the Union that the following occasions constitute cases where it is acceptable for staff personnel to perform work normally done by hourly rated employees:

- i) For the purpose of training new employees
- ii) In an emergency situation where a staff employee's failure to act could result in an injury to an employee, a loss of Company production or damage to Company property.
- iii) During the development of new operating methods or in the course of a research project.

(i) Work Schedules

Subject to mutual agreement of the Company and Union Committees and subject to terms of the Canada Labour Code, modified work weeks or schedules have been and may continue to be entertained and implemented between the Parties under separate Memoranda of Agreement attached hereto.

(j) Laboratory Shift Leaders

Appointment of Shift Leaders

A shift leader will be classified as such and receive the applicable bonus only when he is required to exercise supervisory control over other technicians. The responsibilities of shift leaders, as outlined in this letter, include responsibilities not directly associated with supervising other technicians. These duties, however, are a minor part of a shift leader's responsibility and, by themselves do not qualify a laboratory technician for the shift leader bonus.

Responsibilities of the Shift Leader

The responsibilities of a technician receiving a shift leader bonus shall be as follows:

- 1) To assign work to the other technicians on the shift in such a way as to ensure the reporting of results in a minimum time and the meeting of priorities assigned by Production and/or Analytical Supervision.
- 2) To ensure that prescribed safe working procedures are followed and to carry out such other supervision as may be necessary to maintain a satisfactory service to Production.
- 3) To satisfy himself, within the limits of his training and knowledge, that the results obtained by himself and the other technicians on shift are satisfactory, and to report these results to Production Supervision.
- 4) Within the limits of his training and knowledge make such adjustments to equipment and other technical decisions as may be necessary and/or call on Analytical or Production Supervision for assistance when necessary.
- 5) To maintain such records, eg. log book, ledger, etc., as are requested by Analytical Supervision.
- 6) To maintain such liaison with other shifts and with production that may have been set up.

(k) Lead Hand

Definition - A lead hand is an individual temporarily appointed by Supervision to carry out specific assignments and direction in the absence of a foreman.

Responsibility - The appointed individual will be given considerably less responsibility than the foreman he replaces. In general, he will carry out his normal job or duties as time permits plus:

- a) give direction to others;
- b) verify time slips.

Major decisions, disciplinary action, etc., will be the responsibility of others.

{l} Short-Handed Shifts

We are prepared to ensure that our supervisors make every possible effort to see that no operating shift will be short-handed.

Whenever an operator does not report for work and no part of the operation can be shut down or reduced, then the supervisors will either call in a replacement operator or hold one over from the previous shift on a voluntary basis. The preceding does not apply to vacations, holidays and lieu days.

{m} Overtime

(i) Maintenance

The following table outlines the procedure for obtaining maintenance employees for overtime work. The first group of names will be called first. If none of these are available, those in the second and succeeding groups will be called in that order.

- 1) The man doing the job during the day - unless he has good reason not to continue.
- 2) The voluntary overtime list
- 3) Outside Contractors assistance

The "voluntary overtime list" will be compiled each week in the following manner. Maintenance foremen or their delegate will canvass tradesmen and others under their direction soliciting those willing to work unscheduled or call-in overtime during the coming week - from 8:00 a.m. Tuesday to 8:00 a.m. the following Tuesday. This list will be used in an equitable manner [rotational when applicable] to assign overtime work. The Company and the Union will meet quarterly to discuss the equitable distribution of overtime.

(ii) Production and Other Areas

The following table outlines the procedure for obtaining employees for overtime work. The first group of names will be called first. If none of these are available, those in the second group will be called in that order.

- 1) Employee doing the job during the day unless the employee has good reason not to continue.
- 2) Voluntary overtime list

A voluntary overtime list will exist in each Department where there is a need for overtime and employees may sign the list to indicate their willingness to work overtime. The list will be utilized in an equitable manner (rotational where applicable) to assign overtime work. The Company and the Union will meet quarterly to discuss the equitable distribution of overtime.

(n) Shift Work Scheduling

In the application of seniority to the scheduling of shift work the following procedures will govern:

- 1) The Company will determine the qualifications for the classifications required.
- 2) The position will be offered to qualified employees on the basis of descending seniority in accordance with Article 11.02. In the event that no one accepts the position then the Company will appoint the junior qualified employee.
- 3) An employee who exercises his seniority for shift work will not exercise this right again for a period of 28 days without the mutual approval of the Company and the Union. The employee must give five (5) working days notice.

(o) Trades Apprenticeships

The separate memorandum of agreement outlines the terms and conditions governing trades and apprenticeships. Effective November 3, 1991, the apprenticeship ratio is amended to six tradesmen for each apprentice per trade group.

(p) Trade Amalgamation

These trades will be amalgamated upon ratification of a new collective agreement into new trades as follows:

Instrument Technician/Electrician	Job Class 23
Machinist/Millwright	Job Class 20
Pipefitter/Welder	Job Class 19
Carpenter/Painter	Job Class 16

The Parties have developed job descriptions for these amalgamated jobs.

Employees in amalgamated jobs will not be made redundant as a result of the amalgamation.

Initial Job Class in the amalgamated jobs will be at the employee's current level.

Progression will be time based and in accordance with Schedule B-1 as amended.

For purposes of layoff, vacation scheduling, etc. Seniority will be as per Article 11.02 of the Collective Agreement.

** The Parties mutually agree that employees in these amalgamated jobs may wish to avail themselves of an opportunity to become apprenticed in the other trades in their amalgamated jobs. The Company will provide a mechanism whereby at any one time, one tradesman from each amalgamated trade may enter into an indentured apprenticeship program.

** This opportunity will be made available on a seniority basis within the specific merged trade jobs. It is mutually understood that the Company does not require such additional apprenticeships and therefore there will be no additional wage increases in the amalgamated job classifications for such employees.

It is also mutually understood that the Company and the Union will provide an opportunity to employees affected by this amalgamation of trades to have input into the development of a training program for upgrading skills which may be required as a result of the amalgamation of trades. The Company agrees that the Union will appoint one representative from each of the original trades involved to act as a member of the training committee.

** The parties agree to suspend the operation of the two (2) paragraphs on page , designated by **, from July 1, 1991 to the day before the expiry of the new Collective Agreement.

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(q) EAP Program

The Company agrees to maintain an Employee Assistance Program (EAP) during the term of this agreement.

MEMORANDUM OF AGREEMENT

This Agreement made and entered into this 14th day of January, 1992.

By and between

Cameco Corporation
Port Hope, Ontario

(hereinafter called the "Company")

- and -

United Steelworkers of America
Local 13173

(hereinafter called the "Union")

WHEREAS it is the intent and purpose of the Company and the Union to continue twelve (12) hour shift schedules:

NOW THEREFORE THIS AGREEMENT WITNESSETH that the parties hereto hereby agree as follows:

1. Twelve (12) hours of work per day according to the applicable shift schedule shall be regarded as the normal complement of hours.
2. Employees will be scheduled to the three (3) day on, three (3) day off schedule or to the every other weekend off schedule.
3. Overtime payment will be made on the following basis:

a) Time and One-Half

- i) for all work performed up to the normal complement of hours during an employee's scheduled day off;
- ii) for all work performed up to the normal complement of hours on a recognized general holiday;
- iii) for all work performed in excess of the normal complement of hours on a scheduled work day of ten (10) hours.

b) Double Time

- i) for all work, performed in excess of the normal complement of hours on a scheduled work day of twelve (12) hours;
- ii) for all work performed in excess of the normal complement of hours during an employee's scheduled day off;
- iii) for all work performed in excess of the normal complement of hours on a recognized general holiday;
- iv) for all work performed up to the normal complement of hours on a Sunday if Sunday is the employee's scheduled day off;
- v) for all work performed in excess of the normal complement of hours on a Sunday when Sunday is a scheduled work day.

c) Double Time and One-Half

- i) for all work performed in excess of the normal complement of hours on a Sunday if Sunday is a scheduled day off.
4. Employees who are normally assigned to an eight (8) hour shift schedule on a Monday to Friday basis may be utilized to replace employees absent for extended periods of time for reasons other than vacation. For the purposes of this article, an extended period of time shall be interpreted to mean a period in excess of four (4) normally scheduled work shifts.

In the event that they are given a minimum of twenty-four (24) hours' notice prior to the commencement of the changed schedule, the provisions of the Memorandum of Agreement shall apply.

In the event of less than twenty-four (24) hours' notice, they shall be paid at the rate of time and one-half or the applicable overtime rate under the Collective Bargaining Agreement.

5. Pay for General Holidays shall be calculated pursuant to the requirements of the Canada Labour Code, such

that employees will be paid their regular rate of wages for their normal hours of work. Special leave days will be calculated on the basis of eight (8) hours pay per day so that an employee's entitlement of such days will be the equivalent of three (3) days or twenty-four (24) hours per year.

6. In the event that either party experiences unforeseen difficulties with any aspect of this Agreement and such difficulties cannot be mutually resolved, either party can terminate this Agreement upon fourteen (14) days notice.
7. Effective *Nov. 03/91, shift premium will be paid at the rate of 31.0¢ per hour worked on a twelve (12) hour continuous shift schedule. 'July 01/92, 32¢; July 01/93, 33¢.

Shift premium will be paid at the rate of 12.0¢ per hour worked on the 8:00 a.m. to 8:00 p.m. schedule.

Shift premium will be paid at the rate of 19.0¢ per hour worked on the 12:00 noon to 12:00 midnight, and 7:00 a.m. to 7:00 p.m. schedule (Janitors).

8. All employees who are assigned to a twelve (12) hour shift will receive a twenty (20) minute lunch period and two ten (10) minute coffee breaks during the shift.
9. Notwithstanding the above, the remaining provisions of the Collective Bargaining Agreement apply.
10. This twelve (12) hour shift is agreed to by the parties on the basis that the Company will not incur any additional costs as compared to the existing eight (8) hour shift schedule.
11. It is understood that the requirements of the Canada Labour Code as they relate to this Agreement will be complied with.
12. This Agreement becomes effective 12:01 a.m. July 01, 1991 and terminates at 12:00 midnight June 30, 1994.

THIS AGREEMENT **made** in quintuplicate and signed
this 14th day of January, 1992, at Port **Hope**, Ontario.

For
CAMECO CORPORATION
Port Hope, Ontario

Robert Tanaka
Gary McCracken
Aare Puhm
Tim Kennedy
Dave Chesher

For
UNITED STEELWORKERS
OF AMERICA

Ron **Varley**
Robert Robertson
Ron Davis
Brian **Spry**
Neil Pemberton
Roger Davis

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