

SOURCE	Co.	
EFF.	94	28
TERM.	97	23
No. OF EMPLOYEES	300	
NOMBRE D'EMPLOYÉS	200	

1994 COLLECTIVE AGREEMENT

BETWEEN

CANADIAN TIMKEN, LIMITED

AND

**THE UNITED STEELWORKERS
OF AMERICA
A.F. OF L. - C.I.O. - C.L.C.**

AND

LOCAL UNION No. 4906

JUN 2 1995

01849(04)

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COLLECTIVE AGREEMENT

BETWEEN

CANADIAN TIMKEN, LIMITED

AND

THE UNITED STEELWORKERS OF AMERICA, AF OF L - CIO - CLC

AND

LOCAL UNION NO. 4906

1994 COLLECTIVE AGREEMENT

BETWEEN CANADIAN TIMKEN, LIMITED
of the City of St. Thomas, Ontario,
hereinafter called "the Company"

OF THE FIRST PART

AND THE UNITED STEELWORKERS OF AMERICA,
A.F. of L.-C.I.O., C.L.C. and LOCAL 4906
of the UNITED STEELWORKERS OF AMERICA
hereinafter collectively called
"the Union"

OF THE SECOND PART

WHEREAS a majority of the employees of Canadian Timken, Limited as covered by the certification issued by the Ontario Labour Relations Board, have become members of the united steelworkers of America, and desire the union to represent them for the purpose of bargaining collectively with the Company; and the Company, having acknowledged the right of its employees to select a collective bargaining agency, shall bargain collectively with its employees through the said Union.

NOW, THEREFORE, THIS AGREEMENT WITNESSETH;

ARTICLE 1

PURPOSE

1.01 The general purpose of the Agreement is to establish and maintain formal relations between the Company and its employees, and to provide machinery for the prompt and equitable disposition of grievances, and to establish and maintain satisfactory working conditions, wages and hours of work, as set forth herein for all employees.

ARTICLE 2

RECOGNITION

2.01 The Company recognizes that the Union is the sole and exclusive bargaining agent of the employees at the St. Thomas Plant.

2.02 For the purpose of this Agreement, the term employee or employees shall mean an employee or employees of the St. Thomas Plant save and except supervisors, assistant supervisors, and persons above the rank of either supervisor or assistant supervisor, guards, power plant engineers and office staff.

ARTICLE 3

RESERVATION OF MANAGEMENT RIGHTS

- 3.01 subject to the terms and provisions of this Agreement, and provided that the functions, rights and authority of Management are exercised in a just and reasonable manner, the Union **acknowledges** that it is the exclusive function of the company to:
- (a) Maintain order, discipline and efficiency.
 - (b) Hire, discharge, promote, demote, transfer, classify or discipline employees, provided that a claim of a discriminatory classification, promotion, demotion, transfer or claim that an employee has been discharged or disciplined without reasonable cause may be the subject of a grievance and dealt with as hereinafter provided.
 - (c) Exercise any of the rights, powers, functions or authority which the Company had prior to the signing of this Agreement except as those rights, powers, functions or authority are specifically abridged or modified by this Agreement, and without restricting the generality of the foregoing the company retains the right to determine the number and locations of plants, the products to be manufactured, methods of manufacturing, schedules of production, schedules of work,

ARTICLE 3 CONTINUED

RESERVATION OF MANAGEMENT RIGHTS

- 3.01 (c) continued
- quality and quantity standards, kinds and locations of machines and tools to be used, processes of manufacturing and assembling, the engineering and designing of its products, and the control of materials and parts to be incorporated in the products produced.

ARTICLE 4

NON-DISCRIMINATION

- 4.01 The Company agrees that there shall be no discrimination, intimidation, interference, restraint or coercion exercised or practiced by the company or by any of its representatives, with respect to any person(s) because of membership or non-membership in the union.
- 4.02 The Union agrees that there shall be no discrimination, intimidation, interference, restraint or coercion exercised or practised upon person(s) of the Company by any of its members or representatives, because of membership or non-membership in the union, and there shall be no union activity on company time and no meetings on Company premises except with the permission of the company.
- 4.03 In this Collective Agreement, unless the contrary intention appears, words importing the masculine gender only include females as well as males and the converse.

ARTICLE 5

PLANT COMMITTEE

- 5.01 The Company acknowledges the right of the Union to appoint or otherwise select a Plant committee of not more than nine (9) employees and shall recognize and discuss with the said Committee all matters properly arising from time to time under the terms and during the continuance of this Agreement; provided that no more than four (4) members of the Plant committee shall be authorized to meet with the Company with respect to any matter. In any meeting providing for four (4) members of the Plant committee to meet with representatives of the company, the President or vice-president of the Local union may substitute for any Plant Committee member. It is agreed that employees shall not be eligible to serve as Committeemen until they have established six (6) months' continuous service.
- 5.02 The Union acknowledges that members of the Plant Committee shall continue to perform their regular duties on behalf of the Company, and before leaving his regular duties on behalf of the union a Committeeman must obtain written permission of his Supervisor, make known his destination and again report to the supervisor at the time of his return with the elapsed time recorded on the employee's work ticket and initialled by the employee. He shall also report to the

ARTICLE 5 CONTINUED

PLANT COMMITTEE

- 5.02 Continued
Supervisor of any department it is found necessary to visit, state the **reasons for** doing so and secure permission before entering, Permission requested under this clause shall not be unreasonably withheld, and any member of the Plant Committee so authorized shall be afforded such time off without pay.
- 5.03 When the company requests a meeting with any member(s) of the Plant Committee, the company shall compensate such employee(s) for all time spent during regular working hours.
- 5.04 It is clearly understood that members of the Plant Committee shall not absent themselves from their regular duties unreasonably in order to deal with the **union** matters.
- 5.05 The Union agrees to supply the Company with the names of employees constituting the panel of the **Plant** Committee, and shall keep such list **up** to date at all times.

ARTICLE 6

DEDUCTION OF UNION DUES

- 6.01 Each employee hired on or after the date of signing of this Agreement, shall, as a condition of employment, beginning on his first working day following the completion of his probationary period, acquire and maintain membership in the Union for the duration of this Agreement.
- 6.02 Each employee who, on the date of signing of this Agreement, is a member of the union and each employee who shall hereafter become a member after that date shall, as a condition of employment, maintain membership in the Union for the duration of this Agreement.
- 6.03 A standard membership and dues deduction authorization form hereinafter referred to as authorization(s) acceptable to the Company shall be supplied by the Union.
- 6.04 The Company shall deduct Union dues in the amount as designated in writing by the union as long as such authorization remains in effect.

ARTICLE 6 CONTINUED

DEDUCTION OF UNION DUES

- 6.05 The Company shall remit once a month to the person designated by the Union the full amount of the dues so deducted, furnishing therewith a statement showing how the deductions have been made. Reasonable care shall be exercised by the Company, but the company shall not be responsible for errors made.
- 6.06 All authorizations shall be considered as void and of no effect automatically in the event contractual relations between the Company and said Local Union are terminated.

ARTICLE 7

COMPLAINT PROCEDURE

7.01 It is the desire of the parties hereto that complaints of employees shall be adjusted as quickly as possible. Both parties, therefore, recognize that supervisory employees should be informed as quickly as possible of an employee's complaint and not later than thirty (30) working days after the commencement of the alleged occurrence causing the complaint. It is understood that an employee has no grievance until he has first given his Supervisor an opportunity of adjusting his complaint.

7.02 An employee having a complaint within the terms and provisions of this Agreement shall, accompanied by his Committeeman, submit such complaint to his Supervisor of his department who shall give a decision within two (2) regular working days unless a longer time is agreed upon by the conferring parties. If the decision of the supervisor is not considered to be satisfactory, the matter may then be dealt with under the grievance procedure.

7.03 If the Company wishes to interview an employee(s) for reasons pertaining to the Agreement the employee(s) may be accompanied by his Committeeman if the employee(s) requests his assistance.

ARTICLE 3
GRIEVANCE PROCEDURE

- 8.01 If an employee has complied with the provisions of the Complaint Procedure and desires to grieve, the matter shall be reduced in writing **on a** form supplied in quintuplicate by the Company.
- 8.02 Step No. 1 (Area supervisor)
The written grievance, signed by the employee and the Conunitteeman, shall be presented to the Area supervisor of the employee concerned. After such discussion as **is** necessary, the Area Supervisor shall give his answer in writing within two (2) regular working days following receipt **of** such grievance. (The Supervisor of the employee shall receive and reply to such grievance if the employee has no Area Supervisor.)
- 8.03 step No. 2 (Next Level Manager)
If the decision as rendered in Step No. 1 is not satisfactory, written notice of intention to appeal must be presented to the Next Level Manager, or his designated representative, signed by the employee and his committeeman, within two (**1**) regular working days following receipt **of** the Area **supervisor's** or supervisor's answer i step NO. 1, **unless** a longer period has been agreed upon by the conferring parties. The Next Level Manager or his designated representative, shall **discuss** the grievance with the **committeeman**, the employee concerned,

ARTICLE 8 CONTINUED

GRIEVANCE PROCEDURE

- 8.03 Step No. 2 (Next Level Manager) continued
and with the Area Supervisor or supervisor. He shall do this
within three (3) regular working days after notice has been given
unless a longer period be agreed upon by the conferring parties. He
shall give his answer in writing within two (2) regular working days
after completion of the discussion or such longer period as may be
agreed upon by the conferring parties.
- 8.04 step No. 3 (Company Representative)
If the decision as rendered in step No. 2 is not satisfactory,
written notice of intention to appeal must be presented to a duly
designated representative of the Company by the chairman of the
Grievance Committee and the employee within three (3) regular
working days following receipt of the Next Level Manager's answer in
step No. 2, unless a longer period has been agreed upon by the
conferring parties.
- 8.05 The Plant committee and duly designated representative(s) of the
Company shall meet at a time agreed upon but not later than seven
(7) regular working days after notice has been given; the time limit
as set forth herein may be extended by agreement. At this meeting,
a Staff Representative of the International Union shall be present
and the reply of the Company Representative shall be put in

ARTICLE 9 CONTINUED

GRIEVANCE PROCEDURE

- 8.05 Step No. 3 (Company Representative) Continued
writing within two (2) regular working days following this meeting.
- 8.06 step No. 4 (Arbitration)
Failing agreement by the Plant Committee and the company
Representative(s) the grievance may then be referred to arbitration
and any notice of appeal must be filed with the Company within
fourteen (14) calendar days of receipt of the company's written
disposition under step No. 3,
- 8.07 with the service of notice of appeal to arbitration, the party
appealing shall include a list of not more than three (3) persons
proposed by it to be Arbitrator, If the other party does not agree
to any of the persons proposed, such party shall within five (5)
calendar days following receipt of such notice of appeal, submit a
second list of not more than three (3) persons proposed by it to be
Arbitrator. If the parties cannot agree on an Arbitrator from
either list within a period of five (5) calendar days following
receipt of the second list, the party appealing shall within ten
(10) calendar days thereafter, request the Minister of Labour of the

ARTICLE 8 CONTINUED
GRIEVANCE PROCEDURE

- 8.07 Step No. 4 (Arbitration) Continued
Province of Ontario to appoint an Arbitrator. Persons proposed or appointed as Arbitrator shall in no way have been directly involved in attempts to negotiate or settle the grievance.
- 8.08 With the selection or appointment of the Arbitrator, a meeting shall be conducted as soon as possible to hear the evidence and presentation of both parties, with the intention that a decision shall be rendered promptly, but not later than fourteen (14) calendar days, or such longer period as the Arbitrator may deem necessary, after the conclusion of the hearing.
- 8.09 The decision of the Arbitrator shall be final and binding on both parties to this Agreement.
- 8.10 The Arbitrator shall not have jurisdiction to alter or change any of the provisions of this Agreement nor to substitute any new provisions in lieu thereof, nor to give any decision inconsistent with the terms and provisions of this Agreement.
- 8.11 The Arbitrator may make adjustment on any grievance arising out of the interpretation or application of this Agreement, but in matters

ARTICLE 8 CONTINUED

GRIEVANCE PROCEDURE

- 8.11 Step No. 4 (Arbitration) continued involving pay awards such awards shall not exceed the provisions outlined in Article 9, Subsection 9.04,
- 8.12 Each of the parties hereto shall jointly bear the expense of the Arbitrator.
- 8.13 At any stage of the grievance procedure, the conferring parties may have the assistance of the employee or employees concerned and any necessary witnesses.
- 8.14 Complaints and grievances not appealed from the disposition of the company's representatives in any of the steps of the complaint and grievance procedure within the time and in the manner specified herein shall be considered as having been adjusted to the satisfaction of the employee and the Union on the basis of the disposition last made and shall not be eligible for further appeal.
- 8.15 Any grievance involving the interpretation or application of this Agreement, which has been disposed of hereunder, shall not be made the subject of another grievance.

ARTICLE 9

DISCHARGE CASES

- 9.01 Prior to the discharge of an employee, a member of the Plant Committee if one is working on that shift, shall be called by the supervisor effecting the discharge. The Plant Committeeman shall be asked to witness the discharge. The employee, in the presence of his Plant committeeman, shall be told the reason for his discharge.
- 9.02 A claim by an employee that he has been unjustly discharged from his or her employment, shall be treated as a grievance, but a written statement of intention to grieve must be lodged with the Manager - Human Resources or his designated representative and also with the Plant committee within three (3) working days after the employee ceases to work for the company, otherwise it shall not be considered. The Grievance Procedure commencing with step NO. 3 shall then be followed,
- 9.03 such special grievance may be settled by confirming the company's action in dismissing the employee, or by reinstating the employee with or without back pay, or with or without loss of seniority, as may be agreed upon between the parties or as directed by arbitration.

ARTICLE 9 CONTINUED

DISCHARGE CASES

- 9.04 Back pay awards shall not exceed the amount which the employee would have earned on straight time during his normal work schedule, nor shall it extend beyond the date of the circumstance which occasioned the reimbursement or thirty (30) working days prior to the date of the written grievance, whichever period is shorter. It is understood however, that such thirty (30) working day limitation shall not apply if the reimbursement is occasioned by an error in the calculation of an employee's wage earnings.
- 9.05 In the case of incentive workers, the back pay award shall not exceed the number of hours which the employee would have worked during his normal work schedule, multiplied by the straight time average earnings calculated from the two pay periods preceding his discharge.
- 9.06 Back pay awards shall be reduced by the total amount of any compensation received and any wages earned by the employee, during the period of back pay.

ARTICLE 10

DISCIPLINARY ACTION CASES

10.01 The Company shall advise a member of the Plant Committee, if one is working on that shift, prior to ~~effecting~~ any disciplinary action other than verbal reprimand. In ~~the~~ event that no member of the Plant Committee is working on that ~~shift~~, the Company shall advise a member of the Plant ~~Committee~~ within one (1) working day, of *such* disciplinary action.

ARTICLE 11

NO STRIKES OR LOCK-OUTS

- 11.01 In view of the orderly procedure established herein for the disposition of complaints and grievances, the Company agrees that it shall not cause or direct a lock-out of the employees covered by this Agreement or any extension thereof and the Union agrees that there shall be no strikes or other collective action which will stop or interfere with production for the duration of this Agreement or extension thereof.
- 11.02 strike includes a cessation of work, a refusal to work or to continue to work by employees in combination or in concert or in accordance with a common understanding or a slow down, stoppage, labour holiday, continuous meeting, or other concerted activity on the part of the employees designed to restrict, limit or otherwise interfere with output or entry to the Company's property.
- 11.03 In the event of a strike in breach of this Agreement, the parties shall not discuss the grievance allegedly causing such strike or any other grievance until such strike is terminated.

ARTICLE 12

SAFETY AND HEALTH

- 12.01** The company shall maintain adequate sanitary arrangements throughout the plant, provide proper safety services and give proper attention to the elimination of any condition of employment which is a hazard to the safety or health of the employees.
- 12.02** Where the nature of the task assigned to an employee requires the use of special equipment or protective clothing, such equipment or clothing shall be provided by the company.
- 12.03** The company reserves the right to formulate and publish from time to time, rules and regulations regarding the use and operation of machine equipment, special equipment or clothing, and plant facilities and the terms and conditions upon which special equipment or clothing is issued to employees.

ARTICLE 13
LEAVE OF ABSENCE

- 13.01 The Company shall grant leave of absence to employees retroactively when necessary for legitimate reasons, including illness and injury.
- 13.02 The Company shall grant leave of absence without pay for reasonable periods to not more than three (3) employees to serve as representatives of the Local Union for the transaction of Union business.
- 13.03 The Company shall grant leave of absence without pay for one (1) employee to work in an official capacity for the Local or the International union subject to the following conditions:
- (a) the employee requests such leave of absence in writing, approved by the union, and
 - (b) such leave of absence shall not exceed a period of twelve (12) consecutive months, and
 - (c) the employee's seniority and continuous service with the Company shall not be affected by such leave of absence.

ARTICLE 1

PROBATIONARY EMPLOYEES

14.01 An employee shall be considered on probation until he has worked a total of sixty (60) working days during a period of six (6) consecutive months.

14.02 During the probationary period an employee may be terminated at the discretion of the company for just cause having regard to the requirements of the job.

ARTICLE 15

SENIORITY

15.01 seniority lists shall be established and posted for each occupation and shall be permanently maintained. A copy of such posted seniority lists shall be sent to the Local Union.

15.02 An employee shall acquire occupational seniority after he has worked in an occupation, other than a job classification which forms part of the utility occupation, for a total of:

(a) sixty (60) working days during a period of six (6) consecutive months in the case of the first occupation in which seniority is acquired, and

(b) except as provided in subsection (c) hereunder, forty-five (45) working days during a period of six (6) consecutive months in the case of each subsequent occupation in which seniority is acquired.

(c) thirty (30) working days during a period of six (6) consecutive months in the case of a subsequent occupation having a work schedule consisting of three (3) consecutive eleven and one half (11.5) hour days for a total of thirty-four and one half (34.6) hours per week.

after which time his seniority shall be dated from the first day of his employment in that occupation. This shall be known as the effective date for that occupation.

ARTICLE 15 CONTINUED

SENIORITY

- 15.03** Seniority in each occupation held by an employee shall continue to accumulate from the effective date and shall continue to accumulate thereafter regardless of the number of subsequent transfers.
- 15.04** The name and effective seniority date of an Apprentice shall be removed from the seniority list for that occupation immediately following his graduation from the apprenticeship program and shall be transferred to the seniority list for the corresponding tradesman's classification.
- 15.05** If an employee is or has been transferred to a position which is not subject to the provisions of this agreement, the following conditions shall apply:
- (a) If transferred to a supervisory position on or prior to June 18, 1994, the employee shall retain his seniority and such seniority shall continue to accumulate while serving in this capacity.
 - (b) If transferred to a supervisory position subsequent to June 18, 1994, the employee shall retain his seniority and such seniority shall continue to accumulate while serving in this capacity for a period equal to his accumulated seniority in the bargaining unit, to a maximum of five (5) years.

ARTICLE 15 CONTINUED

SENIORITY

15.05 Continued

(c) If a supervisor having accumulated seniority, or a non-supervisory employee covered by this Agreement is or has been transferred to a non-supervisory position which is not subject to this Agreement, such seniority shall be retained for a period comparable to his accumulated seniority in the bargaining unit, to a maximum of three (3) years and, if transferred back within the time limit shown herein, then seniority shall be deemed unbroken.

15.06 Promotions within the bargaining unit shall be based upon skill, ability, experience and the work record of the employee concerned. All factors being equal, seniority shall govern.

ARTICLE 16

LOSS OF SENIORITY AND RIGHTS

- 16.01** An employee's seniority and all rights shall be cancelled and his name removed from all seniority lists for any of the following reasons:
- (a) when employment is terminated for any reason.
 - (b) If an employee is absent for three (3) consecutive working days without advising the company and securing leave of absence.
 - (c) when an employee is on a lay-off status and fails to return or apply for leave of absence
 - (1) within seven (7) days after notification to return has been sent by Registered Mail addressed to the last address on record with the company, or
 - (2) within three (3) days after personal contact has been made by a designated representative of the Company.
 - (d) when an employee has not been engaged in work for the Company and his absence has exceeded a period equal to his continuous service in full calendar months. The maximum of any absence shall be three (3) years regardless of continuous service with the Company beyond three (3) years, provided, however, that an employee laid off due to a reduction in the work force or because of physical disability shall retain his continuous service with the Company for the purpose of recall rights only,

ARTICLE 16 CONTINUED

LOSS OF SENIORITY AND RIGHTS

16.01 (d) continued

but not for the purpose of adding to his accumulated continuous service, for an additional period equal to (a) one (1) year, or (b) his length of continuous service at the beginning of such absence in excess of three (3) years whichever is less.

ARTICLE 17

SENIORITY APPLIED TO LAY-OFFS

GENERAL

17.01 The Company and the Union agree to ~~wave~~ the seniority provisions of this Agreement where the lay-off is ~~is~~ **one** of five (5) working days duration ~~or~~ less.

LAY-OFF

17.02 A lay-off of employees shall be ~~made~~ on the ~~basis~~ of occupational seniority, provided however, ~~that:~~

(a) in the event that two (2) ~~or more~~ employees have the same effective seniority date for ~~an occupation~~, the ~~employee(s)~~ having the greater length of continuous ~~service~~ with the Company shall be considered to have the greater ~~amount~~ of occupational seniority.

(b) notwithstanding the above ~~provisions~~ of this ~~Article~~, a lay-off from the Utility occupation shall ~~be~~ made on the basis of continuous service with the Company.

17.03 ~~Employees~~ who are entitled to ~~remain~~ on the basis of **occupational** seniority ~~or~~ continuous service, ~~as~~ applicable, must be competent and willing to ~~do~~ the ~~work~~ which ~~is~~ available.

ARTICLE 17 CONTINUED

SENIORITY APPLIED TO LAY-OFFS

- 17.04 Employees without seniority in the occupation affected shall be the first to be laid off.
- 17.05 Thereafter, employe(s) with the least amount of occupational seniority shall next be laid off from the particular occupation(s) affected until the number of employees left working at the occupation is that required by the Company. This shall be done regardless of whether the employe(s) concerned is actually working at the occupation(s) affected or not.
- 17.06 Any employee thus removed from an occupation to which he is actually assigned at the time of lay-off may then claim the job in which he has established his most recent effective seniority date, provided, however, that if such occupation is that of the utility occupation, the employee may not claim that job except as provided in Subsection 17.08 of this Article 17.
- 17.07 An employee unable to show sufficient seniority to claim an occupation, may continue to claim jobs as outlined above until all such jobs are exhausted. should this occur, the company may then if possible, place the employee on any job for which it may consider him competent.

ARTICLE 17 CONTINUED

SENIORITY APPLIED TO LAY-OFFS

17.08 Notwithstanding any other provision of this Agreement, any employee who has completed his probationary period and who would otherwise be laid off from the company in accordance with the provisions of this Article, shall be offered one (1) opportunity to claim a job in the Utility occupation providing he has more continuous service with the company than the employee with the least amount of continuous service who is working in that occupation, and provided he is competent and willing to do the work which is available.

(a) It is understood that the Utility occupation is made up of the following job classifications and that work in those classifications shall be assigned to employees in the Utility occupation at the sole discretion of the Company:

Utility Servicehand
utility Inspector

(b) If, in the opinion of the company, the laid employee is not competent to perform the work assignment of the employee with the least amount of continuous service, the company may assign him to another work assignment within the Utility occupation for which, in the opinion of the company, he is qualified and provided further that he has more continuous service than the employee with the least amount of continuous service who is performing such work assignment.

ARTICLE 17 CONTINUED

SENIORITY APPLIED TO LAY-OFFS

17.08 (b) Continued

using a minimum number of transfers, the remaining employees shall be transferred as necessary to perform the work assignments within that occupation. The employee with the least amount of continuous service shall be laid off from the Company provided, however, that employees who are entitled to remain on the basis of continuous service are competent, in the opinion of the Company, to do the work which is available.

17.09 When any new or modified classification(s) or assignment(s) within a classification(s) is established subsequent to the signing of this Agreement which, in the opinion of the company is suitable for inclusion in the Utility occupation, the Company shall include such classification(s) or assignment(s).

ARTICLE 17 CONTINUED

RECALL

17.10 Employees who have been laid off from an occupation ~~or~~ from the company shall be recalled on the basis of occupational seniority, provided, however, that

(a) an employee who has been laid off and who, at the time of such layoff, had acquired seniority in the Utility occupation, shall be recalled to that ~~occupation~~ on the basis of continuous service with the Company, and

(b) an employee who has been laid off from the company and who, at the time of such layoff:

(1) did not have seniority in the utility occupation, and

(2) did not refuse to accept that occupation, and

(3) was not, in the ~~opinion~~ of the company, incompetent to perform any of the ~~work~~ assignments within the Utility occupation,

shall be offered one (1) ~~opportunity~~ to claim recall to such occupation on the basis of ~~continuous~~ service with the Company. such employee shall notify the Company of his intention relating to such opportunity ~~within~~ the time limits provided in Article 16.01 (c) of this Agreement, but if he does not accept such opportunity, the ~~provisions~~ of Subsection 16.01 (c) shall not apply.

ARTICLE 18

JOB POSTING AND BIDDING

- 18.01 The company shall, before hiring any new applicants for employment, fill permanent vacancies in occupations other than the Utility occupation in the following order:
- (a) by the transfer of employees in lieu of lay-off as provided in subsection 17.06 of this Agreement.
 - (b) by the transfer of applicants selected in accordance with the provisions of this Article,
- 18.02 Transfers under subsection 18.01 (b) above shall be restricted to permanent vacancies for which an employment request has been approved by the Company, provided, however, that permanent vacancies in the following occupations shall not be subject to the provisions of this Article:
- (a) occupations from which an employee(s) is currently laid off and to which he has recall rights as provided in Subsection 17.09 of this Agreement.
 - (b) occupations in which a permanent vacancy exists because of the transfer of an employee therefrom in accordance with the provisions of this Article.
 - (c) Notwithstanding any other provision in this Article, in order for an employee to be eligible for transfer to the occupations listed below, such employee must, at the time of application,

ARTICLE 18 CONTINUED
JOB POSTING AND BIDDING

18.02 (c) Continued

have acquired occupational ~~seniority~~ in one of the applicable pre-requisite occupation(s) designated hereunder and have been classified in such occupation within five (5) years prior to the date of his selection for transfer to the requested occupation:

<u>occupation</u>	<u>pre-requisite Occupation(s)</u>
Maintenance Mechanic Specialist	Maintenance Mechanic
Operator - Progressive Grinding	Grinder & Honer-Cups & Cones
Leadhand-Green Machining	Operator - screw Machines
Leadhand - Tool Room	Tool, Die and Gauge Maker
Grinder Specialist	Tool, Die and Gauge Maker General Machine Operator
Electrician specialist	Electrician
Leadhand - Packing, Shipping & Receiving	shipper/Receiver

(d) when any new or modified classifications are established subsequent to the signing of this Agreement which, in the opinion of the company, requires particular skills, experience

ARTICLE 18 CONTINUED

JOB POSTING AND BIDDING

- 18.02 (d) Continued
or academic training, the Company shall establish the **pre-requisite occupation(s)** for such new or modified classifications.
- 18.03 The employee, to be eligible to bid under this Article, must:
(a) have completed his probationary period, and
(b) not have accepted a transfer which was requested and offered under this Article, within the preceding twelve-month (12) period, provided such limitation **shall** not apply if the employee is laid off due to a reduction of the work force from the occupation to which he was so transferred prior to acquiring occupational seniority therein.
- 18.04 Notice of permanent vacancy shall be posted by the Company for a period of seventy-two (72) hours commencing at 8:00 a.m., and excluding Saturdays, Sundays and Plant Holidays, as set forth in Article 24.02 of this Collective Agreement.
- 18.05 An employee shall make written application for transfer into the vacancy on a form provided by the Company, and by filing such request with his supervisor within the seventy-two (72) hour posting period.

ARTICLE 18 CONTINUED
JOB POSTING AND BIDDING

18.06 The company shall select the employee to be transferred into the vacancy from among those then ~~active~~ eligible applicants based upon the skill, ability, experience, work record, including the results of any aptitude ~~or~~ other tests of ~~the~~ applicants as may be administered by the Company. All ~~factors~~ being equal, continuous service with the company shall ~~govern~~. If, ~~in~~ the opinion of the company, no applicant for ~~transfer to~~ a permanent vacancy has the necessary skill, ability, ~~experience~~ and work record, the Company may fill the vacancy at its ~~discretion~~.

FOR the purpose of this section ~~only~~, active applicants shall include employees who have been ~~laid off from~~ the Company due to physical disability, provided ~~they are~~ proven to the satisfaction of the company to be physically able ~~to~~ perform the occupation available,

18.07 If any employee refuse8 an opportunity for transfer which is requested and offered under this ~~article~~, he shall not be eligible to make application for a ~~transfer~~ until a period of twelve (12) month8 has elapsed from the date ~~of such~~ refusal. All refusals of transfer must be in writing and signed by the employee ~~so~~ refusing.

ARTICLE 18 CONTINUED

JOB POSTING AND BIDDING

18.08 If an employee who is or has been transferred to an occupation in accordance with this Article fails, in the opinion of the Company, to perform satisfactorily the duties of the occupation to which he was so transferred within not more than forty-five (45) working days, the Company shall have the exclusive right to remove such employee and he may then claim the **job** in his former occupation provided he has more occupational seniority, or in the case of the Utility occupation, more continuous service with the company than the employee he intends to replace.

18.09 The Company reserves the right to fill a permanent vacancy on a temporary basis, provided, however, that

- (a) the Company has not yet selected the employee to be transferred, or the employee selected by the Company for transfer is on vacation or on leave of absence at the time he would otherwise be transferred, or
- (b) the Company may postpone for not more than three (3) months the transfer of the selected applicant(s) if, in the opinion of the Company, such transfer(s) will unreasonably restrict the operation of any department.

RECORDS OF MEETINGS

19.01 If either party wishes, a tape graphic or other record may be made of any meeting between the Company and the Union, or of arbitration proceedings.

ARTICLE 20

INCENTIVE PRODUCTION STANDARDS

20.01 The present method of establishing production standards on the basis of fairness and equity consistent with the quality of workmanship, efficiency of operation and reasonable working capacities of normal operators shall be continued.

20.02 Permanent production standards shall be guaranteed for the duration of this Agreement unless:

- (a) The tools, jigs, fixtures, machines, machine feeds and speeds, product or method of operation are changed.
- (b) Elements of work are added to, changed, or taken away from the operation.
- (c) Quality requirements are raised or lowered from the original specifications.
- (d) A genuine clerical error has been made in computing the standards.

20.03 In the event such changes are made, the job or operation shall be restudied. such changes must be real and not be used as a method of increasing or reducing production standards. When product changes are made on an existing product of the Company, any adjustments to the incentive production standard(s) shall relate only to the elements of the incentive production standard(s) involved in the product change.

ARTICLE 20 CONTINUED

INCENTIVE PRODUCTION STANDARDS

- 20.04 In order that production standards be established as accurately and fairly as practical, the Union agrees that it is proper that:
- (a) Employees being studied shall give an honest effort when the study is being made.
 - (b) No deliberate attempt shall be made by the employee during the course of the study to obtain a loose standard, either by slow down, stretch out, or other means.
 - (c) Any employee resorting to any method of falsifying the time cycle shall be subject to disciplinary action.
- 20.05 The Company desires that the employees earn as much as they find possible, provided they:
- (a) Produce and maintain the same quality that was produced when the standard was established.
 - (b) Accomplish all the work necessary to the operation that was included in the standard at the time it was established.

ACCESS TO GRIEVANCE PROCEDURE

- 20.06 New or revised incentive standards shall become effective on the date of installation of the new or revised standards unless the company establishes a trial period not to exceed six (6) months from

ARTICLE 20 CONTINUED

ACCESS TO GRIEVANCE PROCEDURE

20.06 continued

the effective date of the new ~~or~~ revised incentive standards.

Incentive standards shall be subject to the Complaint Procedure ~~of~~ this Collective Agreement during a period of thirty (30) working days ~~commencing~~ on the first day of the production on the standard ~~or~~ in the ~~case~~ of a trial period on the ~~first~~ working day following termination of such trial period provided the standard remains in effect.

~~ARTICLE 21~~
~~ARTICLE 21~~

UNION NOTICE BOARDS

21.01 The Company agrees to establish Notice Boards for the posting of official Union notices pertaining exclusively to the Union's affairs. All such notices must bear the signature of the President or Vice-president, or of a Committeeman accompanied with the signed approval of the President or Vice-President.

ARTICLE 22

GROUP INSURANCE AND PENSION PLANS

22.01 For the duration of this Agreement, the company shall continue in force the benefits as provided in the existing Group Insurance and Pension Plans.

22.02 The Group Insurance and Pension Plans shall not be deemed to form a part of this Agreement.

22.03 No grievance shall be considered under the terms of this Article except a grievance to determine whether the Company is continuing in force the benefits as provided in the existing Group Insurance and Pension Plans.

ARTICLE 23
HOURS OF WORK AND OVERTIME

23.01 Proviaion of work

The Company does not guarantee to provide work for any employee for regularly assigned hours or for any other hours.

23.02 Standard work Periods

The Company agrees to use a normal work schedule of five (5) consecutive eight (8) hour days, Monday through Friday, for a total of forty (40) hours per week. It is understood that this provision shall not apply to departments or employees who are engaged in continuous operations or who are required to work different schedules because of production or operation requirements.

23.03 Lunch Period

Employees on continuous shift operations shall receive a lunch period of three-tenths (3/10) of one hour for which they shall be paid.

23.04 Overtime

(a) Any hours worked over and above the standard work day or a standard work week, shall be considered as overtime and shall be paid for at the rate of time and one-half.

ARTICLE 23 CONTINUED

HOURS OF WORK AND OVERTIME

23.04 overtime Continued

- (b) overtime premium for incentive workers shall be calculated the same way as for day rate workers, i.e., as a premium on base rate,
- (c) overtime is to be spread out as equally as is practicable throughout each department.

23.05 unavailability of Work

- (a) An employee who is regularly scheduled or notified to report for work and has not received reasonable notice not to report for work, and having reported is prevented from working through conditions within the Company's control, shall be paid for a minimum of three (3) hours at his prevailing rate.
- (b) Any employee who reports for work and having commenced work, is prevented from working further through conditions within the Company's control shall be paid for one half of his scheduled hours of work, or the actual hours worked, whichever is the longer, at his prevailing rate.
- (c) without limiting the generality of the phrase, the expression "conditions within the company's control" as used in the two preceding paragraphs, shall not be construed to include work stoppages in connection with labour disputes, breakdown of any items of equipment, acts of God, or Governmental requirements.

ARTICLE 23 CONTINUED
HOURS OF WORK AND OVERTIME

23.06 Call-Back Time

Any employee who is called back to perform work after completing his regular shift, and after having left the plant, shall be paid for a minimum of three (3) hours at overtime rate.

23.07 Shift Notices

A list of regular working hours for all departments shall be posted on the Company notice board. Reasonable notice shall be given the Union before any changes are made in the regular working hours.

ARTICLE 24

PLANT HOLIDAYS

24.01 For the purpose OF computing overtime, when a Plant Holiday, or a one (1) day leave of absence granted in lieu of a Plant Holiday in accordance with the provisions of subsection 30.04 of this Agreement, falling within a standard work week is observed, the total hours of the standard work week shall be reduced by the number of working hours affected by the Holiday or the one (1) day leave of absence.

24.02 For the purpose of this agreement, the following shall be recognized as Plant Holidays:

New Year's Day	Good Friday	victoria Day
Canada Day	civic Holiday	Labour Day
Thanksgiving Day	Christmas Day	Boxing Day

Two (2) days in the period December 22 to January 4, both dates inclusive, to be designated by the company. One (1) day in each calendar year to be designated by the company.

24.03 If the Plant Holiday should fall on a Saturday, or Sunday, the Plant Holiday shall be observed on the preceding Friday or on the following Monday, as determined by the Company.

ARTICLE 24 CONTINUED

PLANT HOLIDAYS

24.04 If Canada Day should fall on a Tuesday, Wednesday, or Thursday, it shall be observed on the preceding Monday or on the following Friday, as determined by the Company.

24.05 Plant Holidays shall be recognized with pay, credited at straight time, provided the following conditions are met:

- (a) (1) the employee would have been regularly scheduled and able to work and by the observance of the Holiday his normal weekly earnings would be reduced, or
 - (2) the employee, by reason of his work schedule, would not have been regularly scheduled to work on such Plant Holiday but was regularly scheduled and did work on the working day immediately preceding or following the Plant Holiday and the Plant Holiday was observed Monday through Friday, or
 - (3) the employee is on his annual vacation.
- (b) The employee is not absent without leave on the working days immediately preceding and following the Holiday.
- (c) The employee, if assigned to work the Holiday, did not refuse without just cause, or if he accepted such Holiday work assignment did not fail to report without just cause.
- (d) The employee has been employed for a period of thirty (30) days.

ARTICLE 24 CONTINUED

PLANT HOLIDAYS

24.06 For any work performed on the above mentioned Plant Holidays, additional payment shall be made at time and one-half for actual hours worked.

ARTICLE 25

25.01 Attached hereto and forming a part of this Agreement is schedule "A-: Job Classifications, Grades and Rates, which will be effective during the term of this Agreement.

(a) The wage rates marked with an asterisk (*) shall be effective the beginning of the first full pay period coinciding with the effective date of this Agreement. The wage rates marked with two asterisks (**) shall be effective 12:01 a.m., November 26, 1995. The wage rates marked with three asterisks (***) shall be effective 12:01 a.m., November 24, 1996.

(b) In adjusting individual rates, an employee whose classification and grade pays a rate less than his present rate, shall continue **at his present rate** until the rate for his classification and grade is more than his present rate or until the job is placed on incentive, at which time he shall be paid the rate for his classification and grade.

ARTICLE 25 CONTINUED

WAGES

25.01 continued

- (c) An employee shall be paid the wage grade shown for the job on which he is actually working provided however, that if, when there is work reasonably available for him in the occupation in which he is presently Classified, an employee is temporarily assigned therefrom to a lower paid occupation, the employee shall:
- (1) continue to be paid the wage grade for the occupation in which he is presently classified, provided further that the employee shall
 - (2) be paid his straight time average earnings calculated from the two pay periods preceding such assignment if he is presently classified in an incentive occupation and is assigned to a non-incentive occupation.
- (d) Promotion from one grade to another shall be based on skill, ability, experience and work record of the employee concerned.
- (e) An employee not promoted by the end of the training period indicated in any grade shall be informed of the reasons for withholding promotion by his supervisor. The training period is in months and is the figure printed below the rate of pay.

ARTICLE 25 | CONTINUED

WA | S

25.01 Continued

- (f) working days absent shall not be credited toward the training periods specified for each grade in this schedule.
- (g) when a job is placed on incentive the bonus paid shall be applied on the wage grade for the job shown in this Schedule.
- (h) when it is necessary to introduce new classifications or modify existing classification the Company shall classify the job and set wage grades in accordance with its current practice.

ARTICLE 25 CONTINUED

WAGES

- 25.02 A cost of living adjustment (COLA) of three dollars and one cent (\$3.01) per hour shall be paid as a minimum COLA amount during the **term** of this Agreement.
- 25.03 Two dollars and twenty-fivecents (**\$2.26**) of the **cost** of living **adjustment** (COLA) of three dollars **and** one cent (**\$3.01**) per hour being paid on the effective date of this Agreement shall be included in the calculation of Plant Holiday Pay and overtime premium, and shall be ~~considered~~ insurable ~~amounts~~ for the purpose of calculating benefits provided in accordance with the existing weekly indemnity plan.

ARTICLE 125 CONTINUED

WAGES

- 25.04 A cost of living adjustment (COLA) based on the Consumer Price Index for Canada (CPI) (Time base 1986 = 100) published by statisticscanada shall be paid as described below:
- (a) The change in CPI from the base CPI level of January, 1995 shall be calculated using the CPI Indices of April, 1995; July, 1995; October, 1995; January, 1996; April, 1996; July, 1996; October, 1996; January, 1997; April, 1997 and July, 1997.
- (b) An amount of COLA equal to one cent (1¢) per hour worked shall be paid for:
- (1) each 0.1276 amount by which the CPI indices of April, July, and October, 1995 and January, 1996 exceed the January, 1995 base level multiplied by one hundred and three percent (103%) to a maximum of twenty cents (\$0.20).
 - (2) each 0.1276 amount by which the CPI indices of April, July, and October, 1996 and January, 1997 exceed the January, 1995 base level multiplied by one hundred and six percent (106%) to a maximum of twenty cents (\$0.20).
 - (3) each 0.1276 amount by which the CPI indices of April and July, 1997 exceed the January, 1997 base level.

ARTICLE 25 CONTINUED

25.04 continued

- (c) The adjusted amount of COLA (if any) shall commence being paid the first full pay period in the second month following the month of the Index used for the calculation.

- (d) COLA shall only be paid **for hours** actually worked and except as provided in Article 23.03, above, shall not be used for purposes of calculating any overtime premium, wage payment or other benefit except as required by law, and shall not affect the wage rates shown in schedule "A" of this Agreement.

- (e) The application of this allowance shall be contingent upon the availability of the official CPI from Statistics Canada in its **present** form and calculated on the same basis as the CPI is calculated on the date of this Agreement.

ARTICLE 26

SHIFT BONUS

26.01 For the purpose of determining shifts and the applying of shift premium, the following is provided:

(a) DAY SHIFT: when the majority of hours on an employee's assigned shift fall between 7:00 a.m. and 3:00 p.m., inclusive, he shall be considered as working on the day shift.

(b) AFTERNOON SHIFT: When the majority of hours on an employee's assigned shift fall between 3:00 p.m. and 11:00 p.m., inclusive, he shall be considered as working on the afternoon shift.

(c) NIGHT SHIFT: when the majority of hours on an employee's assigned shift fall between 11:00 p.m. and 7:00 a.m., inclusive, he shall be considered as working on the night shift.

26.02 (a) Employees scheduled to work on the afternoon shift shall be paid a shift bonus of twenty-nine cents (29¢) per hour provided, however, that effective 12.01 a.m., November 26, 1998, the shift bonus shall be increased to thirty cents (30¢) per hour, and that effective 12.01 a.m., November 24, 1998, the shift bonus shall be increased to thirty-one cents (31¢) per hour.

ARTICLE 26 CONTINUED

SHIFT BONUS

26.02 Continued

(b) Employees scheduled to work on the night shift shall be paid a shift bonus of thirty-two cents (32¢) per hour provided, however, that effective 12:01 a.m., November 26, 1993, the shift bonus shall be increased to thirty-three cents (33¢) per hour, and that effective 12:01 a.m., November 24, 1994, the shift bonus shall be increased to thirty-four cents (34¢) per hour.

26.03 Employees performing work before and/or continuing work beyond their regular scheduled shift shall be paid their scheduled shift bonus.

26.04 A shift bonus shall not be included with the basic rate when calculating overtime premium.

ARTICLE 27
SUNDAY BONUS

27.01 Employees scheduled to work on Sunday shall be paid a Sunday bonus of three dollars and fifty cents (\$3.60) per hour for all straight time hours worked thereon. It is understood that this provision shall not apply to employees who are engaged in continuous operations and that such bonus shall not be included with the basic rate when calculating overtime premium.

ARTICLE 28

BEREAVEMENT PAY

28.01 An employee other than a probationary employee shall, upon making written application therefor, be granted a leave of absence with pay credited at straight time, up to a maximum of three (3) consecutive days including, the day on which the funeral is held, in the event of the death of the employee's spouse, child, parent, mother-in-law, father-in-law, brother, sister, grandparent or grandchild.

28.02 This benefit is **subject** to the following:

- (a) The period of absence is necessary for the employee to make arrangements for and/or attend the funeral or memorial service.
- (b) The employee would otherwise have been regularly scheduled and able to work such day(s) during the normal work week or would have been regularly scheduled and able to work except that it was a Plant Holiday(s) as provided in Subsection 24.02 of this Agreement.

28.03 An employee who is regularly scheduled to work on the night shift shall, if he requests, be granted leave of absence for the night shift of the day of the funeral or memorial service or for the night shift next following. In no event shall leave of absence granted under this subsection exceed three (3) consecutive night shifts.

ARTICLE 28

BEREAVEMENT PAY

28.04 When the Company requests proof in connection with this Article, it shall be supplied by the employee concerned before payment for such leave of absence is made.

ARTICLE 29

JURY DUTY AND WITNESS PAY

29.01 An employee who is called for jury duty service or subpoenaed as a witness in a court of law on days on which the employee would otherwise be regularly scheduled and able to work, shall be paid for each such day an amount equal to the number of hours which the employee would have worked during his normal work schedule, multiplied by the straight time average earnings calculated from the two (2) pay periods preceding the employee's jury duty or witness service. No deduction shall be made from this amount for the payment received by the employee for such jury duty or witness service. The employee shall supply proof of jury duty or witness service before payment for such service is made.

ARTICLE 30

VA

30.01 Employees on the payroll at the beginning of the current vacation year shall be entitled to one (1) day's vacation for each full calendar month of continuous employment **prior** to the commencement of the current vacation year to a maximum of ten (10) working days or two (2) normal work weeks and vacation pay calculated at **four** per cent (4%) of wages during the current vacation year ending with the last pay period terminating on or prior to April 30th.

30.02 Employees engaged after April 1st of the current vacation year shall not be entitled to a vacation with pay during the current vacation year.

ARTICLE 30 CONTINUED

VACATIONS

30.03 Employees having completed five (5) or more years of continuous service as of the beginning of the current vacation year shall be entitled to the vacation weeks and pay as set forth in the following schedule:

Length of continuous service	Normal work Weeks of vacation	Vacation Pay*
5 years but less than 8 years	3	6%
8 years but less than 12 years	3	7%
12 years but less than 16 years	4	8%
16 years but less than 22 years	4	9%
22 years but less than 30 years	5	10%
30 years or more	5	12%

*vacation pay shall be calculated at the percent (%) (indicated above) of wages during the vacation year terminating on or prior to April 30.

ARTICLE 30 CONTINUED

VACATIONS

- 30.04 when a Plant Holiday falls within a standard work week during which an employee is on vacation and the Plant Holiday is observed Monday through Friday, the employee shall, if he so requests, be granted leave of absence for one (1) working day in lieu of the said Plant Holiday. This one (1) day leave of absence shall be granted for the scheduled working day immediately preceding or for the scheduled working day immediately following the vacation period, as is approved by the employee's supervisor.
- 30.05 Employees terminating employment with the Company shall receive payment for unused vacation credits earned to the date of separation in accordance with the above.
- 30.06 The Company reserves the right to spread vacations over the vacation year and/or to close the plant, retaining at such time, however, those employees whose services may be required. Such employees as may be retained in such event shall be permitted to take their vacations at another time. For the purpose of this Agreement, the vacation year shall commence on the first day of the calendar week coinciding with or next following May 1 and shall terminate on the last day of the calendar week coinciding with or next following April 30 in the following year.

ARTICLE 30 CONTINUED

VACATIONS

- 30.07** An employee may observe his vacation in periods of not less than one (1) day provided he:
- (a) is eligible for three (3) or more weeks of vacation during the vacation year, and
 - (b) so requests at least fourteen (14) calendar days prior to the proposed vacation date(s), and
 - (c) has received the prior approval of his Supervisor.
- The total number of vacation days so requested shall not exceed five (5) in any vacation year. The employee shall observe the remainder of his vacation entitlement in periods of normal work weeks.
- 30.08** Preference of time when employees wish to take their vacations will be given consideration based upon continuous service, but the company shall have the final decision.

ARTICLE 31
TERMINATION



- 31.01** This Agreement shall become effective at 12:01 am. on the beginning of the pay period following the receipt, by the Company and the Union, of the consent of the Ontario Labour Relations Board to terminate the collective Agreement between the parties dated the 2nd day of February in the year 1991 and shall remain in effect until 12:01 a.m. on November 23, 1997 and shall continue thereafter from year to year unless either party gives notice in writing of its intention to terminate the Agreement or to enter into negotiations for the purpose of amending the Agreement; such notice to be given within a period of not less than thirty (30) calendar days and not more than ninety (90) calendar days prior to any date of termination.
- 31.02** If notice of intention to amend is given by either party in writing pursuant to the provisions of the preceding paragraph, such negotiations shall commence not later than twenty (20) calendar days after such written notice, and if such negotiations do not result in agreement prior to the termination date of this Agreement or termination date of any extension thereof, then this Agreement shall terminate on the termination date of this Agreement, subject always to the right of the parties to extend further the period of negotiation by agreement.

Dated at the City of St. Thomas, in the county of Elgin, Province of Ontario
this 18th day of June in the year 1994.

signed for the Company by:

"W. Riecker"

"J. G. Blunt"

signed for the Union by:

"J. Rose"

"Helen Siple"

"Jack DeVries"

"Al Triplett"

"Randy McCaskill"

"Bill Hunter"

"Jennifer Hancock"

"Stephen R. Banks"

SCHEDULE "A"
JOB CLASSIFICATIONS, GRADES AND RATES Page No. 1

Classification	Inc.	Normal Months To Learn Job	Grade			Learner Grade			
			A	B	C	A	B	C	
Tool Inspector	m	a	13,670	13,520	13,410				
			*	13,900	13,750	13,640			
			**	14,180	14,030	13,920			
			***	14,510	14,360	14,250			
			12	12					
Tool Checker	30	a	11,245	11,090	10,995	10,890	10,795		
			t	11,425	11,270	11,175	11,070	10,975	
			**	11,655	11,500	11,405	11,300	11,205	
			***	11,935	11,780	11,685	11,580	11,485	
			9	9	9	3			
Tooling Coordinator	42	a	11,680	11,425					
			t	11,880	11,625				
			**	12,130	11,875				
			***	12,430	12,175				
			12						
Tool Inspector Apprentice	8000 hrs.	a	12,805	12,350	12,150	11,790			
			e	13,055	12,600	12,400	12,040		
			**	13,355	12,900	12,700	12,340		
			***	13,705	13,250	13,050	12,690		
			2000 hrs	2000 hrs	2000 hrs	2000 hrs			
Maintenance Mechanic	54	a	14,185	13,930	13,720	12,755	12,350	12,150	
			t	14,435	14,180	13,970	13,005	12,600	12,400
			**	14,735	14,480	14,270	13,305	12,900	12,700
			***	15,085	14,830	14,620	13,655	13,250	13,050
			12	6	18	12	6		
Maintenance Mechanic - Apprentice	8000 hrs.	a	12,805	12,350	12,150	11,790			
			t	13,055	12,600	12,400	12,040		
			**	13,355	12,900	12,700	12,340		
			***	13,705	13,250	13,050	12,690		
			2000 hrs	2000 hrs	2000 hrs	2000 hrs			
Maintenance Mechanic Specialist	66	a	14,705	14,540					
			t	14,975	14,810				
			**	15,295	15,130				
			***	15,665	15,500				
			12						
		a	Effective November 28, 1993						
		t	Effective per Article 25.01 (a)						
		**	Effective November 26, 1995						
		***	Effective November 24, 1996						

Classification	Inc.	Normal Months To Learn Job	Grade			Effective November 26, 1995	Effective November 26, 1996
			A	B	C		
Operator - Progressive Grinding	Inc.	24	A	11,470	11,255	11,660	11,830
			B	11,900	11,635	12,000	12,185
			C	12,190	11,925	12,400	12,600
Operator - Progressive Grinding	Inc.	24	A	11,470	11,255	11,660	11,830
			B	11,900	11,635	12,000	12,185
			C	12,190	11,925	12,400	12,600
Green Product Processor	Inc.	6	A	10,815	10,660	10,475	11,630
			B	11,185	11,030	10,845	11,990
			C	11,445	11,290	11,105	12,250
Leadhand - Green Machining	Inc.	24	A	11,680	11,425	11,820	12,975
			B	12,130	11,875	12,270	13,425
			C	12,430	12,175	12,600	13,750
Operator - Screw Machines	Inc.	6	A	10,815	10,660	10,475	11,630
			B	11,185	11,030	10,845	11,990
			C	11,445	11,290	11,105	12,250
Leadhand - Tool Room	78	E	A	14,960	14,800	14,640	15,800
			B	15,240	15,080	14,920	16,080
			C	15,570	15,410	15,250	16,410
Tail Hardener	30	E	A	11,470	11,310	11,150	12,310
			B	11,660	11,500	11,340	12,500
			C	11,900	11,740	11,580	12,740
General Machine Operator	42	E	A	12,380	12,225	12,070	13,230
			B	12,570	12,415	12,260	13,420
			C	12,810	12,655	12,500	13,660

SCHEDULE "A"
JOB CLASSIFICATIONS, GRADES AND RATES Page No. 3

Classification	Inc.	Normal Months To Learn Job	Grade			Learner Grade			
			A	B	C	A	B	C	
Grinder Specialist		66	a	13.925	13.775	13.675			
			*	14.165	14.015	13.915			
			**	14.455	14.305	14.205			
			***	14.795	14.645	14.545			
				12	12				
Tool, Die and Gauge Maker		72	a	14.445	14.185	14.085			
			•	14.705	14.445	14.345			
			**	15.015	14.755	14.655			
			***	15.375	15.115	15.015			
				12	12				
Tool Maker Apprentice		8000 hrs.	a	12.805	12.350	12.150	11.790		
			*	13.055	12.600	12.400	12.040		
			**	13.355	12.900	12.700	12.340		
			***	13.705	13.250	13.050	12.690		
			2000 hrs	2000 hrs	2000 hrs	2000 hrs			
Green Machining Operator	Inc.	6	a	10.595	10.440	10.350	10.255		
			•	10.745	10.590	10.500	10.405		
			**	10.945	10.790	10.700	10.605		
			***	11.195	11.040	10.950	10.855		
				3	3				
Drop Harden, Temper & Wheelabrator Operator	Inc.	3	a	10.385	10.150				
			*	10.525	10.290				
			**	10.715	10.480				
			***	10.955	10.720				
				3					
Furnace operator - Rotary Hearth	Inc.	3	a	10.385	10.150				
			t	10.525	10.290				
			**	10.715	10.480				
			***	10.955	10.720				
				3					
Furnace operator - Carburizing	Inc.	3	a	10.385	10.150				
			b	10.525	10.290				
			**	10.715	10.480				
			***	10.955	10.720				
				3					

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SCHEDULE "A"
JOB CLASSIFICATIONS, GRADES AND RATES

Classification	Inc.	Normal Months To Learn Job	Grade			Learner Grade		
			A	B	C	A	B	C
Product/Process Auditor		30	11,245	11,990				
			11,425	11,770				
			11,655	11,500				
			11,935	11,780				
Grinder & Honer - Cups & Cones	Inc.	6	10,815	10,660	10,565	10,475		
			10,975	10,820	10,725	10,635		
			11,185	11,030	10,935	10,845		
			11,445	11,290	11,195	11,105		
Electrician		60	14,185	14,030	13,930	13,835	12,350	12,150
			14,435	14,280	14,180	14,085	12,600	12,400
			14,735	14,580	14,480	14,385	12,900	12,700
			15,085	14,930	14,830	14,735	13,250	13,050
Millwright-Welder		54	13,925	13,775	13,675	13,575	12,610	12,205
			14,165	14,015	13,915	13,815	12,850	12,445
			14,455	14,305	14,205	14,105	13,140	12,735
			14,795	14,645	14,545	14,445	13,480	13,075
Pipefitter		48	13,670	13,520	13,420	13,320	12,465	12,060
			13,900	13,750	13,650	13,550	12,600	12,200
			14,180	14,030	13,930	13,830	12,975	12,570
			14,510	14,360	14,260	14,160	13,305	12,900
Electrician Apprentice		8000 hrs.	12,805	12,350	12,150	11,790		
			13,055	12,600	12,400	12,040		
			13,275	12,820	12,620	12,260		
			13,725	13,270	13,070	12,710		
Mechanic - Auxiliary Equipment		54	14,185	13,930	13,720			
			14,435	14,180	13,970			
			14,735	14,480	14,270			
			15,085	14,830	14,620			

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Classification	Inc.	Normal Months To Learn Job	Grade						
			A	B	C	Learner Grade C			
Millwright-Welder Apprentice		hrs.	*	12.805	12.350	12.150	11.790		
			**	13.055	12.600	12.400	12.040		
			***	13.355	12.900	12.700	12.340		
				13.705	13.250	13.050	12.690		
			2000 hrs	2000 hrs	2000 hrs	2000 hrs			
Electrician Specialist		72	a	14.705	14.540				
			*	14.975	14.810				
			**	15.295	15.130				
			***	15.665	15.500				
			12						
Electronics Mechanic		60	a	14.185	14.030	13.930	12.755	12.350	12.150
			*	14.435	14.280	14.180	13.005	12.600	12.400
			**	14.735	14.580	14.480	13.305	12.900	12.700
			***	15.085	14.930	14.830	13.655	13.250	13.050
			12	12	18	12	6		
Electronics/Repairer Analyst		11	a	14.445	14.335				
			*	14.705	14.595				
			**	15.015	14.905				
			***	15.375	15.265				
			12						
Storekeeper (Tubing)		6	a	10.595	10.450	10.360			
			*	10.745	10.600	10.510			
			**	10.945	10.800	10.710			
			***	11.195	11.050	10.960			
			3	3					
Oiler		6	a	10.595	10.450	10.360			
			*	10.745	10.600	10.510			
			**	10.945	10.800	10.710			
			***	11.195	11.050	10.960			
			3	3					
Tool Sharpener & Insert Grinder	Inc.	6	a	10.595	10.450	10.360			
			*	10.745	10.600	10.510			
			**	10.945	10.800	10.710			
			***	11.195	11.050	10.960			
			3	3					

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Classification	Inc.	Normal Months To Learn Job	Bride			Learner Grade			
			A	B	C	A	B	C	
Auxiliary Servicehand	Inc.	24	a	11,025	10,880	10,775	10,680		
			b	11,195	11,050	10,945	10,850		
			c	11,415	11,270	11,165	11,070		
Stores & Crib Attendant	Inc.	12	a	11,685	11,540	11,435	11,340		
			b	10,995	10,850	10,745	10,650		
			c	10,745	10,600	10,495	10,400		
Leadhand - Packing, Shipping & Receiving	Inc.	12	a	11,195	11,050	10,945	10,850		
			b	11,025	10,880	10,775	10,680		
			c	11,415	11,270	11,165	11,070		
Shipper/Receiver	Inc.	6	a	11,685	11,540	11,435	11,340		
			b	10,385	10,240	10,135	10,040		
			c	10,215	10,070	9,965	9,870		
Utility Occupation Utility Servicehand	Inc.	3	a	10,995	10,850	10,745	10,650		
			b	10,745	10,600	10,495	10,400		
			c	10,525	10,380	10,275	10,180		
Utility Inspector	Inc.	3	a	10,015	9,920	9,825	9,730		
			b	10,135	10,040	9,945	9,850		
			c	10,305	10,210	10,115	10,020		

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