

SOURCE	Comp		
EFF.	88	04	01
TERM.	90	03	31
No. OF EMPLOYEES	255		
NOMBRE D'EMPLOYÉS	255		

# COLLECTIVE AGREEMENT

BETWEEN

CRANE CANADA INC.

BRANTFORD PLANT

AND

UNITED STEELWORKERS OF AMERICA

LOCAL 7480

APRIL 1, 1988 - MARCH 31, 1990

181303

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## BRANTFORD PLANT – LOCAL 7480

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COLLECTIVE AGREEMENT

BETWEEN: CRANE CANADA INC.  
Brantford Plant  
Brantford, Ontario

Hereinafter referred to as "the Company" of the First Part

AND: UNITED STEELWORKERS OF AMERICA  
Local No. 7480

Hereinafter called "the Union" of the Second Part

ARTICLE 1 - RECOGNITION

- 1.01 a) The Company recognizes the Union as the bargaining agent for all regular plant, office, clerical and technical employees working at its plant and office situated at 254 Henry Street, Brantford, Ontario, save and except foremen, supervisors, persons above the rank of foreman and supervisor, one (1) Secretary to the Plant Manager and Controller, one (1) Secretary to the Personnel Supervisor, professional engineers, a Personnel Assistant, students employed during the school vacation period, students employed under a corporate, cooperative university or community college training programme (up to a maximum of four (4) students at any one time, providing there are no employees on layoff from such classifications), and assistant foremen.
- b) In the event that outside Sales Representatives are employed by the Company they shall be excluded from the scope of the aforementioned bargaining unit in Clause 1.01 a).

- c) In the event that a Registered Nurse, and/or Registered Nursing Assistant, and/or First-Aid Attendant are employed by the Company, they shall be excluded from the scope of the aforementioned bargaining unit in Clause 1.01 a), providing that the greater part of work they are assigned to perform relates to medical and paramedical functions, and assignments associated therewith.
- d) In the event that additional Personnel Assistants are employed by the Company, they shall be excluded from the scope of the aforementioned bargaining unit provided that the primary purpose of their work assignments is within the exclusions of the Labour Relations Act, Section 1 (3) (b).

**1.02** The words "employee" or "employees" as used in this Agreement shall mean only such employees as are included in the bargaining unit as defined in paragraph 1.01 a).

**1.03** Employees defined in Clause 1.01 not in the bargaining unit, students employed during the vacation period excepted, shall not work on any production job which is included in the bargaining unit, except for the purpose of instruction, experimenting or in emergencies when regular employees are not available.

**1.04** Gender  
In this Agreement, words using the masculine gender include the feminine and neuter; the singular includes the plural, and the plural, singular where the text so indicates.

## ARTICLE 2 - MANAGEMENT OF THE PLANT

**2.01** The Union **recognizes** that it is the Company's exclusive right, to operate and administer its affairs

to direct the working force, to plan, direct and control operations, to schedule working hours, and the right to hire and select employees from any source, promote, demote, transfer, suspend or discharge employees, the right to ~~reestablish~~ and maintain reasonable rules and regulations covering the operations, a violation of which shall be among the reasons for discipline or discharge, and to release employees because of lack of work or for other reasons, the right to introduce new and improved standards or facilities, and to change existing production methods and facilities, the right to establish production standards, and to manage the operation in the traditional manner is vested exclusively in the Company, subject to the expressed provisions of this Agreement.

### ARTICLE 3 - UNION MEMBERSHIP

- 3.01 All regular employees who are Union members at the signing of this Agreement shall, as a condition of employment, maintain their Union membership in good standing for the duration of this contract.
- 3.02 All regular employees, who are not members of the Union at the date of the signing of this Agreement, shall, as a condition of employment, **authorize** the Company to deduct from their pay an amount equal to the local Union monthly dues, for the duration of the contract.
- 3.03 All employees hired after the signing of this Agreement, and probationary employees, on the completion of their probationary period, **may voluntarily elect to become or refrain from becoming** a member of the Union; such employee, however, shall, as a condition of employment, **authorize** the Company to deduct from their pay an amount equal to the local Union monthly dues for the duration of the Agreement.

**3.04** Dues are defined for the purpose of this Article as the regular Union dues in accordance with the International Union Constitution, and shall not include initiation fees or any other fees, assessments or dues for special purposes.

**3.05** The Company will, upon receipt of a dues deduction authorization card, such form to be approved by the Company voluntarily signed by an employee covered by Clause 3.01, 3.02 and 3.03 of this Agreement, who has completed their probationary period, for the duration of this Agreement, deduct the regular monthly dues of such employees from any pay cheque during each month, provided that a Statutory Holiday does not fall on any working day in the deduction reference week for the month. Employees absent during the deduction reference week or the payroll deduction week, but who have been paid earnings by the Company for a minimum of forty (40) hours during the month, will be deducted regular dues for the month. Any such authorization shall take effect as of the next regular deduction date after it is received by the Company. The Company will remit such monies by cheque within fifteen (15) calendar days of the date of deduction, to the International Treasurer, United Steelworkers of America.

The Company will, at the time of making each remittance to The International Treasurer, United Steelworkers of America, P. O. Box 13083, Postal Station "A", Toronto, Ontario M5W 1V7, supply a list of the names of each employee from whose pay, deductions have been made.

**3.06** An employee who becomes a member of the Union may withdraw his membership in the Union at any time sixty (60) calendar days prior to the termination of this Collective Agreement.

#### ARTICLE 4 - DISCRIMINATION

- 4.01** The Company and the Union agree that they will not discriminate, coerce, restrain or influence any employee on account of Union membership or non-Union membership in any labour organization.
- 4.02** The Union agrees that there shall be no Union activity of any kind during the working hours or on the premises of the Company at any time, except as specified in this Agreement.
- 4.03** The Union, its members and/or its agents or officers shall not intimidate or coerce, or attempt to intimidate or coerce in any manner whatsoever employees into Union membership. Any violation of this provision will entail immediate discharge.
- 4.04** The Company and the Union agree that, no employee will be discriminated against or be harassed due to race, ancestry, place of origin, ethnic origin, citizenship, creed, sex, age, record of offences, marital status, family status or handicap.

#### ARTICLE 5 - UNION STEWARDS

- 5.01** The Company acknowledges the right of the Union to appoint one (1) steward for forty (40) employees and one (1) additional steward for each total forty (40) additional employees, in each Department. Departments with less than forty (40) employees will be combined for the purpose of Steward representation, except the office department, and the Maintenance/Tool and Die Departments, each of which will be entitled to one (1) steward. The Union shall further be entitled to appoint one (1) Chief Plant Steward. Each steward at the time of his or her appointment must have completed one (1) year of seniority. Stewards shall be held responsible for the same quality and quantity of work,

while on the job, as other employees. The duty of such stewards shall be to represent the employee in dealing with complaints, and working conditions. Also, the processing of grievances as outlined in the grievance procedure.

- 5.02** Departments of the Plant are:
- a) Shipping and Receiving
  - b) Pattern and Tool Room
  - c) Maintenance
  - d) Melting and Moulding
  - e) Cleaning Room
  - f) Core Room
  - g) Machine Shop
  - h) Assembly and Test
  - i) Buffing and Plating
  - j) Quality Control and Laboratory
  - k) Office

- 5.03** The Union shall be entitled to appoint a Grievance Committee of four (4) members (such four to include the local President) for the purpose of processing grievances for employees covered by this Agreement. Each member of the Grievance Committee must have completed one (1) year of seniority prior to his appointment as a Committee member.

- 5.04** The Union shall be entitled to appoint three (3) members to the Plant Safety and Health Committee. Each member so appointed by the Union must have completed one (1) year of seniority prior to his appointment as a Safety and Health Committee member.

- 5.05** The Plant Safety and Health Committee, together with the Company representatives delegated by the Plant Manager shall hold monthly safety meetings, and safety inspection tours of the plant arranged by the Company. Copies of minutes will be distributed to all members of the Committee. The function of the Safety



and Health Committee shall be to advise the Plant Management concerning safety and health matters, but not to handle grievances.

**5.06** The Union will inform the Company in writing of the names of the Stewards, Grievance Committee, Safety and Health Committee and any other committees **recognized** by the Company, and any subsequent changes in such names. The Company will not be required to **recognize** any of the above names until such notification from the Union has been received.

**5.07** Stewards, Members of the Grievance Committee and Plant Safety and Health Committee shall report to and obtain permission from their foremen, whenever it becomes necessary to leave their work, for the purpose of carrying out any duties in relation to such committee function. Such permission will not be unreasonably withheld. The Steward and other committee members who are privileged to take up Union business in a department other than his own department must also obtain prior permission **of** the foreman of that department; such permission will not be unreasonably withheld. The Steward and other committee members shall report back to his foreman at the time they return to work.

**5.08** Stewards and other **recognized** committee members who are permitted to process grievances, or handle any other Union business on the Company's premises during Company time may do so without loss of pay up to one-half ( $\frac{1}{2}$ ) hour per day cumulative to a maximum of five (5) hours in any two (2) week period. Pay for such time will be at base hourly rate.

**5.09** The Union will be allowed to post, on bulletin boards as provided by the Company, notices regarding meetings and matters pertaining only to the Union. Before posting, all such notices must be approved by the Plant Manager or his representative.

- 5.10** It is agreed that the Union shall not distribute or cause to be distributed any hand bills, pamphlets, literature or Union information on Company premises or time, except for arrangements agreed to between the Union and the Company.

**ARTICLE 6 - SAFETY AND HEALTH**

- 6.01** All employees will be responsible for observing all safety rules and regulations designated by the Company and posted on the bulletin boards.
- 6.02** The Company and the Union will cooperate in the continuing objective to eliminate accidents and health hazards.
- 6.03** Safety equipment and devices will be supplied by the Company for all employees in those areas requiring the use of such protective measures.
- 6.04** All employees will be required to wear safety boots as a condition of employment. The Company will pay the **cost of such boots up to a maximum of \$50.00 per pair** and a maximum of two (2) pairs per year.
- Safety glasses will be provided to all employees and will be worn where required.
- 6.05.1** The Company will pay **100%** of the cost of prescription safety glasses and standard safety frames. The Company accepts no responsibility for employees' eye tests.
- 6.05.2** It is agreed that the Company will **recognize polycarbonate** (or similar plastic) lenses and frames which are **C.S.A.** approved for safety purposes to be acceptable substitutes for "safety glasses" as required in Article **6.05.1** on the condition that it is clearly understood that the Company will not accept

responsibility for replacing lenses of such plastic material for any reason, more often than once every two years.

- 6.06** Prescription safety glasses damaged on the job will be replaced by the Company at no cost to the employee. Prescription safety glasses will be replaced, if necessary, every two (2) years.
- 6.07** The cost of safety boots and prescription glasses will only be paid by the Company on the completion of an employee's probationary period.
- 6.08** Any employee who believes he is being required to work in an unsafe or unhealthy condition shall have the right to protest the unsafe or unhealthy condition, in accordance with the Occupational Health and Safety Act, 1978, Part V, Section 23.

#### ARTICLE 7 - STRIKES AND LOCKOUTS

- 7.01** The Union agrees that during the term of this Agreement, there shall be no strikes, sitdowns, work stoppage, slowdown, or suspension of work, either complete or partial, for any reason by any employee or employees. There shall be no lockout by the Company.
- 7.02** Any employee who participates in any interruption of work, work stoppage, strikes, slowdown, sitdown, may be subject to discipline by the Company.

#### ARTICLE 8 - GRIEVANCE PROCEDURE

- 8.01** The difference of interpretation or violations of any one of the stipulations of this agreement or any complaint or disagreement by the Company or by the Union, or by any employee covered by this Agreement, shall be considered the basis for a grievance.

### Step

The employee concerned, alone or accompanied by his department steward, must submit his grievance to his foreman or his representative within fifteen (15) working days from the date of the alleged violation of the agreement, or from the date the alleged violation of the agreement became known to **the grievor**. The Foreman shall render a verbal decision within five (5) working days following this meeting.

### step 2

Failing an answer or a satisfactory settlement in Step 1, the aggrieved **employee shall, alone** or accompanied by a Grievance Committee Member, meet with the Personnel Department or his representative, within eight (8) working days. At this time, the grievance must be submitted to the Company in writing. A decision will be rendered by the Personnel Department in writing within five (5) working days following the receipt of the grievance in writing.

### Step 3

Failing an answer or a settlement in Step 2, the aggrieved employee or the Grievance Committee shall refer the complaint in writing to the Plant Manager, or his representative, within fifteen (15) working days after a decision has been rendered by the Personnel Manager. The Plant Manager or his **representative shall render his decision in writing to** the employee or the Grievance Committee within ten (10) working days from the date the grievance was submitted to him in writing.

- 8.02 An employee must obtain prior permission from his foreman if he intends to spend time with a Union steward or the Grievance Committee in respect to a complaint. Such time spent by the employee will be paid for at the discretion of the Company.

- 8.03** An employee, upon request, will be granted permission, subject to Clauses 5.07 and 8.02, to have his union steward present at **any** performance review or discipline meeting called by the Company.
- 8.04** Prior to the reply of the Plant Manager either the Union or the Company may request a meeting with an accredited representative **of** the Union and the Grievance Committee to discuss the complaint.
- 8.05** Policy or group grievances initiated by the Company or by the Union will be originated at the third step **of** the grievance procedure.
- 8.06** Grievances dealing with discharge shall commence with the second step **of** the grievance procedure.
- 8.07** The time limits foreseen at the various steps of the grievance procedure may be extended by mutual consent in writing by both parties.
- 8.08** Failing a satisfactory settlement, the grievance may be submitted to a Single Arbitrator.

#### ARTICLE 9 - ARBITRATION

- 9.01** It shall be the responsibility **of** the party desiring arbitration to so inform **the** other party in writing within fifteen **(15)** working days after the Plant Manager or his representative rendered a decision or failed to render a decision as provided in Step 3 **of** the grievance procedure. At this time the notice must state in what respect the agreement has been alleged **to be violated or misinterpreted with reference to the** specific clause or clauses relied upon and the nature of the relief or remedy sought.

9.02 The Company and the Union will establish a list of Arbitrators whom they agree will be approached in rotation order, to hear any cases which may arise during this Agreement. Should the Arbitrator at the top of the list be unwilling or unable to hear the case within **twenty-one (21)** days or such longer period of time acceptable to both parties, his name will be placed at the bottom of the list and the next person named shall be approached on the same basis and so on until one able and willing to act has been determined.

If the Company and the Union are unable to agree upon an Arbitrator within ten (10) working days of the serving of notice, the Minister of Labour for the Province of Ontario will be requested to appoint one.

9.03 The decision of the Arbitrator shall be final and binding upon both parties. The Arbitrator shall be restricted in its award to the provisions of this Agreement and shall not in its award add to, delete from, or otherwise change any provisions of this Agreement.

9.04 Each party will equally bear the fees and expense of the Arbitrator. Any witnesses **called** by the parties will be at their individual expense.

9.05 Any extension of any time limits may be made by either party by **mutual consent** in writing or by ~~the~~ Arbitrator who will ~~advise~~ the parties in writing.

9.06 The Company and Union agree that the following is the list of Arbitrators referred to in Clause **9.02**:

Professor W.B. Rayner  
Faculty of Law  
University of Western Ontario  
London, Ontario  
N6A 3K7

Mr. P. John Brunner  
Barrister and Solicitor  
Suite 600  
111 Richmond Street West  
Toronto, Ontario  
M5C 2H5

Mr. Martin Teplitsky, Q.C.  
Barrister and Solicitor  
70 Bond Street  
Toronto, Ontario  
M5B 1X3

ARTICLE 10 - DISCHARGE OR SUSPENSION CASES

**10.01** Any employee who has been found to be wrongfully discharged or **suspended** and who is reinstated as a result of a grievance or arbitration procedure **shall** not lose **his** seniority rights **and shall be** reimbursed for loss of earnings resulting from such discharge or **suspension**, or **any** other decision as determined **by the** Arbitrator.

ARTICLE 11 - PROBATIONARY PERIOD

- 11.01** a) New employees shall be considered probationary for a **total of forty (40) days actually** worked: after which their seniority rating **shall be dated** from their original hiring **date**.
- b) During their probationary period, they shall be ~~subject to release by the Company at any time and~~ further, **the Company** will have **no** responsibility for reemployment of probationary employees if they are laid off.
- c) If a probationary employee who has **been laid off** due to lack of work is rehired by **the Company** within four **(4) consecutive months of his layoff date**, ~~the number of days he actually worked prior~~ to his layoff will be applied to his rehiring date, for purposes of his probationary period and **his original hiring date**.

## **ARTICLE 12 - SENIORITY**

- 12.01** The term "seniority" as used herein, shall mean accumulated service calculated from the employee's original hiring date.
- 12.02** For the purpose of seniority, the length of service shall be calculated in terms of years, months, weeks and days.
- 12.03** In the case of equality in seniority ranking, seniority shall be determined by the age of the oldest employee.
- 12.04** An employee will lose his seniority and his employment will be terminated for any of the following reasons:
- a) If he voluntarily quits.
  - b) If he is discharged, subject to the employee's right to grieve under Clause 8.06.
  - c) If the employee is absent without Company approved leave of absence for three (3) consecutive working days.
  - d) If an employee is retired under the Pension Plan referred to in Article 34 of the Collective Agreement.
  - e) If any employee has been laid off due to lack of work and does not return to work within forty-eight (48) hours after being contacted personally. Each employee will be notified personally to return to work. When the employee cannot be contacted] the Company will notify the employee by registered mail to his last known address and he will be allowed no more than two (2) working days from receipt of such notification to report for duty.



If an employee is at work with another employer he will not lose his seniority under this section if he reports for work with the Company on the first scheduled day of the work week next following his notice of recall.

- f) If an employee overstates an approved leave of absence without receiving an extension in writing of such **leave of absence**, a copy of which will be sent to the Union.
- g) If an employee with less than one (1) year seniority at time of layoff is laid off due to lack of work for a period extending beyond twelve (12) consecutive months; an employee with one (1) year but less than ten (10) years seniority at time of layoff for a period extending beyond eighteen (18) consecutive months; an employee with 10 or more years seniority at time of layoff for a period extending beyond twenty-four (24) consecutive months.
- h) If an employee is absent for a period exceeding eighteen (18) consecutive months on account of illness or compensable injury. This period is extended to twenty-four (24) consecutive months if the employee has ten (10) or more years of seniority at date of commencing absence.

It shall be the responsibility of the employee to ~~notify the Company in writing promptly~~ of any change in their address. If an employee fails to do so, the Company will not be responsible for failure of a notice to reach such employee.

- 12.05** If an employee is transferred to a position outside the bargaining unit, a notice of which shall be sent to the Union, he may, at the discretion of the Company, be transferred back to the bargaining unit with full Company seniority at any time within one (1) year.

- 12.06** a) When qualified junior employees are available, from the regular work force, the Company will give preference of choice of shifts to employees with the greatest seniority in each separate department.
- b) Members of the Union Executive Committee, President, Vice President, Recording Secretary, Financial Secretary and Treasurer (maximum five [5]) will be assigned day shift work, consistent with the Company's right to maintain a work force of employees who have the ability and qualifications to perform the work that is available.

#### ARTICLE 13 - PLANT-WIDE SENIORITY

- 13.01** An employee's Plant-wide Seniority will apply for the purposes of layoff, recall and job posting under the provisions of Articles 14, 15 and 17.

#### ARTICLE 14 - LAYOFF

- 14.01** When it is necessary to reduce the work force, seniority will be the guiding factor, consistent with the Company's right to maintain a work force of employees, who have the ability, qualifications and are willing to perform the work that is available, and accept the rate of the job.
- 14.02** Where the work force is reduced, probationary employees will be laid off first.
- 14.03.1** a) Where a surplus of employees develops because of a reduction of work requirement in any classification, the junior employee will be removed from that classification to the extent necessary and be placed by the Company in the previous classification obtained either on hiring

or through job bidding which was **permenently** held by such employee, resulting in the layoff of the most junior employee in that classification. The employee affected by such displacement will displace in a similar manner. Where there are no junior employees in such classification or no previous classification exists for such employee, he shall be placed by the Company in any job in his department for which he has the ability, qualifications and seniority, created by the layoff of the most junior employee in the department. An employee displaced from his department will be placed by the Company in any job in the Plant for which he has the ability, qualifications and seniority, created by the layoff of the most junior employee in the plant.

- b) An employee may elect layoff rather than exercise bumping rights consistent with the Company's right to maintain a work force of employees who have the ability and qualifications to perform the work that is available.

#### **14.03.2 Open Jobs**

The following jobclassifications are considered "open jobs" for which previous experience and qualifications are not required for the purpose of 14.03.1 (a):

Assembler  
Plating Racker  
Core Assembler & Cleaner  
Machine Operator "B"  
Tester - Plumbing  
Core Machine Operator "B"  
Core Setter  
Labourer  
Tester - Valves  
Trimming Press Operator  
Cutting Wheel Operator  
Grinder - Casting  
Bench Worker

- 14.04** Notwithstanding Clause 5.02, and for the purpose of Clause 14.03.1 only, the following departments shall beconsidered as one department: Machine Shop, Pattern and Tool Room, Maintenance, and Quality Control.
- 14.05** When a department is closed for vacation and for the purpose of taking inventory, the provisions of Clauses 14.01, 14.02, 14.03.1, 14.04, and 14.08 will not apply.
- 14.06** If no work is available for any reason beyond the control of the Company, such as fire, lack of power, Act of God, the provisions of Clauses 14.01, 14.02, 14.03.1, 14.04 and 14.08 will not apply for seven (7) calendar days.
- 14.07** In the event of 50% or more reduction in the work force in any department, an employee affected by the reduction may be laid off for a maximum period of five (5) working days without recourse to seniority, except that the most senior employee affected will be placed by the Company in the labouring jobs being performed in the Plant at the time of such reduction, provided they have the occupational qualifications and have more seniority than such labourers. In such case the labourers' affected will be laid off under Clause 14.07. It is understood that no employee will lose more than five (5) working days through application of this clause in any seven (7) month period. It is further understood that the junior employee in the classification affected will be the employee laid off. It is also understood that the provisions of 14.08 will not apply for five (5) working days.
- 14.08** A regular employee at work who is to be laid off from the Plant will be so notified by the Company at least two (2) normal scheduled days (see Article 20.05 ) before the layoff takes effect; or shall be paid in lieu thereof. The Company will verbally notify

employees to be laid off and if possible post a list of their names on the plant notice boards. A copy will be forwarded to the Financial Secretary, and five (5) copies to the Union President.

- 14.09 Members of the Union Executive Committee (maximum five [5]), the Chief Steward and members of the Grievance Committee shall not be laid off as long as work is available for which they have the ability and qualifications. If no work is available for such Union officers in their own department, they shall be permitted to replace junior employees elsewhere in the plant. Stewards shall not be laid off from their departments as long as there is work available for which they have the ability and qualifications. If no such work is available, they shall be subject to the provisions of Article 14.

#### ARTICLE 15 -RECALL

- 15.01 Recall of employees after layoff will be in the reverse order of layoff, as outlined in Clause 14.01.
- 15.02 Any employee who refuses a recall to an available job he is qualified to perform in the classification to which he was assigned prior to the layoff, will lose his seniority.
- 15.03 The Company may take reasonable steps necessary to fill a vacancy on a temporary basis, while the formal recall provisions of contacting and arranging for the return to work of the eligible employee are being complied with.
- 15.04 An employee having elected layoff rather than exercise bumping rights will only be eligible to recall to the classification he was declared surplus from at time of layoff.

- 15.05** An employee who is accepted into an apprenticeship or training program foregoes any previously existing recall rights to other job classifications, and during the training program, foregoes the rights to bid into other classifications.

**ARTICLE 16 - TEMPORARY TRANSFER**

- 16.01** An employee temporarily assigned at the direction of the Company to a classification other than his regular **classification** shall be paid his regular base hourly rate of pay or the rate of the job to which he is transferred, whichever is higher.
- 16.02** A transfer shall be considered temporary providing it does not exceed thirty (30) working days and during this period will not be subject to the seniority provisions of this agreement. If such transfer exceeds this period, the job will be **posted**.
- 16.03**
- a)** Vacant jobs created as a result of illness, occupational accident or leave of absence shall not be posted as permanent vacancies and may be filled at the discretion of the Company on a temporary basis for the duration of the illness, occupational accident or leave of absence. Such job vacancies will not be subject to the seniority provisions of the agreement during this period.
  - b)** Where the Company has been advised that an employee will be absent for more than thirty (30) consecutive days due to illness, occupational accident or leave of absence, and it is necessary to fill the position for that period, the Company will post the position as a temporary vacancy and will fill it using the same criteria as outlined in Article 17, however any subsequent vacancies arising from this position will be filled at the discretion of the Company.

## **ARTICLE 17 - JOB POSTING**

**17.01** If a permanent job vacancy exists, or new classifications are created, such openings shall be posted on a notice board for a period of three (3) working days, a copy of which will be supplied to the Union, during which time regular qualified employees not on layoff at the time of such posting, may make application in writing to the Personnel Department for such vacancy.

The Company will post the names of the successful applicant within three (3) working days.

The successful applicants will normally be moved to their new classifications within five (5) working days after completion of all postings procedures necessary to fill a vacancy. When an employee is retained in his old position beyond this period for Company convenience, the employee will be paid his new classification rate or his present rate, whichever is higher.

**17.02** An employee shall be permitted to bid for a lower, higher or lateral classification, however, an employee who bids for and is accepted in a lateral or lower classification for reasons other than:

- a) to enter a formal jobtraining program, or
- b) inability to continue in his present classification because of health reasons

will not be eligible to apply for another such job for a period of six (6) months.

It is understood that new employees will be classified by the Company upon completion of their probationary period, and such employees will only be entitled to apply for a job vacancy after having completed four (4) months of service with the Company.

**17.03** Employees bidding for a permanent job vacancy shall be considered by the Company on the following factors at the time of job posting:

- a) Ability, qualifications.
- b) Length of continuous service.

Where factors in a) are relatively equal, then b) will apply.

**17.04** Employees reclassified as a result of job bidding may be removed from such job at any time within thirty (30) days of actual work after such reclassification. Such employee will be returned to their former classification (subject to the provisions of Clause 14.03.1 of this Agreement).

**17.05** Nothing contained in this article shall be construed to limit the Company's right to hire employees from outside, if there are no qualified employees within the bargaining unit to fill the permanent vacancy available.

#### **ARTICLE 18 - STATUTORY HOLIDAYS**

**18.01** The following days will be considered as paid holidays:

New Year's Day  
Good Friday  
Victoria Day  
Dominion Day  
Civic Holiday  
Labour Day  
Thanksgiving Day  
Christmas Day  
Boxing Day  
The last working day before Christmas Day  
The last working day before New Year's Day  
or any day substituted by statute  
or decree for such holidays.



**18.02** If any of the holidays listed above falls on a Saturday or a Sunday (and has not been replaced by another day, by statute or decree), the holiday that falls on a Sunday will be observed on the following Monday, while, at the Company's discretion, if the Holiday falls on Saturday, such holiday will be observed either on the previous Friday or the following Monday.

**18.03** An employee will not be paid for a Statutory Holiday if:

- a) He has been laid off due to lack of work for a period exceeding seven (7) calendar days inclusive of the **recognized** statutory holidays.
- b) He is off work due to a certified illness for a period exceeding the first seven (7) calendar days of his illness, inclusive of the **recognized** statutory holidays.
- c) He is receiving compensation from the Workers' Compensation Board.
- d) He is on an approved leave of absence from the Company for a period exceeding three (3) working days before or after the statutory holidays.
- e) He is a probationary employee with less than thirty (30) calendar days of employment.

Employees absent from work on the working day immediately preceding or following any of the Statutory Holidays shall not be entitled to **pay** for the Holiday, unless such absence is covered by any of the above reasons.

- 18.04 At the discretion of the Company, the following arrangements may be exercised if a Statutory Holiday falls within an employee's annual vacation; an employee may be allocated an additional day in his vacation or may be granted another day's pay in lieu of additional time off.
- 18.05 Employees eligible for payment of a Statutory Holiday will be paid on the basis of eight (8) times the applicable hourly base rate of the job to which they were assigned prior to the Holiday, exclusive of shift premium and overtime.

#### ARTICLE 19 - VACATIONS

- 19.01 Vacations with pay shall be granted to all employees on the payroll of the Company, on the basis of their seniority with the Company, as defined in Article 12, Clauses 12.01, 12.02.
- 19.02 Employees with less than one (1) year of seniority as of May 1st shall be paid vacation, in accordance with the Vacation With Pay provisions of the Ontario Employment Standards Act.
- 19.03 One (1) year or more Seniority, as of May 1st, two (2) weeks with vacation pay at 4% of gross earnings based on the previous twelve (12) month period from May 1st to April 30th.
- 19.04 Five (5) years or more seniority, as of May 1st, three (3) weeks with vacation pay of 6% of gross earnings based on the previous twelve (12) month period from May 1st to April 30th.

**19.05** Effective May 1st, 1982 and each May 1st thereafter, an employee who has completed:

11 years service is entitled to  
3 weeks plus 1 day vacation,

12 years service is entitled to  
3 weeks plus 2 days vacation,

13 years service is entitled to  
3 weeks plus 3 days vacation,

14 years service is entitled to  
3 weeks plus 4 days vacation,

15 years service is entitled to  
4 weeks vacation at 8%.

Vacation pay will be calculated on the basis of 6% plus .4% for each day above three (3) weeks, of the gross earnings based on the previous twelve (12) month period from May 1st to April 30th.

**19.06** The period during which an employee may take his vacation shall be determined at the discretion of the Company.

**19.07** Seniority will govern the selection of preferential vacation dates, provided that such preference does not prevent the Company from having an adequate number of employees available to efficiently operate the Plant.

**19.08** The Company will post a notice of scheduled vacations not later than April 1st of each year.

**19.09** Any employee whose service is discontinued for any reason will be paid vacations in accordance with the Vacation With Pay provisions of the Ontario Employment Standards Act.

**19.10** Unless otherwise agreed upon, if a summer shutdown for vacation purposes is planned, it will be scheduled as follows:

1988: The end of work on July 22nd  
The end of work on July 29th

1989: The end of work on July 21st  
The end of work on July 28th

## **ARTICLE 20 - HOURS OF WORK**

**20.01** The normal hours of work will be eight (8) hours per day; and forty (40) hours will constitute a normal work week unless otherwise mutually agreed between the Company and the Union.

**20.02** The normal work day will be comprised of any eight (8) consecutive hours in the twenty-four (24) hour period unless otherwise mutually agreed between the Company and the Union.

**20.03** This statement of the normal hours of work shall not be construed as a guarantee of any minimum, nor as a restriction of any maximum number of hours of work per day, or per week, or of days of work per week.

**20.04** The lunch period is not considered part of the eight (8) hours. Any three (3) shift operations will be granted a twenty (20) minute paid lunch period.

**20.05** The normal scheduled days will be five (5) consecutive eight (8) hour days, Monday through Friday. Day shift hours will be 6:50 a.m. to 3:20 p.m. The afternoon shift will be 3:30 p.m. to 12:00 midnight. On three (3) shifts, the hours will be 7:00 a.m. to 3:00 p.m., 3:00 p.m. to 11:00 p.m., 11:00 p.m. to 7:00 a.m. (week commencing 11:00 p.m. Sunday night).

**20.06** In the event that it becomes necessary, due to a change in conditions or the introduction of new conditions, to establish a new shift, the starting time of such shift will be within two (2) hours before or after the time established for similar types of normal shifts. The Company shall notify the Union of any changes in normal hours of work before any changes are made.

#### ARTICLE 21 - OVERTIME

**21.01** Hours worked in excess of forty (40) hours in a calendar week or eight (8) hours in a day will be paid for at the rate of time and one-half ( $1\frac{1}{2}$ ) the base hourly rate.

**21.02** All work performed on Saturday excepting those hours of work as defined in Clauses 20.05 and 20.06 will be paid for at the rate of time and one-half ( $1\frac{1}{2}$ ) the base hourly rate.

**21.03** All work performed on Sunday excepting those hours of work as defined in Clauses 20.05 and 20.06 will be paid for at the rate of double (2) the base hourly rate.

**21.04** Work performed on any Statutory Holiday, excepting those hours of work as defined in Clauses 20.05 and 20.06, listed in Clause 18.01 of this agreement will be paid for at the rate of double the base hourly rate in addition to pay for the Statutory Holiday at straight time.

**21.05** Shift premiums shall not be included in the calculations of overtime compensation.

21.06 The Union and the employees agree they will not refuse to work overtime when requested to do so unless they have a valid reason.

21.07 a) Overtime will be distributed equally among qualified employees normally performing the work. Employees unable to work overtime shall be considered to have worked for the purposes of equalization.

b) Overtime for the Fork Lift Truck Operator Classification will be distributed as follows:

1) The distribution shall be within the department for employees in the classification of Fork Lift Truck Operator; and

2) If additional work is required, it shall be distributed equally among employees in the Fork Lift Truck Operator classification in the plant.

21.08 Employees scheduled to work overtime for two (2) hours or more beyond their normal scheduled daily shift will receive one ten (10) minute paid rest period prior to starting the overtime.

## **ARTICLE 22 – CALL-BACK PAY**

22.01 An employee who has completed his full daily or weekly shifts and who has left the Plant and is called back to perform additional or emergency work will be paid for the time actually worked at the applicable overtime rate. Employees called back under this clause will be guaranteed a minimum of four (4) hours of work at the applicable overtime rate.

## **ARTICLE 23 -- REPORTING-IN PAY**

**23.01** An **employee** who has not been notified in advance "not to report for work" and who reports for his regular shift will **be given** at least four (4) hours work, or if no work is available, he will be paid for a minimum of four (4) hours at his base hourly rate.

**23.02** This obligation on the Company will not prevail:

- 1) If no work is available because of:
  - a) A power shortage or failure of power supply beyond the control of the Company.
  - b) Any other conditions beyond the control of the Company.
- 2) If the employee has not kept the Company informed of his current address and telephone number.

## **ARTICLE 24 -- SHIFT PREMIUMS**

**24.01** A shift premium of thirty cents (30¢) per hour for all hours worked, to be increased to thirty-five cents (35¢) effective April 1, 1989, shall be paid to all employees working on the second shift (afternoon) and a shift premium of thirty-five cents (35¢) per hour for all hours worked shall be paid to all employees working on the third (night) shift.

**24.02** The normal afternoon shift includes all shifts commencing on or after 3:00 p.m. and the normal night shift includes all shifts commencing on or after 11:00 p.m. to 5:00 a.m.

**24.03** Scheduled shifts which commence during one shift premium period and end in another shift premium period shall be paid only the shift premium of the commencing shift.

ARTICLE 25 - LUNCH PERIOD

- 25.01** A lunch period of one-half ( $\frac{1}{2}$ ) hour (unpaid) will be provided for all employees, the time to be designated at the discretion of the Company.

ARTICLE 26 - REST PERIOD

- 26.01** A rest period of a ten-minute (10) duration will be granted during each half-shift, the time to be designated at the discretion of the Company.

ARTICLE 27 - OCCUPATIONAL ACCIDENTS

- 27.01** When an employee suffers an occupational accident on the Company premises during his working hours and is sent home by the Company, such employee will be paid his base hourly rate (inclusive of shift premium) for the balance of his shift, on the day on which the accident occurs.
- 27.02** When such employee returns to work, he shall be reinstated to his former classification subject to the provisions of Clause 14.03.1 of this Agreement.

ARTICLE 28 - SICK LEAVE OF ABSENCE

- 28.01** An employee who is sent home by the Company due to illness (occupational accidents excluded) will not be paid for the remainder of his shift.
- 28.02** When such employee returns to work, he shall be reinstated to his former classification subject to the provisions of Clause 14.03.1 of this Agreement.



## ARTICLE 29 - LEAVE Of ABSENCE

**29.01** A formal leave of absence without pay, for a valid reason: **acceptable** to the **Company**, may be granted for a period not to exceed one **(1)** month, provided such leave does not disturb the operations of the plant and written application is made to, and written approval obtained from the employee's immediate supervisor. The Company will endeavour to inform **employees** of its decision in writing within ten (10) working days from the receipt of the written application.

**29.02** Leave for Union Business  
An employee elected or nominated by the Union to attend Union conventions or meetings shall be granted a leave of absence without pay provided the Plant Manager is given at least one **(1)** week's notice in writing by the Union of such absence. Not more than two (2) employees in total shall be entitled to such leave of absence at any one time, however additional leaves of absences may be granted if the efficient operations of the Plant are not unduly affected.

**29.03** Leave of Absence for Permanent Union Business  
In the event an employee is appointed to officially work for the local or international Union, the employee, upon written request by the Union to the Plant Manager, shall be given a one **(1)** year leave of absence without pay.

Such leave of absence may upon written request from the Union be extended for an additional period of one **(1)** year.

**29.04** An employee on leave of absence shall accumulate seniority during such leave.

**29.05** Upon an employee's return from a leave of absence, the employee shall be reinstated to his former

classification subject to the provisions of Clause 14.03.1 of this Agreement.

**29.06** A leave of absence may be granted to a female employee who becomes pregnant, subject to the following conditions:

- a) The employee will have had twelve (12) months seniority or more, prior to the date the leave of absence commences.
- b) The leave of absence will not exceed four (4) calendar months prior to confinement and four (4) calendar months following confinement.
- c) The employee will accumulate seniority during such leave of absence for pregnancy.

**29.07** When the employee returns to work, after a leave of absence for pregnancy, she shall be reinstated to her former classification subject to the provisions of Clause 14.03.1 of this Agreement.

#### **ARTICLE 30 - BEREAVEMENT LEAVE OF ABSENCE**

**30.01** If a death occurs in the immediate family of a regular employee (probationary employees excepted), the employee will be given not more than three (3) working days leave of absence with pay during his regularly scheduled work week at his base hourly rate (exclusive of overtime and shift premiums) for the purpose of making funeral arrangements and attending the funeral.

The immediate family shall include the employee's spouse (including common-law spouse), mother, father, son, daughter, brother, sister, father-in-law, mother-in-law, grandparents, grandchildren, and stepparents. In no case shall payment be made under this clause after the day of the funeral.

When the employee is unable to attend the funeral, he shall be granted two (2) days leave with pay (to be taken at the time of the funeral).

- 30.02** The employee must provide written justification to substantiate his absence and qualify for bereavement pay.

#### ARTICLE 31 - JURY DUTY

- 31.01** An employee who is called for jury service shall be excused from work for the days on which he serves and he shall receive, for each such day of jury service on which he otherwise would have worked, the difference between eight (8) times his base hourly rate (exclusive of overtime and shift premiums) and the payment he receives for jury service. The employee will present proof of service and the amount of pay received therefor.

#### ARTICLE 32 - DISCIPLINARY NOTICES

- 32.01**
- a) In the event that an employee is sent home for reason of an alleged violation, the Company will take action within one (1) calendar week from the time of the alleged violation.
  - b) If an employee has not been formally disciplined for a period of twenty-four (24) months, any formal disciplinary notices he received prior to that time will not be used against him.

#### ARTICLE 33 - SCHEDULE "A"

- 33.01** The hourly wage rates and the job classifications are outlined in Schedule "A" and its appendices listed hereunder. By reference this Schedule is made part of this Agreement.

Appendix I	<b>Terms and conditions of the training program</b>
Appendix II	Training Program and Schedule of Rates for Buffer Trainee and/or Polisher Trainee
Appendix III	Training Program and Schedule of Rates for <b>Machine</b> Operator "A" and/or <b>Hydro</b> Mould Operator Trainee, and Set Up "C"
Appendix IV	Training Program and Schedule of Rates for <b>Quality Control</b> Inspector "B" and/or <b>Quality Control</b> Inspector "A" Trainee
<b>Appendix V</b>	Training Program and Schedule of Rates for Precision <b>Tool</b> and Cutter Grinder Trainee
Appendix VI	Training Program and Schedule of Rates for <b>Tool</b> and Die Maker and/or Pattern Maker <b>Apprentice</b>

#### ARTICLE 34 - SCHEDULE "B"

**34.01** The terms and conditions of the Welfare Group Insurance are outlined in Schedule "B" and by reference herein is made part of this Agreement.

#### ARTICLE 35 - PENSION PLAN

**35.01** The terms of the Pension Plan are contained in a separate agreement and are by reference herein made part of this Agreement.



**ARTICLE 36 - AGREEMENTS**

**36.01** The Union agrees that ~~this Agreement~~ *constitutes* the entire agreement between the parties and that any and all previous agreements, supplementary agreements, letters of intent, understandings, etc., whenever made and whether or not reduced to writing, are hereby cancelled and that, effective upon the signing of this agreement, the Company's obligations respecting conditions of employment, working conditions and employee benefits are limited exclusively to those specifically stated in this Agreement.

**ARTICLE 37 - DURATION OF AGREEMENT**

**37.01** This Agreement shall become effective the first (1st) day of April, 1988 and shall remain in effect until the thirty-first (31st) day of March, 1990.

## **ADDENDUM**

This Addendum to the Collective Agreement will only apply to those employees in the "Office" Department of Local 7480 of the United Steelworkers of America.

The terms and conditions of the Master Agreement shall apply to the employees covered by this Addendum except as specifically indicated hereunder:

### ARTICLE 1 - RECOGNITION

- 1.03 Replace master clause by:  
Employees not in the bargaining unit, as described in Article 1.01 a), b), c), d), shall not be restricted from performing work which is **recognized** as work of the employees covered by this Agreement.

### ARTICLE 3 - UNION MEMBERSHIP

- 3.05 Modify master clause as follows:  
In the first paragraph change "forty (40) hours" to read "thirty-seven and one-half (37½) hours".

### ARTICLE 6 - SAFETY AND HEALTH

- 6.04 Replace master clause by:  
Office employees who are required, as part of their duties, to regularly work in the shop area will be provided with safety boots, up to a maximum of \$50.00 per pair and a maximum of one (1) pair per year, and they will be required to wear safety boots at all times they are in the shop area.

The Company will also pay **100%** of the cost of prescription safety glasses and standard safety frames for such employees, and they will be required to wear such eye protection at all times they are in the shop area. The Company accepts no responsibility for employees' eye tests.

- 6.05** Replace master clause by:  
Off ice employees not required to work in the shop area, or who do so only on incidental occasions, will be provided with the eye protection provided plant visitors (and will be required to wear it in the shop areas), but will not be required to wear safety boots, nor will these be provided.

#### ARTICLE 16 – TEMPORARY TRANSFER

- 16.01** Replace master clause by:  
An employee temporarily assigned, at the direction of the Company, to a classification other than his regular classification for a period in excess of four (4) consecutive working days shall be paid his regular base hourly rate of pay, or the rate of pay of the job to which he was transferred, whichever is higher, for the full period so worked.

#### ARTICLE 18 – STATUTORY HOLIDAYS

- 18.05** Modify master clause as follows:  
Change "eight (8)" to read "seven and one-half (7½)" and delete the words "shift premium and"

#### ARTICLE 20 – HOURS OF WORK

Replace the master clauses under Article 20 by:

- 20.01** The normal hours of work will be seven and one-half (7½) hours per day; and thirty-seven and one-half (37½) hours will constitute a normal work week.

- 20.02** The normal work day will be comprised of any seven and one-half ( $7\frac{1}{2}$ ) consecutive hours in the twenty-four (24) hour period.
- 20.03** This statement of the normal hours of work shall not be construed as a guarantee of any minimum, nor as a restriction of any maximum number of hours of work per day, or per week, or of days of work per week.
- 20.04** The lunch period is not considered part of the seven and one-half ( $7\frac{1}{2}$ ) hours.
- 20.05** The normal scheduled days will be five (5) consecutive seven and one-half ( $7\frac{1}{2}$ ) hour days, Monday through Friday.
- 20.06** In the event that it becomes necessary, due to a change in conditions or the introduction of new conditions, to establish new working hours, the starting time of such working hours will be within two (2) hours before or after the working hours presently established. The Company shall notify the Union of any changes in normal hours of work before any changes are made.

## **ARTICLE 21 - OVERTIME**

Replace the master clauses under Article 21 by:

- 21.01** Hours worked in excess of thirty-seven and one-half ( $37\frac{1}{2}$ ) hours in a calendar week or seven and one-half ( $7\frac{1}{2}$ ) hours in a day, will be paid for at the rate of time and one-half ( $1\frac{1}{2}$ ) the base hourly rate.
- 21.02** All work performed on Saturday will be paid for at the rate of time and one-half ( $1\frac{1}{2}$ ) the base hourly rate.



- 21.03 All work performed on Sunday will be paid for at the rate of double (2) the base hourly rate.
- 21.04 Work performed on any paid Holiday, listed in Clause 15.01 of this Agreement will be paid for at the rate of double the base hourly rate, in addition to pay for the paid Holiday at straight time.
- 21.05 The Union and the employees agree they will not refuse to work overtime when requested to do so, unless they have a valid reason.
- 21.06 Employees scheduled to work overtime for two (2) hours or more beyond their normal scheduled daily hours will receive one ten (10) minute paid rest period.

#### ARTICLE 26 - REST PERIOD

- 26.01 Modify master clause as follows:  
Change "ten-minute (10)" to read "fifteen (15) minute".

#### ARTICLE 31 - JURY DUTY

- 31.01 Modify master clause as follows:  
Change "eight (8)" to read "seven and one-half (7½)".

IN WITNESS WHEREOF each of the parties hereto has  
caused this AGREEMENT to be signed by their duly  
authorized officials or representatives as of the  
27<sup>th</sup> day of September 1988.

CRANE CANADA INC.  
BRANTFORD PLANT,  
BRANTFORD, ONTARIO

UNITED STEELWORKERS  
OF AMERICA,  
LOCAL 7480

<u><i>James M. ...</i></u>	<u><i>Jeff Bedford</i></u>
<u><i>James M. ...</i></u>	<u><i>George Henry</i></u>
<u><i>Doug ...</i></u>	<u><i>Green ...</i></u>
<u> </u>	<u><i>John ...</i></u>
<u> </u>	<u> </u>

SCHEDULE "A"		HOURLY WAGE RATE			
<u>Classifications</u>	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>
Assembler	8.83	9.13	9.33	9.61	9.80
Core Assembler & Cleaner Machine Operator "B" Plating Racker	8.89	9.19	9.39	9.67	9.86
Buffer, Trainee Core Machine Operator "B" Coresetter	8.97	9.27	9.47	9.75	9.94
-Labourer					
Tester - Plumbing					
Lab Technician "B"	9.00	9.30	9.50	9.79	9.98
Tester -.Valves	9.08	9.38	9.58	9.87	10.06
Benchworker	9.22	9.52	9.72	10.01	10.21
Clerk					
Cutting Wheel Operator					
Fork Lift Truck Operator					
Foundry Schedule Clerk					
Grinder - Castings					
Mechanical Sweeper Operator					
Production Control Clerk					
Scaleperson					
Trimming Press Operator					
Wheelabrator Operator					

SCHEDULE "A"

HOURLY WAGE RATE

<u>Classifications</u>	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>	<u>Apr. 1/08</u>	<u>Oct. 1/80</u>
Auto. Cutoff Machine Operator	9.47	9.77	9.97	10.27	10.47
Clerk (Shipping & Receiving)					
Core Machine Operator					
<b>Hydro-Mold</b> Machine Operator Trainee					
Machine Operator "A" - Trainee					
Order Filler & Stock Person					
quality Control inspector "B" - Trainee					
Sand Mixer - Core Room					
Sand System Operator (Foundry)					
Scrap Inspector					
Pattern Maker - Apprentice	9.56	9.86	10.06	10.36	10.56
<b>Tool</b> and Die Maker - Apprentice					
Melters Helper	9.59	9.89	10.09	10.39	10.59
Stockperson (A. & T. Stores)					
Assembly & Test Set-up	9.60	9.90	10.10	10.40	10.61
Core Machine Set-up					
<b>Furnace &amp; Ladle</b> Repair					
Maintenance Stockroom Attendant					
Set-up Person - Cleaning Room					

SCHEDULE "A"		HOURLY WAGE RATE			
<u>Classifications</u>	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>
Helper, Maintenance	9.68	9.98	10.18	10.49	10.69
Buffer Lab Technician "A" Polisher, Trainee	9.73	10.03	10.23	10.54	10.74
Furnace Operator "B" Hydro-Mold Machine Operator Quality Control Inspector "A" - Trainee Quality Control Inspector "B" Machine Operator Production "A" Set-up Person "C" - Trainee	9.83	10.13	10.33	10.64	10.85
Herman Machine Operator Polisher II Tool Crib Attendant	9.86	10.16	10.36	10.67	10.88
Furnace Operator "A"	9.96	10.26	10.46	10.77	10.98

SCHEDULE "A"		HOURLY WAGE RATE			
Classifications	Oct. 1/87	Apr. 1/88	Oct. 1/88	Apr. 1/88	Oct. 1/88
Tool Sharpener	10.05	10.35	10.55	10.87	11.08
Plater Set-up Operator Set-up Person "C"	10.12	10.42	10.62	10.94	11.15
Quality Control Inspector "A"	10.47	10.77	10.97	11.20	11.52
Acme Buff Set-up Person Polisher I	10.55	10.85	11.05	11.30	11.60
Precision Tool and Cutter Grinder Trainee	10.59	10.89	11.09	11.42	11.64
Set-up Person "B"	10.77	11.07	11.27	11.61	11.83
Laboratory Technologist	11.33	11.63	11.83	12.18	12.42
Set-up Person "A" Chucker Set-up Person "A" Bar Section	12.27 + .15	12.72	12.92	13.31	13.57

# SCHEDULE "A"

Classifications	HOURLY WAGE RATE			
	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>	<u>Oct. 1/88</u>
<b>SKILLED TRADES</b>				
4th Class Stationary Engineer	10.51	10.81	11.01	11.34
Carpenter	10.88	11.18	11.38	11.72
Tool & Gauge Inspection	11.33	11.63	11.83	12.18
Precision Tool & Cutter Grinder	12.29	12.59	12.79	13.17
Machine Repair Person	12.46	12.76	12.96	13.35
Fork Lift Mechanic				
<b>Electrician</b>	12.52	12.82	13.02	13.41
Tool & Die Maker	12.83	13.13	13.33	13.73
Pattern Maker				
Electrician - Electronics	13.03	13.33	13.53	13.94

Lead Hand: Employee's Classification Rate plus twenty (20) cents per hour  
 Pager Rate: Employee's Classification Rate plus twenty (20) cents per hour

SCHEDULE "A"

HOURLY WAGE RATE

<u>Classifications</u>	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>
<b>OFFICE</b>					
Office Clerk (Junior) <b>Receptionist/Typist</b>	<b>7.73</b>	<b>8.03</b>	<b>8.23</b>	<b>8.48</b>	<b>8.64</b>
<b>Data Entry Clerk</b> Junior <b>Accountant</b> Junior Draftsperson Senior Clerk <b>Typist</b>	<b>7.98</b>	<b>8.28</b>	<b>8.48</b>	<b>8.73</b>	<b>8.90</b>
Customer Service Clerk <b>Input-output Control Clerk</b> Intermediate <b>Accountant</b>	<b>8.43</b>	<b>8.73</b>	<b>8.93</b>	<b>9.20</b>	<b>9.38</b>
Intermediate Draftsperson Inventory Cycle Counter	<b>8.95</b>	<b>9.25</b>	<b>9.45</b>	<b>9.73</b>	<b>9.92</b>
Intermediate Payroll Clerk	<b>9.03</b>	<b>9.33</b>	<b>9.53</b>	<b>9.82</b>	<b>10.01</b>
Junior Engineering Analyst Junior <b>Estimator</b>	<b>9.08</b>	<b>9.38</b>	<b>9.58</b>	<b>9.87</b>	<b>10.06</b>



SCXEDU< "A"		XO HLY WAGE RATE			
Classifications		<u>Oct. 1/87</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>	<u>Oct. 1/88</u>
OFFICE					
Customs Clerk		9 72	9.52	9.72	10.21
M.R.P. Cycle Counter					
M.R.P.Planner		9 53	9.53	10 08	10.53
Senior Accountant					
Intermediate Engineering Analyst		10 12	10.42	10 62	11.15
Senior Draftsperson					
Master Production Scheduler		10 21	10.51	10.71	11.25
Buyer		11.03	11.33	11 53	12.11
Senior Engineering Analyst		12.43	12.73	12.93	13.58
Senior Estimator					
Tool Design Analyst					

## APPENDIX I

### TRAINING PROGRAMS

The following terms and conditions apply to training programs recognized under this Collective Agreement:

- (a) When an opening becomes available in a training program which is part of the Agreement, the Company will post the vacancy in accordance with the job posting provisions of the Agreement (See Article 17.01, 17.02, 17.03, 17.04 and 17.05). The job posting will include a description of the qualifications determined by the Company to be necessary for the trainee to possess.
- (b) Careful assessment will be made at any time during and upon completion of each stage of this program, to determine the trainee's ability and progress to meet quality and quantity standards.
- (c) If, at any time during the training period, the trainee does not demonstrate the potential or capability to meet with the requirements of the training program, he will be returned to his former classification subject to the provisions of Clause 14.03.1 of this Agreement.
- (d) Upon successful completion of each stage, the trainee will progress to the next stage of each one of the training programs and will be paid the rate applicable to this particular stage. The time scheduled for each stage, to be considered as a minimum of the duration.
- (e) Provision of Clause 17.02 of this Agreement will not apply to any employee accepted and placed on a training program.

- (f) It is understood **that the** duration **of the** programs **and** the rates to **be** paid are based on hours actually worked and such time **does not** include **sickness, accident, leave of absence, vacations,** statutory holidays or **time lost** for **any** other reasons.
- (g) It is understood **that this** program will **only be** for the duration of **the** current Collective Agreement and **that the schedule may** unilaterally **be adjusted** upwards or downwards or cancelled at any time prior to the termination **of the** current Collective Agreement.
- (h) Employees having **successfully completed any one of the attached** training programs **would become** eligible to exercise their rights as outlined in Article 12 - Clause 12.06 of this Agreement.

## APPENDIX II

### TRAINING PROGRAM AND SCHEDULE OF RATES FOR BUFFER TRAINEE AND/OR POLISHER TRAINEE

	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>	<u>Apr. 1/88</u>	<u>Oct. 1/00</u>
<b><u>BUFFER TRAINEE</u></b>					
Step 1 - 480 hours (starting rate)	8.97	9.27	9.47	9.75	9.94
Buffer - 480 hours	9.73	10.03	10.23	10.54	10.74
Successful Completion (Buffer Training Program)	9.73	10.03	10.23	10.54	10.74
<b><u>POLISHER II TRAINEE:</u></b> Candidates for this Program will have spent a minimum of three months actually worked in the classification of Buffer.					
Step 1 - 960 hours (starting rate)	9.73	10.03	10.23	10.54	10.74
Successful Completion (Polisher II Training Program)	9.86	10.16	10.36	10.67	10.88
<b><u>POLISHER I TRAINEE:</u></b> Candidate for this Program will have previously successfully completed Polisher II Training Program.					
Step 1 - 1920 hours (starting rate)	9.86	10.16	10.36	10.67	10.88
Successful Completion (Polisher I Training Program)	10.55	10.85	11.05	11.38	11.60

### APPENDIX III

#### TRAINING PROGRAM AND SCHEDULE OF RATES FOR MACHINE OPERATOR "A" AND/OR HYDRO MOULD OPERATOR TRAINEE AND SET UP "C" TRAINEE

	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>	<u>Apr. 1/88</u>	<u>Oct. 1/80</u>
<b>MACHINE OPERATOR "A" TRAINEE OR HYDRO MOULD OPERATOR TRAINEE</b>					
Step 1 (480 hours) Starting Rate	<b>9.47</b>	<b>9.77</b>	<b>9.97</b>	<b>10.27</b>	<b>10.47</b>
Step 2 (480 hours)	<b>9.59</b>	<b>9.89</b>	<b>10.09</b>	<b>10.39</b>	<b>10.59</b>
Successful Completion (Machine Operator "A" training program) (Hydro Mould Operator training program)	<b>9.83</b>	<b>10.13</b>	<b>10.33</b>	<b>10.64</b>	<b>10.85</b>
<b>SET-UP "C" TRAINEE</b>					
Step 1 (480 hours) Starting Rate	<b>9.83</b>	<b>10.13</b>	<b>10.33</b>	<b>10.64</b>	<b>10.85</b>
Step 2 (480 hours)	<b>9.98</b>	<b>10.28</b>	<b>10.48</b>	<b>10.79</b>	<b>11.00</b>
Successful Completion (Set Up "C" training program)	<b>10.12</b>	<b>10.42</b>	<b>10.62</b>	<b>10.94</b>	<b>11.15</b>

# APPENDIX IV

## TRAINING PROGRAM AND SCHEDULE OF RATES FOR QUALITY CONTROL INSPECTOR "B" AND/OR QUALITY CONTROL INSPECTOR "A" TRAINEE

	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>
<b><u>QUALITY CONTROL INSPECTOR "B" TRAINEE</u></b>					
Step 1 (480 hours) Starting rate (Q.C. Inspector "B" trainee)	9.47	9.77	9.97	10.27	10.47
Step 2 (480 hours)	9.59	9.89	10.09	10.39	10.59
Successful completion (Q.C. inspector "B" training program)	9.83	10.13	10.33	10.64	10.85
<b><u>QUALITY CONTROL INSPECTOR "A" TRAINEE</u></b>					
Step 1 (480 hours) Starting rate (Q.C. Inspector "A" trainee)	9.83	10.13	10.33	10.64	10.85
Step 2 (480 hours)	10.11	10.41	10.61	10.93	11.14
Successful Completion (Q.C. Inspector "A" training program)	10.47	10.77	10.97	11.30	11.52

# APPENDIX V

## TRAINING PROGRAM AND SCHEDULE OF RATES FOR PRECISION TOOL AND CUTTER GRINDER TRAINEE

	<u>Oct. 1/87</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>	<u>Apr. 1/88</u>	<u>Oct. 1/88</u>
Step 1 (1040 hours) Starting rate	10.59	10.89	11.09	11.42	11.64
Step 2 (1040 hours)	11.16	11.46	11.66	12.01	12.24
Step 3 (1040 hours)	11.73	12.03	12.23	12.60	12.84
Successful Completion (Precision Tool & Cutter Grinder training program)	12.29	12.59	12.79	13.17	13.43

## **SCHEDULE "B"**

### **Welfare Group Insurance**

Effective April **1st, 1988**, the Company's payment to the Health and Welfare Fund will be increased to eighty-seven cents (87¢) per employee hours worked (from eighty-three (83) cents); effective April **1st, 1989** to ninety-two cents (92¢) - actual hours worked will include Statutory Holidays and Vacation hours - by any employee (including probationary employees) in the bargaining unit to the Steelworkers Health and Welfare Trust Fund of Ontario. Effective October **1st, 1981**, all office employees will be included in the calculation of this contribution.

Regular employees who are laid off in any month shall be given credit for group insurance contribution hours in such calendar month which they would have been normally scheduled to work, for only the month in which the layoff occurs.

Such contributions shall be forwarded by the Company to the said Fund at **1031** Barton Street East, **Hamilton**, Ontario, no later than the fifteenth (15th) of the month following.

The Company will continue to administer, for reporting purposes the Ontario Health Insurance Plan (O.H.I.P.) deduction for single and married employees, by totalling the employee monthly premiums necessary to cover the cost of O.H.I.P. for all employees of Local **7480**. The Company will then forward a cheque in this amount to the Ontario Health Insurance Plan, and reduce the amount of monies payable under paragraph one (1) of this section by an amount corresponding to the total dollars payable monthly to the Ontario Health Insurance Plan.

The Company retains the right to the full employer /employee portion (**12/12ths**) of the Unemployment Insurance Commission Premium Reduction Benefit.



It is understood that the **Company's** sole responsibility regarding this Welfare Trust **Fund is** limited to its obligations as described **above, and** further, **cannot be held** liable for the **administration of the Fund**, nor for any claims or legal actions **taken** for or **against** this Steelworkers Health **and** Welfare Trust **Fund of Ontario**.

It is further understood that the above also constitutes complete **fulfillment** of the Company's responsibility concerning **the payment of** premiums to cover the Ontario Health Insurance Plan.