

| | | | |
|-------------------|------|----|----|
| SOURCE | C.O. | | |
| EFF. | 92 | 10 | 19 |
| TERM. | 95 | 10 | 18 |
| No. OF EMPLOYEES | 170 | | |
| NOMBRE D'EMPLOYÉS | 80 | | |

AMENDMENTS

to the

AGREEMENT

between

**AM CAN--CASTINGS
LIMITED**

and

**UNITED
STEELWORKERS OF
AMERICA**

October 1992

OCT 18 1993

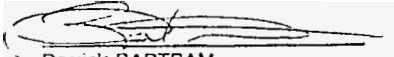
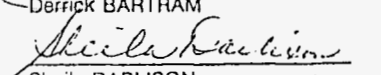
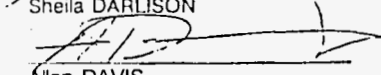
0160604

MEMORANDUM OF AGREEMENT
BETWEEN
AMCAN CASTINGS LIMITED
(hereinafter referred to as "the Company")

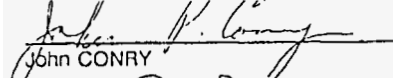
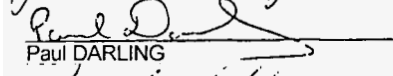
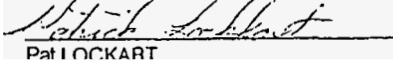
And
UNITED STEELWORKERS OF AMERICA, LOCAL 4153
(hereinafter referred to as "the Union")

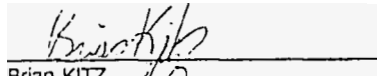
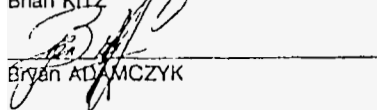
1. The parties herein agree to the terms of this memorandum as constituting full settlement of all issues in dispute.
2. Subject to ratification of this Memorandum of Agreement by the Union the parties agree to the following terms and conditions-
 - (i) The current Collective Agreement shall continue with full force and effect until the end of the term when it expires on October 18, 1992.
 - (ii) The current agreement, with the agreed-to amendments contained in this Memorandum, will commence for a term of three [3] years effective October 18th, 1992.
 - (iii) The amended and renewed collective agreement shall include the terms of the current collective agreement along with the incorporated amendments identified in Appendix "A" attached.

ON BEHALF OF THE COMPANY:


Derrick BARTRAM

Sheila DARLISON

Allan DAVIS

ON BEHALF OF THE UNION:


John CONRY

Paul DARLING

Pat LOCKART


Brian KITZ

Bryan ADAMCZYK

DATED AT Hamilton, Ontario this 19TH DAY OF FEBRUARY, 1992.

OCT 18 1993

AMCAN CASTINGS LIMITED

To: Brian Adamczyk
From: Allan Davis

1) LETTER OF UNDERSTANDING - "SERVICE TECHNICIANS"

2nd Paragraph Issued: October 18th, 1989

A suitable enclosure will be provided to house both the Foundry people and Technicians by April 1st, 1992.

It is understood that these individuals will comply with the strict set of standards for use and care as stated in the contract.

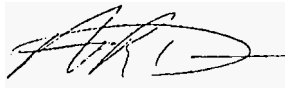
2) MAINTENANCE TRAINING PROGRAMME

It will be introduced within three months of signing and be all encompassing with our cross-training - everyone capable has to be upgraded.

3) Q.O.S. (QUALITY OPERATING SYSTEM)

Please peruse attached form for the dates of Management Team Meetings and feel welcome to come to any and all meetings. Please note that the chairman changes every nine weeks. therefore, John will be the chairman on June 9th, 1992.

92-10-19 -
95-10-18



Allan Davis
President & General Manager

02/18/92

SCHEDULE

Q.O.S. MANAGEMENT TEAM MEETINGS

Amcan Conference Room

Every 2nd Tuesday of the Month

| <u>DATE</u> | <u>TIME</u> | <u>CHAIRMAN</u> |
|---------------|-------------|-----------------|
| OCT. 8, 1991 | 11:00 AM | A. DAVIS |
| NOV. 12, 1991 | 11:00 AM | D. BARTRAM |
| DEC. 10, 1991 | 11:00 AM | G. WOODHOUSE |
| JAN. 14, 1992 | 11:00 AM | A. BOEHM |
| FEB. 11, 1992 | 11:00 AM | M. TROWBRIDGE |
| MAR. 10, 1992 | 11:00 AM | A. BORSATO |
| APR. 14, 1992 | 11:00 AM | G. TRIGIANI |
| MAY. 12, 1992 | 11:00 AM | G. CRAIG |
| JUN. 9, 1992 | 11:00 AM | J. CONRY |
| JUL. 14, 1992 | 11:00 AM | A. DAVIS |
| AUG. 11, 1992 | 11:00 AM | D. BARTRAM |
| SEP. 8, 1992 | 11:00 AM | G. WOODHOUSE |
| OCT. 13, 1992 | 11:00 AM | A. BOEHM |
| NOV. 10, 1992 | 11:00 AM | M. TROWBRIDGE |
| DEC. 8, 1992 | 11:00 AM | A. BORSATO |



Amcan Castings Limited

Head Office & Plant: 10 Hillyard Street,
P.O. Box 446, Station B
Hamilton, Ont., Canada L8L 7K3
(416) 527-9178 Fax: (416) 527-3150
Detroit locations use Box # 32348
Detroit Michigan 48232



LETTER OF UNDERSTANDING

Issued: February 1992

As stated in my letter to all Amcan Staff dated January 30th, 1992, upon the completion of a mutually-agreed-upon three-year extension to the existing contract, Amcan Castings Limited, 10 Hillyard Street Plant, will commit to installing the necessary and significant capital equipment for the New Venture Gear programs designated by our Job Nos. 1076 to 1081 at the Hillyard Street Plant. This commitment will extend for the life of the products barring loss of contract due to quality or delivery problems.

Further to this, it is the intention of the Company not to transfer any casting machines or casting dies from Amcan Castings Limited, Hillyard Street operation, during the life of the current agreement or the subsequent agreement which is effective October 18th, 1992, with the exception of Job No. 1075.

Allan R. Davis
President & General Manager

AMENDMENTS TO
THE COLLECTIVE AGREEMENT - 1992

Article V - Vacations With Pay

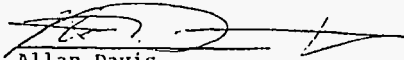
5.05 Add:

(a)(i) Every (E) Employee who has been steadily employed by the Company for a period of fifteen (15) years effective the first day of June 1995 shall be entitled to five (5) weeks vacation and shall receive as vacation pay an amount equivalent to ten percent (10%) of the earnings of such (E) Employee during the twelve (12) months immediately preceding the first of June in such year.

For The Company:


Derrick Bartram


Sheila Darlison

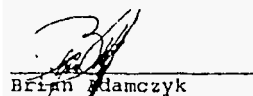

Allan Davis


For The Union:


John Conry


Paul Darling


Pat Lockhart


Brian Kitz


Brian Kitz


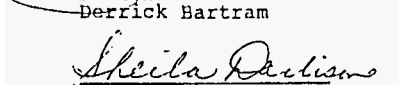
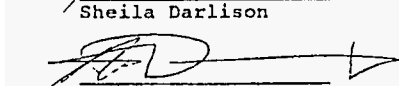
AMENDMENTS TO
THE COLLECTIVE AGREEMENT - 1992

ARTICLE VI - SENIORITY:

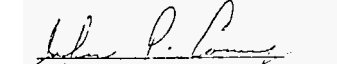
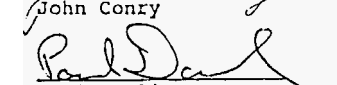
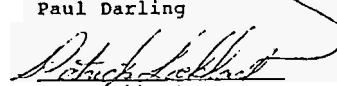
ADD TO:

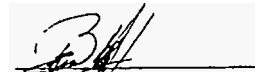
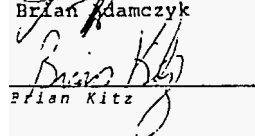
6:09 Whenever possible, the Company will endeavour
to give one (1) weeks notice of layoff.

For The Company:


Derrick Bartram

Sheila Darlison

Allan Davis

For The Union:


John Conry

Paul Darling

Pat Lockhart


Brian Adamczyk

Brian Kitz

AMENDMENTS TO
THE COLLECTIVE AGREEMENT - 1992

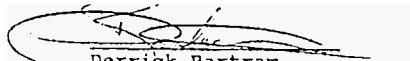

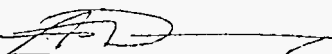
ARTICLE VI - SENIORITY:



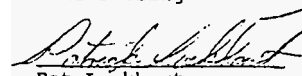
6:10(C) - New


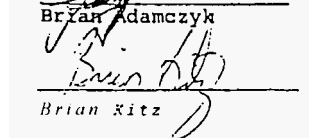
Whenever (E) Employees are recalled from layoff, the Company will endeavour to place them on the applicable shift (either 8 hours or 12 hours) last scheduled prior to layoff.

For The Company:

For The Union:


Derrick Bartram

Sheila Darlison

Allan Davis


John Conry

Paul Darling

Pat Lockhart


Bryan Adamczyk

Brian Kitz

AMENDMENTS TO
THE COLLECTIVE AGREEMENT • 1992

ARTICLE VI - SENIORITY

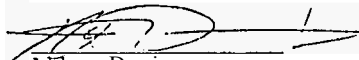
6:14(b) Change to Read:

that the above mentioned notice be sent to the Company not later than one (1) year from the most recent layoff date, and subsequently at yearly intervals, to a maximum of five (5) years, starting at October 18th, 1989.

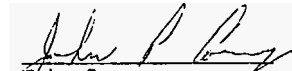
For The Company:


Derrick Bartram

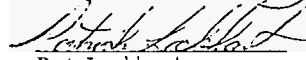

Sheila Darlison


Allan Davis

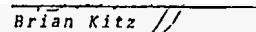
For The Union:


John Conry


Paul Darling


Pat Lockhart

B anŁ damczyk


Brian Kitz //

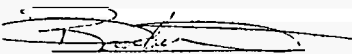
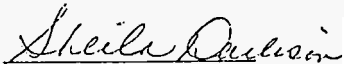
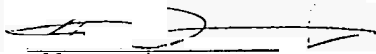
AMENDMENTS TO
THE COLLECTIVE AGREEMENT - 1992

ARTICLE VII - HOURS OF WORK:

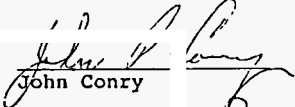

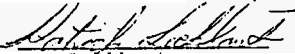
7:01(H) New

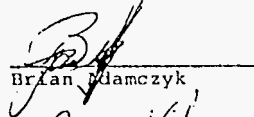
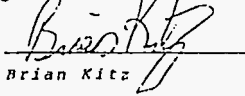
The Company will endeavour to give a minimum of one (1) weeks notice of a change from the twelve (12) hour shift to the eight (8) hour shift or visa versa.

For The Company:


Derrick Bartram

Sheila Darlison

Allan Davis

For The Union:


John Conry

Paul Darling

Pat Lockhart


Brian Mamiczyk

Brian Kitz

AMENDMENTS TO
THE COLLECTIVE AGREEMENT • 1992

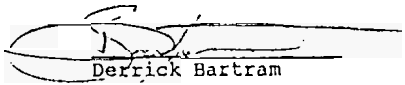
ARTICLE VIII • OVERTIME PREMIUMS:

8:02 (Second Paragraph)


Change to Read:

When the Company requires overtime, it shall request the (E) Employees in the Department to work such overtime, if the Company is thereby not able to secure the required number of competent, experienced personnel to meet its requirements, it shall then have the right to direct (E) Employees to work overtime, provided, however, that no (E) Employee shall be compelled to work more than eight (8) hours of overtime per month, unless such overtime requirements is the result of equipment breakdown or absence due to sickness of other scheduled (E) Employees.

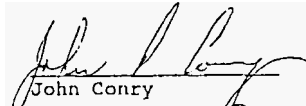
For The Company:


Derrick Bartram

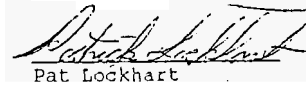

Sheila Darlison

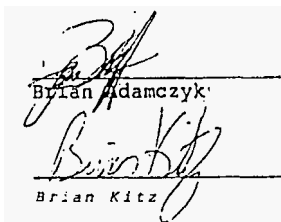

Allan Davis


For The Union:


John Conry


Paul Darling


Pat Lockhart


Brian Adamczyk


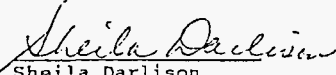
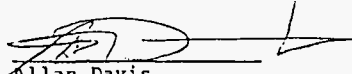

Brian Kitz

AMENDMENTS TO
THE COLLECTIVE AGREEMENT • 1992

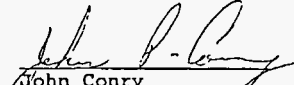

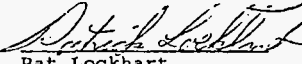
ARTICLE IX - STATUTORY HOLIDAYS

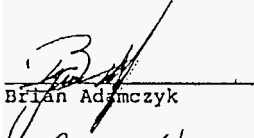

9:02 Change Dominion Day to Canada Day

For The Company:


Derrick Bartram

Sheila Darlison

Allan Davis

For The Union:


John Conry

Paul Darling

Pat Lockhart


Brian Adamczyk

Brian Kitz

AMENDMENTS TO
THE COLLECTIVE AGREEMENT - 1992

Article X - WAGE PLAN BENEFIT

10.01(b) Cost of Living

Add to (IV)(i) C.O.L.A. paid as a per hour amount will be rolled into the wage rates on October 18 annually.

- (ii) Effective October 18, 1992 - \$0.51 cents guaranteed
- Effective October 18, 1993 - \$0.51 cents guaranteed
- Effective October 18, 1994 - \$0.51 cents guaranteed

C.O.L.A. clause (IV)(i) will pay when formula reflects a payment in excess of \$0.51 cents.


For The Company:



Derrick Bartram



Sheila Darlison

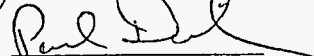


Allan Davis

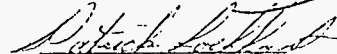
For The Union:




John Conry



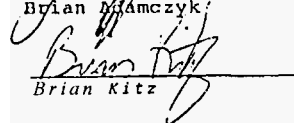
Paul Darling



Pat Lockhart



Brian Mamczyk



Brian Kitz

AMENDMENTS TO
THE COLLECTIVE AGREEMENT - 1992

ARTICLE XII - INSURANCE PLAN

12:02 O.H.I.P

Called Employer Health Tax, therefore, no longer applicable as stated:

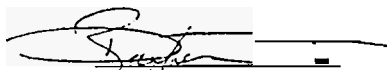
Change to Read:

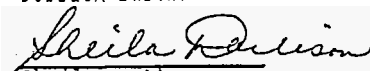
The Company agrees to pay one hundred percent (100%) of the cost of Employer Health Tax on behalf of seniority (E) Employees.

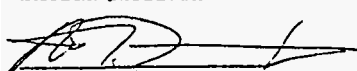
12:06(B) O.H.I.P. - Change to Employer Health Tax

Page 30 (A) The Company agrees to pay the premiums for Employer Health Tax.....

For The Company:


Derrick Bartram

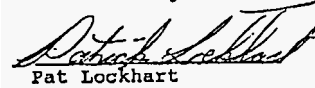

Sheila Darlison



Allan Davis

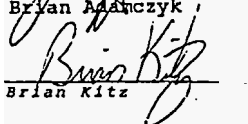
For The Union:


John Conry


Paul Darling


Pat Lockhart


Brian Anarczyk


Brian Kitz

AMENDMENTS TO
THE COLLECTIVE AGREEMENT ~ 1992

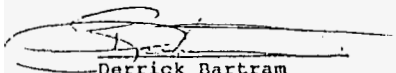
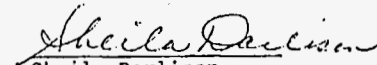
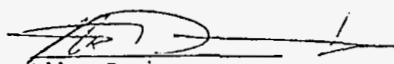
ARTICLE XII - INSURANCE PLAN

12:04 Dental Plan (3rd Paragraph)

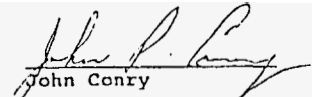

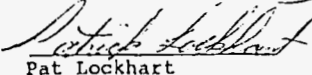
Change To Read:


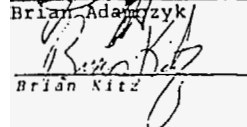
Effective November 1, 1990, the Company to provide orthodontic coverage to a \$2,000.00 lifetime maximum per employee and/or dependent with a 50% co-insurance.

For The Company:


Derrick Bartram

Sheila Darlison

Allan Davis

For The Union:


John Conry

Paul Darling

Pat Lockhart



Brian Adamzyk

Brian Kitz


AMENDMENTS TO
THE COLLECTIVE AGREEMENT - 1992

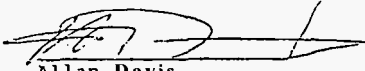
Article XVIII - Pension Plan

- 1) Increase bridging for all years of service.
- 2) Increase bridging \$1.00 on each year of agreement.

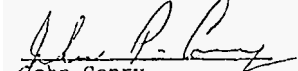
For The Company:



Derrick Bartram

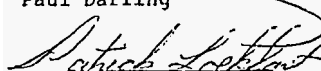

Sheila Darlison


Allan Davis

For The Union:


John Conry


Paul Darling


Pat Lockhart


Brian Adamczyk


Brian Kitz

EFFECTIVE OCTOBER 10, 1992

| JOB NO. | TITLE | START RATE | PROGRESSION 3 MONTHS | PROGRESSION 6 MONTHS | PROGRESSION 1 YEAR |
|---------|-------------------------|------------|----------------------|----------------------|--------------------|
| 4 | DIE REPAIRMAN LEADER | 20.08 | + .23 | 20.31 | |
| 5 | TOOLMAKER | 20.38 | + .22 | 20.60 | |
| 6 | DIE REPAIRMAN | 19.13 | + .23 | 19.36 | |
| 7 | TOOL REPAIRMAN | 19.38 | + .22 | 19.60 | |
| 8 | TOOLROOM MACHINIST | 19.38 | + .22 | 19.60 | |
| 10 | CASTING LEADER | 18.06 | + .20 | 18.26 | + .19 18.45 |
| 12 | CASTING SET-UP | 16.59 | + .20 | 16.79 | + .19 16.98 |
| 14 | CLEANING SET-UP | 16.75 | | | + .19 18.05 |
| 15 | Q.A. AUDITOR | 15.94 | | | + .19 18.20 |
| 17 | INSPECTION LEADER | 16.76 | | | + .19 18.05 |
| 20 | PRIMARY INSPECTOR "A" | 15.64 | | | + .19 18.05 |
| 28 | PRIMARY INSPECTOR "U" | 15.53 | | | + .19 18.05 |
| 28 | MATERIAL HANDLER I | 15.53 | | | + .19 18.05 |
| 31 | CASTING LABOURER | 15.21 | | | + .19 18.05 |
| 35 | SERVICE TECHNICIAN | 17.66 | + .20 | 17.86 | + .19 18.05 |
| 37 | SHIPPER | 16.72 | | | + .19 18.05 |
| 39 | DIE REPAIRMAN TRAINEE | 17.08 | | | + .19 18.05 |
| 40 | ELECTRICIAN I | 19.85 | + 11 | 19.96 | + .19 18.05 |
| 41 | ELECTRICIAN II | 19.45 | + 11 | 19.56 | + .19 18.05 |
| 42 | MILLWRIGHT I | 19.25 | + 11 | 19.36 | + .19 18.05 |
| 43 | MILLWRIGHT II | 18.86 | + 11 | 18.97 | + .19 18.05 |
| 44 | MAINTENANCE MECHANIC I | 18.25 | + 12 | 18.37 | + .19 18.05 |
| 45 | MAINTENANCE MECHANIC II | 18.00 | + 12 | 18.12 | + .19 18.05 |

+

| JOB NO. | TITLE | START RATE | PROGRESSION 3 MONTHS | PROGRESSION 6 MONTHS | PROGRESSION 1 YEAR |
|---------|--------------------------------|------------------|----------------------|----------------------|--------------------|
| 100 | CASTING OPERATOR | 16.62 | + .46 17.08 | + .44 17.48 | |
| 102 | MELTER | 15.48 | +1.39 16.87 | | |
| 104 | CLEANING HAND | 14.76 | +1.99 16.75 | | |
| 105 | MELTER LEADER | 16.10 | +1.48 17.58 | | |
| | SNR. MECHANICAL LEADER | See Append | x "D" | | |
| | SNR. ELECTRICAL LEADER | See Append | x "D" | | |
| | SHIFT GROUP LEADER-MAINTENANCE | See Append | x "U" | | |
| | COMPRESSOR ROOM CHIEF OPERATO | See Append | x "D" | | |
| | COLA rolled in at \$0.51 on | October 18, 19 2 | | | |

APPENDIX "B"

EFFECTIVE OCTOBER 18, 1993

| JOB NO- | TITLE | START RATE | PROGRESSION 3 MONTHS | | PROGRESSION 6 MONTHS | | PROGRESSION 1 YEAR | |
|---------|-------------------------|------------|----------------------|-------|----------------------|-------|--------------------|-------|
| 4 | DIE REPAIRMAN LEADER | 20.59 | +.23 | 20.82 | | | | |
| 5 | TOOLMAKER | 20.89 | +.22 | 21.11 | | | | |
| 6 | DIE REPAIRMAN | 19.64 | +.23 | 19.87 | | | | |
| 7 | TOOL REPAIRMAN | 19.89 | +.22 | 20.11 | | | | |
| 8 | TOOLROOM MACHINIST | 19.89 | +.22 | 20.11 | | | | |
| 10 | CASTING LEADER | 18.57 | +.20 | 18.77 | +.19 | 18.96 | .19 | 19.15 |
| 12 | CASTING SET-UP | 17.10 | +.20 | 17.30 | +.19 | 17.49 | .19 | 17.86 |
| 14 | CLEANING SET-UP | 17.26 | | | | | | |
| 15 | Q.A. AUDITOR | 16.45 | | | | | | |
| 17 | INSPECTION LEADER | 17.27 | | | | | | |
| 20 | PRIMARY INSPECTOR "A" | 16.15 | | | | | | |
| | PRIMARY INSPECTOR "B" | 16.04 | | | | | | |
| 28 | MATERIAL HANDLER I | 16.04 | | | | | | |
| 31 | CASTING LABOURER | 15.72 | | | | | | |
| 35 | SERVICE TECHNICIAN | 18.17 | +.20 | 18.37 | +.19 | 18.56 | .19 | 18.75 |
| 37 | SHIPPER | 17.23 | | | | | | |
| 39 | DIE REPAIRMAN TRAINEE | 17.59 | +(six month pr | | gression to 19. | |) | |
| 40 | ELECTRICIAN I | 20.36 | +.11 | 20.47 | | | | |
| 41 | ELECTRICIAN II | 19.96 | +.11 | 20.07 | | | | |
| 42 | MILLWRIGHT I | 19.76 | +.11 | 19.87 | | | | |
| 43 | MILLWRIGHT II | 19.37 | +.11 | 19.48 | | | | |
| 44 | MAINTENANCE MECHANIC I | 18.76 | +.12 | 18.88 | | | | |
| 45 | MAINTENANCE MECHANIC II | 18.51 | +.12 | 18.63 | | | | |

| | | PAI AT | DRESS MONTI | GI M TI | IS AR |
|-----|--------------------------------|------------|----------------|------------|----------|
| 100 | CASTING OPERATOR | 17.13 | + .46 | 17.59 | |
| 102 | MELTER | 15.99 | +1.39 | 17.38 | |
| 104 | CLEANING HAND | 15.27 | +1.99 | 17.26 | |
| 105 | MELTER LEADER | 16.61 | +1.48 | 18.09 | |
| | SNR. MECHANICAL LEADER | See Append | < "D" | | |
| | SNR. ELECTRICAL LEADER | See Append | < "D" | | |
| | SHIFT GROUP LEADER-MAINTENANCE | See Append | < "D" | | |
| | COMPRESSOR ROOM CHIEF OPERATOR | See Append | < "D" | | |
| | COLA rolled in at \$.051 only | - Oct 21 | 18 | 1993 | |

ATTACHED
EFFECTIVE OCTOBER 18, 1994

| JOB NO. | TITLE | START RATE | PROGRESSION 3 MONTHS | PROGRESSION 6 MONTHS | PROGRESSION 1 YEAR |
|---------|-------------------------|------------|----------------------------------|----------------------|--------------------|
| 4 | DIE REPAIRMAN LEADER | 21.10 | + .23 21.33 | | |
| 5 | TOOLMAKER | 21.40 | + .22 21.62 | | |
| 6 | DIE REPAIRMAN | 20.15 | + .23 20.38 | | |
| 7 | TOOL REPAIRMAN | 20.40 | + .22 20.62 | | |
| 8 | TOOLROOM MACHINIST | 20.40 | + .22 20.62 | | |
| 10 | CASTING LEADER | 19.08 | + .20 19.28 | + .19 19.47 | + .19 19.66 |
| 12 | CASTING SET-UP | 17.61 | + .20 17.81 | + .19 18.00 | + .19 18.19 |
| 14 | CLEANING SET-UP | 17.77 | | | |
| 15 | Q.A. AUDITOR | 16.96 | | | |
| 17 | INSPECTION LEADER | 17.78 | | | |
| 20 | PRIMARY INSPECTOR "A" | 16.66 | | | |
| | PRIMARY INSPECTOR "D" | 16.55 | | | |
| 28 | MATERIAL HANDLER I | 16.55 | | | |
| 31 | CASTING LABOURER | 16.23 | | | |
| 35 | SERVICE TECHNICIAN | 18.68 | + .20 18.88 | + .19 19.07 | + .19 19.26 |
| 37 | SHIPPER | 17.74 | | | |
| 39 | DIE REPAIRMAN TRAINEE | 18.10 | +(six month progression to 20.5) | | |
| 40 | ELECTRICIAN I | 20.87 | + .11 20.98 | | |
| 41 | ELECTRICIAN II | 20.47 | + .11 20.58 | | |
| 42 | MILLWRIGHT I | 20.27 | + .11 20.38 | | |
| 43 | MILLWRIGHT II | 19.88 | + .11 19.99 | | |
| 44 | MAINTENANCE MECHANIC I | 19.27 | + .12 19.39 | | |
| 45 | MAINTENANCE MECHANIC II | 19.02 | + .12 19.14 | | |

| JOB NO. | TITLE | START RATE | PROGRESSION 3 MONTHS | PROGRESSION 6 MONTHS | PROGRESSION 1 YEAR |
|---------|--------------------------------------|------------|----------------------|----------------------|--------------------|
| 100 | CASTING OPERATOR | 17.64 | + .46 18.10 | + 44 18.54 | |
| 102 | MELTER | 16.50 | +1.39 17.89 | | |
| 104 | CLEANING HAND | 15.78 | +1.99 17.77 | | |
| 105 | MELTER LEADER | 17.12 | +1.48 18.60 | | |
| | SNR. MECHANICAL LEADER | See Append | x "D" | | |
| | SNR. ELECTRICAL LEADER | See Append | x "D" | | |
| | SHIFT GROUP LEADER-MAINTENANCE | See Append | x "D" | | |
| | COMPRESSOR ROOM CHIEF OPERATOR | See Append | x "D" | | |
| | COLA rolled in at \$0.51 on 10/18/84 | | | | |

AMENDMENTS TO
THE COLLECTIVE AGREEMENT • 1992

LETTER OF UNDERSTANDING


Issued: February 1992 Issued By: Contract Neg. Comm.


It is the intent to cross train individuals to attain a productive group that is flexible in assisting in positions below and above their designated position.

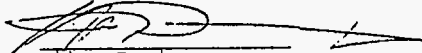
It is understood by the Company and the Union that not all employees are capable of being cross trained. However, if an individual has the potential, both the Company and the Union will encourage the maximum amount of training and utilization as possible given the circumstances.

It is further understood that a pre-requisite for newly-hired employees will be that they have the capabilities for positions below and above the position being sought.

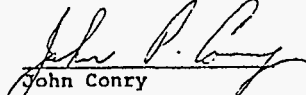
For The Company:



Derrick Bartram

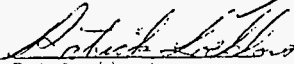

Sheila Darlison

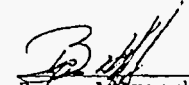

Allan Davis

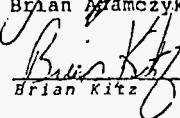
For The Union:


John Conry


Paul Darling


Pat Lockhart


Brian Mamczyk


Brian Kitz

AMENDMENTS TO
THE COLLECTIVE AGREEMENT - 1992

LETTER OF UNDERSTANDING

Issued: February 1992 Issued By: Contract Neg, Comm.

PLANT CLOSURE

Until the expiration date of this agreement, in the event of a total and permanent closure of Amcan Castings Limited, Hillyard Street Plant, the Company agrees to advise the Union as soon as reasonably possible.

The Company agrees to meet with the Union promptly after advising the Union of the decision to close all of the plant in order to discuss the closure and arrangements to assist employees in the transition to alternative employment.

The Company agrees to co-operate with the Union in the development of assistance to employees to find alternative employment.

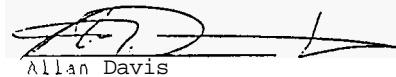
The Company agrees to pay an amount calculated as follows for those Employees whose employment is terminated as a result of such closure:

- a) Employees with five (5) years or more of service - one weeks pay for each year of service.

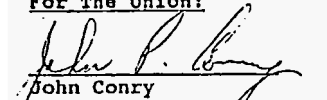
For The Company:


Derrick Bartram

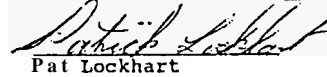

Sheila Darlison



Allan Davis

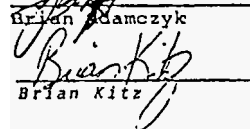
For The Union:


John Conry


Paul Darling


Pat Lockhart


Brian Samczyk


Brian Kitz

LS

AMENDMENTS TO
THE COLLECTIVE AGREEMENT - 1992

LETTER OF UNDERSTANDING

Issued: June 25th, 1991
Issued By: Contract Negotiation Committee


As per the Department of Labour, the Company and Union have agreed to accept the wording as follows:

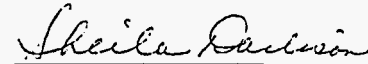
- 7:01(e) These (E) employees scheduled on the twelve (12)hour continuous shift will be permitted one (1) thirty (30)minute and one (1) twenty (20)minute paid lunch to be taken during the shift except during June, July and August, when each lunch period will be thirty (30) minutes.
- 7:01(f) (E) employees working on the twelve (12)hour continuous shift schedule will be permitted two (2) ten (10)minute breaks each shift except during June, July and August, when each break will be fifteen (15) minutes.


but, have agreed to follow current procedures as outlined in the contract under 7:01(e) and 7:01(f).

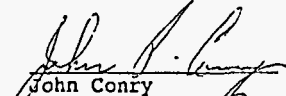
For The Company:


For The Union:

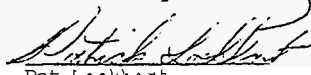

Darrick Bartram



/Sheila Darlison

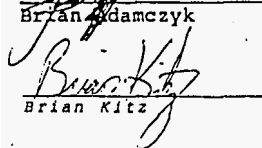

Ailan Davis


John Conry


Paul Darling


Pat Lockhart


Brian Adamczyk


Brian Kitz

AMENDMENTS TO
THE COLLECTIVE AGREEMENT - 1992

Change dates:

Letter of Intent #1 - Reissued: October 18, 1992

Letter of Intent #2 - Reissued: October 18, 1992

Letter of Intent #3 - Reissued: October 18, 1992

Letter of Intent #4 - Reissued: October 18, 1992

Letter of Intent #5 - Revised: February 1992
Remove from 3rd paragraph:
(and before October 18, 1992)

Letter of Understanding
Service Technicians - Reissued: October 18, 1992

Letter of Understanding:
Outside Help - Reissued: October 18, 1992

Letter of Understanding:
Attendance Incentive Programme - Reissued: October 18, 1992

Letter of Understanding:
Re: Special L.O.A. - Reissued: October 18, 1992

Hamilton Plant Rules - Reissued: October 18, 1992

Safety Rules - Reissued: October 18, 1992


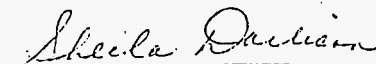

Changes re wording:

Article XVI: Change station B in company address to new address
LCD #1

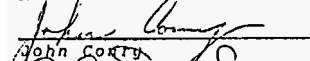


Article XXI: 21:01 Change 18th day of October, 1992 to 1995

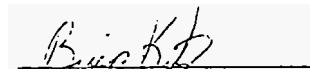
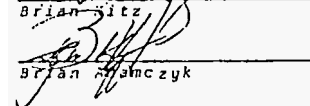
Introduction page in contract: change first paragraph to read:
THIS AGREEMENT ENTERED INTO AS OF THE 18th DAY OF OCTOBER, 1992..

FOR THE COMPANY:


Derrick Bartram

Sheila Darlison

Allan Davis

FOR THE UNION:


John Corry

Paul Darling

Pat Lockhart


Brian Nitz

Brian Winczyk