

COLLECTIVE AGREEMENT

BETWEEN

**FINNING (CANADA), A DIVISION
OF FINNING INTERNATIONAL
LTD.**

AND

**INTERNATIONAL ASSOCIATION
OF MACHINISTS
AND AEROSPACE WORKERS
Vancouver Lodge 692**



**APRIL 15, 1997 TO AND INCLUDING
APRIL 14, 2000**

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COLLECTIVE AGREEMENT

BETWEEN: FINNING (CANADA),
A DIVISION OF FINNING INTERNATIONAL
(hereinafter called "the Company")

OF THE FIRST PART

AND: INTERNATIONAL ASSOCIATION OF
MACHINISTS & AEROSPACE WORKERS,
VANCOUVER LODGE #692
(hereinafter called "the Union")

OF THE SECOND PART

THIS AGREEMENT entered into this 15th day of
April, 1997 to and including the 14th day of April,
2000.

WITNESSETH:

THAT in consideration of the mutual covenants and
agreements herein set forth, the Parties hereto and
the affected employees are mutually agreed as fol-
lows:

GENERAL PURPOSE:

The purpose of this Agreement is to maintain a har-
monious relationship between the Company and its
employees; to provide an amicable and equitable
method of settling grievances or differences which
might possibly arise, and to maintain mutually satis-
factory working conditions, hours and wages for all
employees who are subject to the provisions of this
Agreement, and generally, to promote the mutual
interest of the Company and its Employees.

WHEREFORE, the Union accepts the responsibility
to bind its International and District Officers and Local
Representatives to the observance of each and all of
the provisions and conditions of this Agreement.

ARTICLE 1
Bargaining Agency

1.01 The Company recognizes the Union as the sole bargaining agency for its employees in the Province of British Columbia and the Yukon (except office staff, salespersons, and those excluded by the Labour Relations Act for the Province of British Columbia) as duly Certified under the said Act, for the purpose of collective bargaining with respect to rates of pay, hours of employment and all other working conditions.

1.02 The Representatives of the Union may have access to the Company's shops or yards by applying for permission through the Office, provided that workers are not caused to neglect their work.

1.03 The Company agrees that as a condition of continued employment, all employees who are or may be covered by the Certificate of Bargaining Authority issued to the Union by the Department of Labour of the Province of British Columbia and the Yukon must become Members of the Union within thirty (30) calendar days of commencing employment and remain Members during the life of this Agreement.

During the probationary period ninety (90) days the Company the right to dismiss the person a n d said person will not have access to the grievance procedure unless there is a claim of discrimination against them as defined by the Human Rights Code of British Columbia.

An employee re-entering the employ of the Company in the same classification after his right to recall has expired will not be subject to another probationary period as long as their absence does not exceed three (3) years.

1.04 All present and new full-time employees of the Company who are or may be covered by the Certificate of Bargaining Authority issued to the Union by

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the Department of Labour of the Province of British Columbia shall pay to the Union as a condition of employment, dues and Initiation or Reinstatement fees by payroll deduction, as may from time to time be established by the Union for its Members in accordance with its Constitution and/or Bylaws. It is further understood that dues and Initiation or Reinstatement fees shall be effective as and from the date of employment with the Company.

ARTICLE 2

Definition Of Bargaining Unit Employee

2.01 The term "employee" as used in and for the purpose of this Agreement shall include all persons employed in the Company's operations and as covered by the Provincial Government Certification and without restricting the generality of the foregoing shall not include those having authority to hire and discharge employees, office workers, supervisory officials and salespersons.

2.02 Wherever the singular or masculine is used in this Agreement, it shall be considered as if the plural or feminine has been used where the context so requires.

ARTICLE 3

Management

3.01 The Union recognizes and agrees that the management and operation of Finning (Canada), A Division of Finning International Inc. and the direction of the working forces are vested exclusively in the Company.

3.02 The Company has and shall retain the right to select its employees, to hire, discharge, classify, transfer, promote, demote or discipline them provided that a claim of discrimination against any employee may be the subject of a grievance and be dealt with as hereinafter provided.

3.03 In the event that the Management, in agreement with the Union, decides to introduce an incentive payment plan to any section, department or branch, the rates herein will continue to be the basic rates payable to employees to whom opportunity is given to earn incentive payments under such a plan. The rates herein will continue to apply to all employees who are not offered opportunity to earn incentive payments, and the Management reserves the right to apply such an incentive plan to any section, department, branch or phase of work.

ARTICLE 4
Working Conditions

4.01 Employees shall take orders from their respective supervisor, or from the general management when supervisors are not immediately available.

4.02 Employees shall observe the rules of the Company and shall perform a fair day's work in the category in which the employee is engaged and shall be subject to discipline by the Management for failure to do so.

4.03 Employees will not absent themselves from work without advising Management. Employees will not leave company premises during working hours without permission from the supervisor. Failure to obtain permission shall be cause for disciplinary action.

4.04 No Supervisors or other employee will be allowed to use hand tools or carry out work which would be normally done by Machinists Union Members, except in the instructing or training of employees.

4.05 The parties agree that harassment will not be tolerated in the workplace. Every reasonable effort

will be taken to insure no employee is subject to harassment in any form; Both parties will jointly co-operate in resolving complaints in a confidential and appropriate manner.

ARTICLE 5
Hours Of Work

5.01 The starting and stopping time, as well as the meal period, shall be mutually arranged by the Company and the Union, it being understood that the meal period shall not be less than thirty (30) minutes.

5.02 Unless otherwise agreed to between the Company and the Union, the standard work day shall consist of eight (8) hours and the standard work week shall consist of forty (40) hours, Monday to Friday. The first shift shall commence between 6:00 A.M. and 8:00 A.M. Where there are business situations which require discussion and adjustment to hours of work, the Company and Union will meet to discuss appropriate schedule alternatives for that branch. See Schedule "E" for Tuesday to Saturday shift.

5.03 In cases where hours must be varied in customers' camps to comply with Provincial Fire Regulations, such work as is carried out under these conditions shall be at straight time for the first eight (8) hours.

5.04 If a second shift is employed, the hours of work shall be seven and one-half (7½) hours per shift, for which eight (8) hours shall be paid, plus eighty (\$.80) cents per hour. ~~44~~
100080

5.05 If a third shift is employed, the hours of work shall be seven (7) hours per shift, for which eight (8) hours will be paid, plus ninety-five cents (\$.95) per hour. ~~45~~
100095

5.06 When employees are required to work extended hours in excess of ten (10) the Company will

pay the cost of a good meal. If an employee chooses not to take a meal break, they will be paid \$14.00. The time required to consume the meal shall not be less than one-half (1/2) hour and this break will occur at the regular meal hour.

5.07 It is intended that every employee should have a full shift break between shifts. In the event that an employee is recalled to work before a full shift break occurs, he shall be considered as still working on his previous shift and shall be paid the appropriate overtime rates for work performed after recall.

5.08 No employee shall be permitted to resume work of his own accord until a full shift break occurs without permission of his supervisor.

5.09 Clarification of Shift Break: Employees working overtime will not lose the time taken from their next regular shift to make up the eight (8) hour break.

5.10 Subject to exceptions set forth in this Agreement, any employee reporting for work on his regular shift shall receive a ~~minimum of four~~ (4) hours pay at his regular rate, provided that if four (4) hours work is not available at his regular job, he shall perform such temporary work as may be assigned to him to qualify for such pay.

Any employee completing the first half of his regular shift and who commences work on the second half of his regular shift shall receive his full pay for that shift.

5.11 When it is necessary for an employee to be transferred from day shift to an afternoon or graveyard shift, said shifts will continue for a minimum of three (3) consecutive normal working days, or the overtime rates as provided for in this Agreement will apply, except in the case of an emergency.

The Company shall give the employee seventy-two

(72) hours notice prior to changing of shifts, wherever possible.

5.12 Employees shall be granted two (2), ten (10) minute rest periods during the course of each shift.

5.13 The Company premises shall be the place the employee normally reports to and completes his shift. Travel to and from work assignments shall normally commence from these premises.

However, if the employee and the manager agree, the employee may proceed directly to a field job site from his home. If the time required to go directly is fifteen minutes or more than would be required to drive to work, then the start time will be adjusted by the appropriate time frame or the appropriate overtime will be paid.

5.14 Day shift Parts Department employees shall work eight (8) hours and a consecutive five (5) day, forty (40) hour week, Monday to Friday inclusive, or Tuesday to Saturday inclusive, between the hours of 7:00 A.M. to 6:00 PM. Second and third shifts in Parts Department to be governed by Sections 5.04 and **5.05**.

5.15 The Parts Department shall rotate shifts every two (2) months, with a day shift occurring between afternoon and graveyard shifts, or graveyard and afternoon shifts.

5.16 Shift changes to be posted at least one week in advance of such shift change, except in emergency due to absence, illness, temporary transfer of staff to another area or a major change in the work schedule.

5.17 One (1) Depot Partsman to get eight percent (8%) over his Classified hourly rate; this to apply only to Journeyperson Partsman Classification or less, if there is no salaried manager.

5.18 Parts Department employees working on the 9:30 a.m. to 6:00 p.m. (or 9:00 a.m. to 6:00 p.m.) shift shall not receive a premium.

ARTICLE 6
Overtime

6.01 Time worked in excess of the standard hours of work shall be considered overtime, and overtime shall be paid for at double time rates.

6.02 Double time rates shall be paid for work on Saturdays and Sundays, except as provided in 6.03.

Pat-t-time employees will be paid overtime after 8 hours in a day, 40 hours in a week, Sundays, and Statutory holidays; where practical the Company will attempt to assign two days off when five consecutive shifts (40 hours) are scheduled.

6.03 Double time rates shall be paid for all work performed on Mondays in the same week in which the Tuesday to Saturday shift is worked.

6.04 Double time rates shall be paid for work on Statutory Holidays plus any applicable Statutory Holiday pay.

6.05 No premium shall attract overtime rates.

6.06 Where it is practical, overtime work will be distributed equally among those employees who normally perform the work. Any opportunity which is not worked will be counted as time worked when assessing the distribution. The distribution will be assessed on a quarterly basis. This will be discussed with the Shop Steward. There will be no payment for any by-passed opportunities.

ARTICLE 7
Call Time

7.01 Employees called out after their regular shift shall receive a minimum of three (3) hours pay at double time rates.

7.02 Employees called in to work on scheduled days off and Statutory Holidays shall receive a minimum of four (4) hours pay at double time rates, plus any applicable Statutory Holiday pay.

7.03 No employee shall be required or requested to stand by at his residence for service, maintenance or parts calls. However if the employee agrees and he is designated to stand by, he will be paid four (4) hours overtime for a weekend or six (6) hours overtime if it is a holiday weekend (2 hours overtime per day). An employee will not receive both call in pay and stand-by pay for the same day. *8/20*

7.04 When an employee receives a telephone call at home while he is on standby and places a customer order via the telephone or personal computer, the employee will be compensated for 1/2 hour at two (2) times the regular hourly rate in addition to stand by pay.

If during the same day a call in is paid clause 7.03 applies.

7.05 Employees called in before their regular starting time shall be paid at double time rates for time worked prior to their regular starting time.

ARTICLE 8

8.01 The provisions of Article 5.10, Articles 7.01 and 7.02 shall not apply in the event of an emergency such as fire, flood, power failure, etc., beyond the control of the Company, or if he was previously instructed not to report. In any such event, he shall be paid for the actual time worked at prevailing rates according to Classifications.

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ARTICLE 9 **Wages**

9.01 Wages and Classifications shall be those agreed upon and set out in Appendices and/or

Schedules attached hereto and forming part of this Agreement. Pay days will be every second Friday.

ARTICLE 10
Travel Time

10.01 Travel time during the employee's regular shift hours, Monday to Friday inclusive, will be paid for at straight time.

10.02 Travel time authorized by the Company or the customer outside the employee's regular shift hours, Monday to Friday, will be paid for at time and one-half up to a maximum of eight (8) hours in any twenty-four (24) hour period.

10.03 All travel time for Saturday and Sunday and any holiday will be paid for at time and one-half to a maximum of eight (8) hours in any twenty-four (24) hour period.

10.04 The exception to this provision would be where first-class sleeping accommodation is provided. In this instance, time would cease at 9:00 PM. and commence at 8:00 A.M. the next day.

10.05 (a) Travel time at double time rates shall be paid outside the regular hours of work for those employees travelling in Company or rented trucks or cars. This provision shall not apply when an employee is travelling by a public carrier or to and from a public carrier.

(b) Public carriers shall be defined as follows: buses, taxis, aircraft, trains, boats and any vehicle licensed to transport passengers and operated by a licensed operator (exclusive of Company trucks or cars mentioned in 10.05 (a) preceding).

Buses, aircraft or boats that may be chartered or purchased by the Company to transport employees shall be licensed to transport passengers and operat-

ed by an operator holding a current appropriate license to do so.

Travel time by employees outside the regular shift hours under 10.05 (b) preceding shall be at time and one-half, as defined in 10.02, 10.03 and 10.04.

10.08 When an employee is required to work at points which require him to be absent from his home, he shall receive fare, first class accommodation and board and travel time as stipulated in other Sections of this Agreement.

10.07 When employees are required to be in the field overnight or longer, transportation will be provided by the Company so that employees can leave their cars at home, provided the Company does not provide suitable protected parking accommodation, and does not provide block heaters in northern areas.

10.08 The corporate travel policy is applicable for travel outside the continent.

ARTICLE 11 Preparation Time

11.01 The Company will allow and pay for up to two (2) hours personal preparation time to employees being sent on out-of-town jobs for a period of overnight or longer at regular rates up to time and one-half.

ARTICLE 12 Layover Time

12.01 Layover time refers to isolation in customer's camps in remote areas only. Providing no work is performed on either Saturday or Sunday, an employee who is required to remain in the field is entitled to a maximum of sixteen (16) hours time at straight time rates. However, if for instance, an employee worked eight (8) hours or more on Saturday,

he would still be entitled to eight (8) hours for Sunday if he did not work on Sunday.

12.02 Waiting Time. Time spent by an employee during his regular work day while at the scene of the job, waiting to resume work or for transportation.

ARTICLE 13

Temporary Transfer

13.01 Any employee who may be on a temporary transfer to a Company Branch or Depot for a period not exceeding ninety (90) days, shall receive fare, travel time, room and board while on the job, or returning to his home station, providing he does not terminate employment before his posting expires.

13.02 Living expenses should be discussed initially with the employee, and each fifteen (15) days thereafter.

13.03 The employee may be required to remain on such posting up to a maximum of ninety (90) days. However, during the period of posting, if no work is available during the weekend (Saturday and Sunday) the employee may have the opportunity to return to his home station for the weekend, provided permission is granted by the Branch or Depot Supervisor.

13.04 If such permission is granted, the Company will provide the cost of ground transportation, or other transportation costs approved by the Company, for the employee to visit his home station, and to return to the Branch or Depot in time to resume work at the start of his regularly scheduled shift the following week.

13.05 On weekends where the employee returns home the Company shall pay in addition to the foregoing, a maximum of three (3) hours pay at the appropriate travel time rate.

13.06 Layover time shall not be paid to any employee who may be temporarily transferred to a Company Branch or Depot.

ARTICLE 14

Permanent Transfer

14.01 Reasonable living expenses will be allowed personnel transferred by the Company. Living expenses to be discussed initially with the employee before departure and each fifteen (15) days thereafter, up to a maximum of thirty (30) days.

14.02 This amount can be claimed for in the regular expense reports for all days other than those spent on customer jobs where actual expenses are rechargeable to the customer.

14.03 It is intended that all permanently transferred personnel shall have a maximum of thirty (30) days in which to find suitable accommodation.

14.04 Good quality accommodation and transportation to the Branch will be paid in the case of permanent transfers.

14.05 The Company will also pay the amount necessary to move his family and household goods, provided he remains in the Company's employ at the new location for a period of not less than six (6) months.

14.06 No employee transferred shall move his family or household effects at Company's expense without written authority from the Vancouver Office. Moving conditions and costs will be discussed and agreed to by the employee, human resources, and the Customer Service Manager of the new branch.

14.07 On a permanent transfer to another Branch or Division, an employee's Company seniority will be applied in the appropriate classification in the new Branch or Division.

14.08 If an employee wishes to change locations or positions, he should make written application to the Human Resources Department in Vancouver.

An application does not guarantee an employee the right to a vacancy, rather that the application will be considered when a vacancy does occur.

14.09 Where it is practical, permanent job opportunities will be posted in the branches. A copy of the job posting will be provided to the Shop Steward.

In filling the promotion or vacancy for a new position, the position may be awarded to the most qualified applicant. Qualifications being defined as possessing a proficiency certificate where necessary, training, knowledge, experience and past performance (of which the employer shall be the sole judge; except where the hiring committee participates, committee consensus shall be used to make a decision).

The filling of one vacancy will not be used to create a chain of job postings. After the first vacancy is filled through a posting the employer may fill any subsequent vacancy however most practical. Preference will be given to those employees who have applied under 14.08.

14.10 An employee who becomes incapacitated by a work related injury or illness which causes him/her to be unable to perform their present job will be given preference for a position which he/she can do or can be trained to do.

ARTICLE 15

Statutory Holidays

15.01 All employees covered by this Agreement shall receive eight (8) hours pay at their regular straight time rates for each of the following Statutory Holidays in addition to any wages which they may be in receipt of for work performed on such Holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Eve
Canada Day	Christmas Day
1st Monday In August	Boxing Day

15.02 Provided any other Statutory Holiday declared, proclaimed or celebrated by the Federal and/or Provincial Government shall be paid for on the same basis.

15.03 Yukon employees' to receive third Monday in August instead of first Monday in August.

15.04 Statutory Holidays falling on a Saturday or Sunday will be celebrated on the following Monday. Where two consecutive Statutory Holidays fall on a Saturday and Sunday, the following Monday and Tuesday will be celebrated.

NOTE: The provision to celebrate these Holidays as above may be changed to a Friday with mutual consent between the Company and the Union.

NOTE: TUESDAY TO SATURDAY WORK WEEK

If a holiday falls during the work week Tuesday through Saturday, the day off will be provided. If the holiday falls on a Monday, the day off will be taken on the Tuesday.

PROVIDED:

15.05 If the employee has earned wages for 15 days, during the 30 calendar days immediately preceding the Statutory Holiday, they will be paid a pro-rated amount for the Holiday.

15.06 Exceptions for the foregoing shall be made in cases where the following conditions prevail:

- (a) The employee is off work due to industrial accident or disease for a period not in excess of two (2) calendar months.

- (b) The employee is prevented from working due to a bona fide illness for a period not in excess of two (2) calendar months. A doctor's certificate shall be submitted as proof.
- (c) Temporary layoff not exceeding two (2) weeks within two (2) weeks of any designated Holiday.
- (d) Where leave-of-absence has been approved and the employee has worked some time during the two (2) calendar weeks preceding the week in which the Holiday occurs.

15.07 Should any of the above-stipulated Statutory Holidays occur during the employee's vacation period, he shall be given an extra day's vacation with pay.

15.08 Permanent Part Time employees shall receive Statutory Holiday pay pro-rated to the shift hours worked.

**ARTICLE 16
Vacations**

16.01 The Company shall give each employee an annual holiday with pay which will be allocated on the basis of seniority and based on the following entitlement:

16.02 Employees are entitled to the number of weeks vacation shown in column (1) in the calendar year in which the years of service shown in column (2) are completed. New employees, however, will receive 2 weeks vacation upon completing a term of one year's service. New employees earn vacation at .83 days per month and may take accumulated vacation after 6 months.

54 Weeks Vacation	(2) Years of Service	(3) Percentage of Gross
2 weeks vacation	1 year of service	4% of gross earnings
3 weeks vacation	2 years of service	6% of gross earnings
4 weeks vacation	7 years of service	8% of gross earnings
5 weeks vacation	14 years of service	10% of gross earnings
6 weeks vacation	19 years of service	12% of gross earnings

With the ratification of a three (3) year agreement, in the second year of that agreement the Company is willing to provide one (1) additional day of vacation to employees with greater than twenty-five (25) years of service, increasing by one 1) day of vacation for each additional year of service capped at thirty (30) years.

16.03 Employees shall receive vacation with pay for each vacation period shown in column (1) above or the applicable percentage in column (3) of gross earnings for the calendar year immediately preceding the vacation period, whichever is greater.

Upon request, the Company will pay by regular pay cheque the vacation variance as long as written advance notice of seven working days is provided.

The Company will pay the vacation variance by the end of January.

18.04 In the event of termination of service with the Company after he has had his vacation he earned for the previous year, he shall receive four per cent (4%); six per cent (6%); eight per cent (8%); ten per cent (10%); or twelve per cent (12%) when applicable as the case may be, for his pay for the year in which he ends his employment for which no vacation has been paid.

16.05 The qualifying provisions of service in the current year shall not apply if an employee terminates of his own volition or is discharged, for cause and not reinstated under the terms of this Agreement. In cases such as this the appropriate vacation pay will be calculated from his starting date.

16.06 If an employee requests, the company will provide two (2) weeks vacation in the prime time period (June 15 to September 15). Employees must notify the company on or before March 1st of their summer vacation commitment. These vacation requests will be governed by seniority. Requests after March 1

for prime time will be considered on a first come first served basis without regard to seniority. A vacation review will be conducted by the Company each Fall.

16.07 The Company agrees to consult with their employees and attempt to meet their individual holiday preferences. The Company will also attempt but will not guarantee, three (3) or four (4) or five (5) or six (6) consecutive weeks vacation to eligible employees.

16.08 An employee's scheduled vacation period shall not be changed by the Company within the one-month period immediately preceding the start of the vacation period without the consent of the employee concerned.

16.09 Each employee shall be required to take the full annual holiday period that he is entitled to under the provisions of this Agreement in the current year.

16.10 The vacation allowance may be drawn on the working day preceding the vacation providing one (1) week's notice is given by the employee to the payroll department.

16.11 The entitlements of an employee under this Section shall at no time be less beneficial than those he would be entitled to under the provisions of any government legislation or any orders or regulations made thereunder.

16.12 Except as noted below, eligibility for vacation will be maintained and accumulated. Eligibility shall be maintained but not accumulated during absence:

- (a) Due to temporary illness or non-occupational accident exceeding twenty-six (26) weeks..
- (b) With authorized leave-of-absence.
- (c) Due to layoff without recall, for a period not to exceed twelve (12) months.

16.13 Eligibility refers to the length of service. For-

mula outlined in columns 1 and 2 (Article 16.02). Vacation pay is predicated on gross pay as it relates to that formula.

ARTICLE 17
Insurance Coverage

17.01 Travel Accident Coverage: The Company will supply a blanket Travel Accident Policy, at Company expense, effective April 15, 1997 in the amount of \$90,000.00. Policy Number 9013079 between Finning (Canada), A Division of Finning International Inc. and American Home. Effective April 15, 1998 - \$95,000.00. Effective April 1.5, 1999 - \$100,000.00.

17.02 Group Life and Accidental Death & Dismemberment Insurance Coverage: Effective April 15, 1997 in the amount of ~~\$60,000.00~~ to cover all employees. Effective April 15, 1998 - \$65,000.00 and effective April 15, 1999 - ~~\$70,000.00~~. The Company shall pay the full cost of this premium. This will give twenty-four (24) hour coverage. ⁷⁰⁰₁₀₀

17.03 Tool Insurance: The Company will reimburse employees for tools lost with a minimum of Two hundred dollars (\$200.00) and no maximum on any one loss. The exact amount will be based on the evaluation of a claim by insurance adjusters, based on an employee tool list that is on file. Theft must show forced entry on a locked vehicle, or non negligence in transit, or loss on the company premises or rental vehicles. (Fire and Theft). The Company agrees to repair and replace, if necessary, employee owned impact tools.

17.04 Tool Allowance: The allowance will be paid to an employee requiring and using a complete set of tools. A complete set of tools comprises a kit of at least 80% of the value of the average Journeyman Mechanic's kit.

Journeyman Mechanics, Machinists and Special-

ists will be paid up to Five Hundred and ten dollars (\$510.00) on receipt of purchases. Effective April 15, 1998 - Five hundred and twenty dollars (\$520.00) and effective April 15, 1999 - Five Hundred and forty dollars (\$540.00) on receipt of purchases.

Welders Forty (\$40.00)

To receive the same tool allowance as a Journeyman if required to carry a full tool box.

Apprentice Schedule

Status on September 1st

0 - 12 month apprentice - 30% of mechanics tool allowance

12 - 24 month apprentice - 45% of mechanics tool allowance

24 - 36 month apprentice - 60% of mechanics tool allowance

The Company will require a tool list for all people receiving the allowance except welders receiving the **\$25.00.**

The allowance will be paid once per year on September 1. Employees will be required to submit receipts at least two weeks prior to September 1st, for the preceding 1 year period (Sept. 1 to Aug. 31).

ARTICLE 18

Medical And Dental Coverage

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18.01 Medical Coverage: The Company agrees to provide and maintain the medical and extended health care plans and contribute One Hundred (100%) percent of the premium of these plans.

18.02 Dental Coverage: The Company shall provide a dental plan through CU&C Health Services Society. The Company shall pay One Hundred (100%) percent of the premium; no annual maximum.

Coverage: Basic Dental 100%
Prosthetic Appliances,
Crowns & Bridges 60%

Those employees who qualify after 5 years of service will have 100% coverage of their basic dental at the time of treatment. Those with less than 5 years service will have 80% of their eligible dental coverage paid by CU&C on a scheduled basis. The remaining 20% will be reimbursed at the end of each calendar year.

Orthodontic Coverage: The Company shall provide an orthodontics plan after the employee has been continuously employed for one full year. Benefits will be limited to family members under the age of 18 to a maximum lifetime benefit of \$2,000.00 per person. Appliances lost, broken, or stolen will not be replaced. Both the Company and the employee shall share on a 55/45 basis the cost of this benefit.

18.03 On termination or layoff, medical and dental coverage will continue till the end of the month following the month of the layoff or termination. On rehire or recall, coverage starts on the 1st of the month following 30 calendar days of continuous service.

18.04 If a lay-off appears to be extensive employees may continue their medical coverage by prepaying one half of their medical premium for one (1) year. If an employee works more than 480 hours (not necessarily consecutive) or returns to work on a permanent basis during the 1 year period he or she may claim a refund of the full amount.

18.05 Employees who work 40 hours per week on a continuous basis and who have successfully completed their probationary period are considered Permanent full-time employees and are eligible for all Company Benefits.

18.06 Employees who work 20 hours per-
17 39 hours per week on a continuous
18 basis have successfully completed their probationary period are considered Permanent Part-Time Employees and

are eligible for full coverage on the Medical and Dental Plans and pro-rated coverage on the sick leave, income continuance, L.T.D. and Group Life plans.

18.07 Benefit Coverage

The Company confirms that our practice of providing full benefit coverage as outlined in Clause 18.05 will continue to apply to those employees working a second or third shift as outlined in clauses 5.05 and 5.06 of the Collective Agreement.

18.08 Probationary Period for Permanent Part-Time Employees (Parts)

Employees considered to be working part-time as outlined in Clause 18.06 of the Collective Agreement will have a probationary period considered equivalent to full time employees. Part time employees will have to have worked sixty-five (65) scheduled shifts before the probationary period is considered successfully completed.

ARTICLE 19

Income Continuance Coverage

19.01 ~~The Weekly Indemnity Benefit shall be Fifty-percent (50%) of the employees' current base wage rate with a minimum of Two Hundred and fifty-five dollars (\$255.00). Effective July 1, 1997, to a maximum of Four Hundred and Sixty-five (\$465.00) dollars per week. Effective April 15, 1998 - Four Hundred and seventy (\$470.00) dollars per week. Effective April 15, 1999 - Four Hundred and eighty (\$480.00) dollars per week.~~ ~~74~~ ~~75048~~

Coverage is contingent upon both the employee and doctor providing the required claim form information showing total disability to the satisfaction of the benefits carrier.

~~75~~ ~~999410~~ **19.02** ~~Term Benefit shall be Four Hundred and Ten Dollars (\$410.00) per week. Effective April 15, 1998 the Long Term Benefit shall be Four~~

~~70d~~
~~999~~

Hundred and Fifteen (\$415.00) dollars per week.
Effective April 15, 1999-- Four hundred and Twenty-five (425.00 dollars per week.

ARTICLE 20

Sick Leave

20.01 Sick leave will be allowed on the following basis and subject to the following provisions:

20.02 After one (1) month's continuous service, permanent employees will receive Sick Leave Credit based on four (4) hours per month as accumulated to a maximum of forty (40) hours. At the beginning of each year thereafter, employees will receive credit for forty (40) hours' Sick Leave to apply to the current year's service. Sick leave credit will be maintained but not accumulated during lay-off.

20.03 Employees who report sick during any day will have their sick leave allotment reduced by the number of hours not worked during that day.

20.04 Sick leave is not to be used for any purpose other than legitimate illness. Sick leave can also be used for Doctor and Dentist appointments, (Minimum 4 hours), A Doctor's slip may be required. Sick leave can also be used in an emergency if an employee's spouse is sick.

20.05 All absence due to illness of more than three (3) consecutive days' duration shall require a Doctor's certificate to the employee's Department Manager.

20.06 It is the employee's responsibility to immediately notify his or her Department Supervisor of absence due to illness. If there is no notification, absence may be considered absence without pay and the regulations in Article 4.03 may apply.

20.07 All sick days not used can be accumulated to a maximum of twenty-five (25) days. This maximum is inclusive of the current years eligibility.

~~73~~
65025 see 89/91 agmt.

20.08 Accumulated sick leave may only be used after the current year's annual five (5) days sick leave has been used up.

20.09 No pay or allowance will be made in lieu of sick leave.

20.10 Any employee over sixty (60) years of age with ten (10) or more years service shall be paid all accumulated sick time when the employee retires.

ARTICLE 21

Bereavement Leave

21.01 If an employee suffers a death in the immediate family he shall be granted compassionate leave-of-absence with full pay for three (3) days. Sick leave may also be used for compassionate purposes.

Immediate family means: spouse, mother, father, brother, sister, children, mother-in-law, father-in-law, grandparents and grandchildren, brothers-in-law and sisters-in-law. If the employee affected does not attend services, he shall only be entitled to one (1) day as provided in this Section. The employee may be required by the Company to substantiate the death.

ARTICLE 22

Jury Duty

22.01 An employee called for Jury Duty or as a Crown Will not be required to appear in Court and attend his regular shift on the same day.

If however, they are not selected or required to testify they will report for work. The Company will make up the difference between Jury pay or witness fees and the employees regular wages for each eight (8) hour shift.

ARTICLE 23

Union Notices And Shop Stewards

23.01 A notice board will be provided for the post-

ing of all official Union notices exclusively and not to be used for disseminating political propaganda. All such notices shall be submitted to a Company official for approval before posting.

23.02 The employees in each Branch will elect one or more Union members from each shop or shift who will be known as Shop Stewards and these will be recognized by the Company.

23.03 No Shop Steward, Committee or employee shall be discriminated against or jeopardized in seniority standing or suffer any loss of employment on account of membership or activity in the Union, provided that such activity is not allowed to interfere with the work and production of the Company.

Upon formal request for an unpaid leave of absence, an employee may be granted a leave not to exceed one full business term as a fulltime officer of the union. Upon return to the bargaining unit, seniority would be credited to the person. The person would not be guaranteed a specific job, but would be eligible for a job for which he or she was qualified.

23.04 When the Company finds it necessary to lay off or discharge a Shop Steward, the Business Representative of the Union shall be notified prior to such layoff or discharge.

ARTICLE 24 Moonlighting

24.01 The Company and the Union agree in principle to eliminate the practice commonly referred to as moonlighting.

24.02 When this practice affects the Company's business or the employee's ability to perform his job, it shall be cause for reprimand or dismissal.

24.03 When this practice affects the Union, the Company agrees to cooperate with the Union in reprimand and/or dismissal.

ARTICLE 25
General Provisions

25.01 Building Trade Construction Sites

Employees who are assigned and/or hired or engaged for installation of machinery and equipment and/or repair of equipment through general contractors or in conjunction with building trades Unions, shall receive the rates of wages of the Construction Agreement if they are on the job site for a duration of one complete shift or longer.

If the job is out of town, good quality room and board, transportation and the required travel time as provided for in this Agreement shall apply.

CLOTHING

25.02 Arctic Parkas. Three Arctic Parkas will be available in the Vancouver Tool room for coastal crews being sent to the North West Territories or the Yukon in the winter.

25.03 Cotton Gloves. Will be supplied as a Tool Crib item in all Branches. Employees may be required to turn in used gloves.

25.04 Coveralls and Smocks. All employees required to wear coveralls or smocks shall have these supplied and cleaned by the Company. Employees are expected to take reasonable care of clothing supplied.

Three pairs of Arctic coveralls will be supplied to field mechanics and sufficient Arctic coveralls will be supplied to cover the requirements of the branch. These will be replaced on surrender of the worn set.

25.05 Cold Weather. With the cooperation of employees, the Company will attempt to maintain shop temperatures above 10° C.

25.06 (a) The Company agrees not to require its employees to perform outside repair work in temperatures below -30° Centigrade, unless adequate pro-

tection and some form of heat is provided. Tarpaulins, windbreaks, etc., shall be erected before commencement of work and heat must be made available.

(b) NOTE: It must be recognized that an understanding of this nature requires a high degree of cooperation between the employee and the Company. Employees will not arbitrarily stop work without advising their supervisors.

25.07 Customer Assisted Repair

Employees of customers may work on Company premises, in the repair of said customer's equipment, providing:

- (a) The Shop Steward will be informed
- (b) Only one (1) man per machine, and for a period of not more than thirty (30) days.
- (c) Employees of customers must be Members of a recognized Union, and
- (d) Must provide their own tools.
- (e) Must use Company facilities only under the direction of a Finning employee, and
- (f) Must not displace a Member of this Bargaining Unit.

25.08 First Aid. Any employee suffering injury while in the employ of the Company must report immediately to the First Aid Department or as soon thereafter as possible, and also report to this Department on returning to work. A copy of his accident report will be supplied on request.

25.09 Lunch Room. The Company will supply suitable accommodation where employees may have their lunch.

25.10 Receipts. No employee will be paid off until he produces a receipt for any Company-owned tools or equipment which have been issued to him.

SAFETY EQUIPMENT

25.11 Hard Hats and Rain Jackets. The Company will provide hard hats as a tool crib item with extra sweatbands where required.

Also a sufficient number of quality rain suits will be kept in tool cribs for shop and field use. When worn out or damaged, personal rainsuits will be replaced upon presentation to branch management.

25.12 Safety Glasses

Glasses will be supplied to all permanent employees in the following way:

Safety glasses are available at no cost to the employee from an optometrist registered under the Finning (Canada), A Division of Finning International Inc. Plan (BCOA). Frames and lenses can be replaced once every two years. Exception(s); lenses can be replaced more frequently when there is substantial pitting or scratching; damaged frames should be repaired if possible or replaced as required.

Glasses will be obtained through the registered Finning (Canada), A Division of Finning International Inc. Plan which designates the frames and services available through the registered local optometrist.

25.13 Safety Shoes. All bargaining unit employees whose regular work is in shops or Warehouse area are required to wear Regulation Safety Shoes during working hours.

Employees are eligible for a Ninety Dollar (\$90.00) allowance towards the cost of new safety shoes. Effective April 15, 1998 employees are eligible for a Ninety-five Dollar (\$95.00) allowance towards the cost of new safety shoes. Effective April 15, 1999 employees are eligible for a One Hundred Dollar (\$100.00) allowance towards the cost of new safety shoes. New employees are eligible after six months service. The allowance is restricted to once in any twelve month

period and will be paid upon the receipt of the purchase of a pair of safety shoes.

25.14 Welding Gloves. The Company will replace welders' gloves when legitimately worn out and turned in by the employee.

25.15 The Company shall supply protective clothing when employees are engaged in cleaning equipment.

25.16 Training Sessions.

(a) It is the Company's intent that voluntary training sessions be limited to two (2) hours and the Company will supply the cost of a good meal. Clarification; In Vancouver where meals are supplied in the Company's cafeteria there shall be a choice of two hot dishes at each meal. In Branches or Depots the present practice and policy shall continue.

^{25A} (b) ~~The Company shall pay straight time rates for all compulsory non-apprenticeship training outside the regular hours of work during the week,~~ - ing travel time. Meal allowances do not apply for compulsory training sessions of two hours or less during the week and Saturdays.

(c) Travel expenses paid by the Company will be airfare or the standard Corporate rate per kilometre, however the employee gets to the training session.

Call time guarantees do not apply for any training sessions.

25.17 Wash Room. Adequate washroom and locker facilities will be provided by the Company and kept in a sanitary condition. Employees will cooperate by observing the simple rules of cleanliness.

ARTICLE 26

Seniority And Layoff

26.01 The parties hereto recognize that employ-

ees are entitled to a measure of job security based on length of service.

It is further mutually recognized however, that in connection with job security, the skill, efficiency and good conduct of an employee must also be studied as well as seniority standing.

It is agreed that, other things being equal, laying off work and resuming work will be done according to seniority with the Company, the particular Branch or Division, in the Classification in which the employee is engaged.

In the event of layoffs, the principle of last person on, first person off, shall prevail provided the employee is qualified and able to perform the available work.

The Company, however, agrees that when it is necessary for layoffs to be made which are not strictly in accordance with the Seniority List, the Shop Steward will be notified if possible in advance, and will be fully informed on the matter if he/she so requests.

Decisions on layoffs, re-hiring, promotions etc., will be the responsibility of the Company, but it is understood that any dispute arising therefrom may be taken up under the Grievance Procedure of this Agreement.

Company seniority for purposes of this clause will be time spent as a union member.

26.02 Each employee's seniority with the Company shall be broken by:

- (a) Voluntary quitting of job.
- (b) Exceeding authorized leave-of-absence.
- (c) Discharge and not reinstated under the terms of this Agreement.
- (d) Failure to report back to work within one (1) week after notification to return to work, unless failure is proved to be unavoidable.

(e) Accepting a Company position outside the bargaining unit for a period of more than two years.

26.03 Seniority shall be maintained and accumulated during occupational accident.

26.04 Seniority shall be maintained but not accumulated during authorized leave of absence.

26.05 A laid-off employee shall retain his seniority and recall rights with the Company for twelve (12) months after date of layoff, but shall not accumulate seniority while on such layoff or receive company benefits, except as provided in 18.03, 18.04 and Article 27.

The temporary layoff shall be considered uninterrupted for employees who are recalled to less than 4 consecutive weeks of employment.

However, if an employee is re-hired within 3 years of lay off, his seniority rights will be reinstated less the period of absence.

26.06 When an employee is called back from lay-off, the Company guarantees that the employee will work for a minimum of one (1) week.

26.07 Employees recalled from layoff to a different branch should return first to their home branch to re-establish their seniority; then transferred to the different branch.

ARTICLE 27

Severance

27.01 An employee who is permanently laid off, or otherwise terminated (except for just cause) will receive-or given notice in writing as set out below.

From 6 months to 2 years' service - 2 weeks severance or notice or combination up to 2 weeks.

For each additional year, -one week's severance or

notice to a maximum of 12 weeks for 12 years of service.

The above is payable after 12 months of layoff, at which time the employee loses his or her right to recall.

An employee can claim his severance after 13 consecutive weeks of layoff if he or she terminates employment and waives recall rights under the collective agreement.

Years of service shall be interpreted to mean the total numbers of years of service between the date of employment and the date on which the employee's job ceases.

The employee may elect to receive his severance pay either in a single lump sum, or in equal biweekly payments to be spread over as many weeks as are included in his or her severance pay allowance.

27.02 Branch Closure

- (a) In the event that the Company decides to close, restructure, or relocate any of the existing branches or divisions and work is no longer available the affected employee(s) shall be offered relocation to other branches where there are job opportunities. Should the affected employee(s) turn down this job opportunity and the relocation travel distance is less than 150 km they will be offered severance on the basis of 27.01.
- (b) If suitable employment can not be found as in (a), then severance provisions will be provided on the basis as in 27.01, except the maximum severance and notice will increase to 20 weeks.

ARTICLE 28 Grievances And Complaints

28.01 An employee will have access to the grievance procedure for alleged dismissal without just

cause, or any alleged violation of this Collective Agreement.

28.02 An honest effort to settle all grievances without stoppage of work shall be made in the following manner:

28.03 By the aggrieved Party with the Shop Steward and the Foreman.

28.04 Failing settlement within five (5) days, the employee and/or his representative shall endeavour to settle the matter with the Department Head.

28.05 Should no satisfactory settlement be reached within seven (7) days, the employee's representative will discuss the grievance with the Management.

28.08 When grievances cannot be finally adjusted by the Company and the Union representatives, the matter shall be submitted, within seven (7) days to an Arbitrator appointed as hereafter provided.

28.07 NOTE: All grievances and complaints not settled by the Supervisor shall be reduced to writing by the employee(s) and filed with the Company through the Shop Steward or Shop Committee within ten (10) days of occurrence. Any grievance or complaint not so filed shall be deemed to have been waived and shall not be entitled to consideration.

28.08 A three (3) year statute of limitations will apply to any information contained in an employee's personnel file except for gross misdemeanours.

ARTICLE 29

Arbitration

29.01 The Party desiring arbitration shall submit a list of Arbitrators and shall notify the other Party in writing of the name and address of the persons so nominated and particulars of the matter in dispute.

29.02 The Party receiving the notice shall within five (5) days thereafter notify the other Party of its acceptance or rejection of the Arbitrators submitted.

29.03 Failing agreement, the two (2) parties shall confer to select an Arbitrator and failing for three (3) days to agree upon a person willing to act, either of them may apply to the Honourable Minister of Labour to appoint such third Member.

29.04 The Arbitrator shall sit, hear the Parties, settle the terms of the question to be arbitrated, and make its award within ten (10) days from the date of the appointment of the Chairman, provided the time may be extended by agreement of the Parties.

29.05 If the Arbitrator finds that an employee has been unjustly suspended, discharged, or laid-off, that employee shall be reinstated by the Company without loss of pay and with all his rights, benefits and privileges which he would have enjoyed if the suspension, discharge or layoff had not taken place, provided that if it is shown to the Board that the employee had been in receipt of wages during the period between discharge, suspension or layoff and reinstatement, the amount so received shall be deducted from wages payable by the employer pursuant to this Clause.

AND PROVIDED THAT the Arbitrator shall have authority to order the employer to pay less than the full amount of wages lost if, in the opinion of the Board, such lesser sum is fair and reasonable.

29.08 The Arbitrator shall have power to determine whether a particular issue is arbitrable under this Agreement.

29.07 If the award of the Arbitrator is subsequently set aside by a court of competent jurisdiction the question shall, at the request of either Party, be submitted to another Arbitrator appointed pursuant to and with all the powers provided by this Clause.

29.08 The expenses and remuneration of the Arbitrator shall be paid by the Parties in equal shares.

29.09 Without restricting the specific powers herein before mentioned, the Arbitration Board shall have all the general powers of an Arbitration Board.

ARTICLE 30

Definitions Of Classifications

30.01 For the purpose of this Agreement the various tradesmen comprising the International Association of Machinists and Aerospace Workers are defined as follows:

30.02 RESIDENT: A mechanic who is employed in a location where there is no Company premise established and performs work out of their place of residence.

30.03 A CHARGE HAND: is an employee who is assigned to instruct others in the performance of their work and is held responsible for the quality and quantity of the work; however, they will not be involved in final written warnings.

30.04 A LEAD HAND: is an employee who is able and willing to instruct others in the performance of their work, or who because of exceptional skill and ability or the nature of his work is so recognized by the Company.

30.05 JOURNEYPERSON A journeyperson must be able to carry out any work in his/her trade as required by the Company with the aid of issued drawings or relevant information. Trades will be recognized as standard industrial trades.

30.08 A PROBATIONARY JOURNEYPERSON is one whose ability and qualifications to carry out any work in his trade are unknown to the Company at the time of his employment. The six months probationary period will allow him to train up to our Journeyperson standards, at which time he will become a Jour-

neyperson on successful passing of the test, re-classified or terminated. The shop steward and employee will be informed in writing if the Company employs a person with a Journeyperson Ticket in this category.

30.07 It is recognized that any time during the six (6) month "training up" period the Supervisor can recommend that the Probationary Journeyperson write the "Journeyperson Qualifying Test" and on successful passing, shall be re-classified as a Journeyperson. During this period a Probationary Journeyperson may be required to perform all the work normally performed by a qualified Journeyperson. This time period may be extended by mutual agreement.

NOTE: This definition does not guarantee six months' continuous employment for a Probationary Journeyperson.

30.08 A SPECIALIST is a person who is employed in some branch or subdivision of the machinists trade; or a person who performs some particular line of work commonly recognized as work connected with the machinist trade or the metal industry. Specialists will be allowed to apply for upgrading to a Journeyperson job.

On passing a qualification examination, the Specialist must be prepared to take mechanical upgrading courses and on successful completion of the Journeyperson examinations he will be offered the next Journeyperson vacancy in line with his qualifications.

30.09 A JOURNEYPELSON'S HELPER is a person employed to perform limited skill work. Examples of limited skill work are:

- guard removal & installation
- steam cleaning
- general clean up to shops, yards, machines
- sandblasting
- pickup truck driving

A Journeyperson's Helper may also assist a Journeyperson in the performance of his duties. While doing so he will be under the direction of that Journeyperson.

He will not be employed to displace any of the other mechanical classifications.

He will not, nor will he be expected to have his own personal tools. Any tools required to perform the above activities will be provided by the Company.

30.10 CASUAL LABOURERS: employed up to two (2) months will normally be paid the Journeyperson's Helper rate and will not receive benefits, except as provided by Employment Standards Act.

30.11 The Company will recognize mechanics hired with the British Columbia Tradesman Qualification Tickets and/or Provincial Tickets, as Journeyperson Mechanics and these Mechanics shall start at the Journeyperson's rate as listed in the Collective Agreement if their qualifications meet Company standards.

30.12 Mechanics without qualifications will be considered as applicants for the Probationary Journeyperson status, which incorporates a six month training-up period.

The time to assess this new employee's qualifications will normally be ninety (90) days. However, in the event that the Company requires additional time to evaluate the employee's qualifications, the Union will give consideration to a further extension of ninety (90) days during which time the Company can better evaluate the employee's skills.

30.13 PARTS SALESPERSON: is an individual that spends at least 50% of their time directly involved with customers.

Designated Parts Salesperson to receive five (5%) percent above Journeyperson Partsperson Rate.

30.14 PARTS WAREHOUSEPERSON: A Parts Warehouseperson will generally perform duties involved in receiving, shipping, binning and other warehouse duties.

Warehousepersons will be allowed to apply for upgrading after five (5) years service providing they pass the necessary qualifying examination and vacancies exist. They must be prepared to take the necessary courses and pass the various examinations to qualify as a Journeyperson Partsperson. Wages will be at existing rate for two (2) months after starting the programme, then altered to the twenty-four (24) month apprentice rate.

30.15 NOTE: PART-TIME PARTSPEOPLE are those employees who work a regular relief roll. This usually covers the weekend work such as a Friday night shift, or an all-day Saturday shift. Most often these employees are recruited from the ranks of the summer help.

30.18 PERMANENT PART-TIME (PARTS DEPT. ONLY): An employee who works a regular shift that totals one-half(w) or more of the scheduled shift hours shall receive Statutory Holiday pay prorated to the actual shift hours they work. They shall receive four percent (4%) vacation pay.

30.17 P.M. PERSON: A person who is employed to set up, perform and administer preventative maintenance programs.

30.18 ESTIMATOR: A person employed to estimate the cost of repairs on equipment requiring service and parts.

30.19 TOOL ROOM ATTENDANT: A person employed to maintain and distribute tools and literature to all appropriate people. They will also be responsible for rental and loan out agreements.

30.20 TRACK PRESS OPERATOR: A person employed to assemble and disassemble tracks.

ARTICLE 31

Apprentices

31.01 A ratio of four (4) Journeypeople to one (1) Apprentice will be maintained on the following basis:

31.02 For mechanical apprentices, the mechanical staff employed by the company shall be the group in which the ratio is applied. For the parts apprentice, the ratio of four journeypersons to one apprentice will apply in branches with more than four parts employees. In a branch with four or less parts staff, there will be a maximum of one apprentice. This ratio may be changed by mutual agreement based on altered business activity that requires accelerated training to fill journeyperson vacancies.

31.03 Apprentices in their final year shall be classified as Journeyperson for ratio purposes.

31.04 For mechanical staff, promotion for pay purposes, as shown on Schedule "B" Wages of Apprentices, shall be automatic on the completion of six (6) months' service, provided that if an Apprentice is not deemed to have reached a satisfactory minimum standard, he will be given an additional thirty (30) days in which to reach the standard set in the Apprenticeship Training Programs. A written test will be given to establish his qualifications. For Parts Apprentices, promotion for pay purposes shall be as outlined in Schedule "D" in the Parts Apprentice section.

31.05 An Apprentice who has not satisfactorily passed any required examinations on the completion of forty-eight (48) months cumulative service, may be required to serve an additional six (6) months maximum in order to qualify as a Journeyperson. This period will be after thirty-six (36) months for a Parts

Apprentice. This period may change depending upon what the Apprenticeship Board dictates.

31.06 An Apprentice having served his required time and having passed any necessary examinations and who meets the on-floor standards of the Company, will be classified as a Journeyperson.

31.07 During periods when Apprentices are attending authorized training classes at vocational school annually, the Company will make up the difference between regular rates of pay and Government subsidies the Apprentice may be in receipt of. The Government cheque shall be assigned to the Company by the apprentice.

31.08 The Apprentices working on night shift shall be permitted to attend regularly scheduled in-plant training sessions, provided the sessions are within the current training curriculum.

31.09 After an Apprentice is accredited for two years, he may be required to work in the field, but in no case can he be put in charge of a job or put in charge of other workers.

31.10 Apprentices will be considered a separate classification for lay off purposes until they are certified. This means the company will retain an apprentice with less seniority than a journeyperson in the event of lay off as long as the apprentice to journeyperson ratio is maintained in each branch or division and as long as the journeyperson has less than four years seniority.

The same conditions will apply to parts apprentices within the term of their indentureship (now 3 years). If the time of indentureship changes then the classification protection will change accordingly.

The Company will make up the difference, if any, in direct travel over and above the Government subsidy (direct travel includes air fare, bus fare from home to

the city of the course. It does not include taxies, air-line limousines, daily transport while attending class.)

The Company will pay the Apprentice over and above the Government living subsidy to a maximum of Two Hundred and Ninety dollars (\$290.00) per week to cover all living and city travel and weekend expenses while the apprentice attends school. Effective April 15, 1996, this will increase to Two Hundred and Ninety-five (\$295.00) dollars. The Government subsidy will be assigned to the Company and the apprentice will receive a cheque for Two Hundred and Ninety (\$290.00) from the Company. Effective April 15, 1996 for Two Hundred and Ninety-five (\$295.00) dollars. No receipts will be required.

31.11 Parts apprentice program shall conform to the Provincial Department of Labour Apprenticeship standards: i.e. formal training, examinations, hours indentured.

31.12 In order to qualify for a Journeyperson Partsperson Certificate, the graduating Apprentice will be required to pass a Qualifying Examination consisting of a written theoretical test, a performance discussion and a Supervisor's rating. The written portion of this examination will meet the conditions of and be approved by the Apprenticeship Branch of the B.C. Department of Labour.

ARTICLE 32

Savings Clauses

32.01 No provision of this Agreement shall be used to remove working conditions or reduce wages presently in effect.

32.02 Nothing herein contained shall preclude higher wages being paid to employees of special ability as determined by the Company.

32.03 Should any part hereof or any provisions

herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof and such remaining portions shall continue in full force and effect.

32.04 Picket Lines. It shall not be a violation of this Collective Agreement if Members of this Union respect and/or honour a legal picket line.

32.05 The Article Headings of this Collective Agreement shall be used for the purpose of reference only, and shall not be used as an aid in the interpretation of this Agreement.

ARTICLE 33 Technological Or Procedural Changes

33.01 In the event the Company proposes the introduction of equipment in its operations requiring specialized training, the Company agrees to give the first opportunity to employees then on the payroll, to operate this equipment and/or train to operate the ~~equipment~~, provided the applicant qualifies with the requirements of an aptitude test; cost of such test to be borne by the Company. Any employee taking such a test is entitled to know the results of such test. The Company further agrees to notify the Union as soon as the final decision is made as to the introduction of new equipment or any procedural change. Failure on the part of the Company to comply with these provisions will automatically give cause for grievance.

33.02 The Company agrees to establish with the Union a Technological Change Study Committee. The purpose of the committee is to provide for continuing consultation and cooperation between the parties with respect to the relocation and/or retraining of employees who are displaced as a result of techno-

logical change (the introduction of new or modified equipment). The Company agrees that there will be three bargaining unit employees on the committee.

ARTICLE 34
Duration Of Agreement

34.01 This Agreement shall be in full force and effect from and including AWL 15 1997 to and including APRIL 14, 2000 and shall continue in full force and effect from year to year thereafter subject to the right of either Party to this Collective Agreement within four (4) months immediately preceding the date of APRIL 14, 2000 or immediately preceding the anniversary date in any year thereafter, by written notice to the other Party, require the other Party to commence collective bargaining with a view to the conclusion of a renewal or revision of this Collective Agreement or a new Collective Agreement.

34.02 Should either Party give written notice to the other Party pursuant hereto, this Agreement shall thereafter continue in full force and effect until the Union shall give notice of strike, or the Company shall give notice of lockout, or the Parties shall conclude a renewal or revision of the Collective Agreement or a new Collective Agreement.

34.03 During the life of this Agreement, or while negotiations for a further Agreement are in progress, there shall be no strikes or stoppages of work on the part of the Members of the Union, nor any lockout on the part of the Company.

Dated at Vancouver, B.C. this 12th day of September, 1997.

INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS,
VANCOUVER LODGE #692


Business Representative


Business Representative

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


For the Company


For the Company

SCHEDULE "A"

FINNING (CANADA), A DIVISION OF FINNING INTERNATIONAL INC.

WAGES

MECHANICAL DEPARTMENT

CLASSIFICATION	APR.15/97	APR.15/98	APR.15/99
Resident 9%	\$28.75	\$29.47	\$30.36
Double Charge Hand 15%	30.34	31.10	32.03
Charge Hand 12%	29.55	30.29	31.19
Lead Hand 5%	27.70	28.39	29.24
Journeyman	26.38	27.04	27.85
Estimator	26.38	27.04	27.85
Probationary Journeyman			
1 - 3 Months	24.36	24.97	25.72
3 - 6 Months	25.33	25.96	26.74
Specialist	24.73	25.34	26.10
Equipment Operator	22.23	22.78	23.46
Maintenance Assistant	21.52	22.06	22.72
Maintenance Support Staff	19.14	19.61	20.20
Journeyman Helper	14.27	14.63	15.07
Journeyman Helper - 1 Year Rate	15.83	16.23	16.71
Track Press Operator	15.83	16.23	16.71
Track Press Operator - 1 Year Rate	19.14	19.61	20.20
Student	11.43	11.72	12.07

Casual Labourers employed up to two (2) months will normally be paid the Journeyman Helper Rate.

Field Rate Two dollars (\$2.05) per hour field rate to be paid above classification rate to all Service Department employees covered by this Agreement when working off Company Premises. (Effective April 15,

1998 - \$2.15 per hour and April 15, 1999 - \$2.25 per hour). The field rate will not attract overtime rates.

Shift Differential Eighty cents (\$.80) per hr (April 15/96) on the second shift.

Shift Differential Ninety-five cents (\$.95) per hr (April 15/96) on the third shift.

Master Journeyperson shall receive Twenty cents (\$.20) per hour above Journeyperson rate.

April 15/97 April 15/98 April 15/99

First Aid

Level 3 Ticket

\$1.00 per hour \$1.00 per hour \$1.05 per hour

Premiums:

Level 2 Ticket

\$.85 per hour \$.85 per hour \$.90 per hour

People required to take courses during their normal work period will be paid during the course. Books and fees will also be paid.

SCHEDULE "B"

FINNING (CANADA), A DIVISION OF FINNING
INTERNATIONAL INC.

WAGES MECHANICAL APPRENTICES

(Four year schedule)

	APR.15/97	APR.15/98	APR.15/99
0 - 6 months - 60% Journ. Rate	\$15.83	\$16.22	\$16.71
6 - 12 months - 65% Journ. Rate	17.15	17.58	18.10
12 - 18 months - 70% Journ. Rate	18.47	18.93	19.50
18 - 24 months - 75% Journ. Rate	19.79	20.28	20.89
24 - 30 months - 80% Journ. Rate	21.10	21.63	22.28
30 - 36 months - 85% Journ. Rate	22.42	22.98	23.67
36 - 42 months - 90% Journ. Rate	23.74	24.34	25.07
42 - 48 months - 95% Journ. Rate	25.06	25.69	26.46

SCHEDULE "C"

FINNING (CANADA), A DIVISION OF FINNING INTERNATIONAL INC.

WAGES

PARTS DEPARTMENT

CLASSIFICATION	APR.15/97	APR.15/98	APR.15/99
Charge Hand	\$26.29	\$26.95	\$27.75
Leadhand	25.11	25.74	26.51
Parts Salesperson	24.64	25.26	26.02
Journeyperson Partsperson	23.47	24.06	24.78

Parts Apprentices

(Three year schedule)

0 - 12 months -			
65% Jour. Person Rate	\$15.26	\$15.64	\$16.11
12 - 18 months -			
70% Jour. Person Rate	16.43	16.84	17.35
18 - 24 months -			
75% Jour. Person Rate	17.60	18.05	18.59
24 - 30 months -			
85% Jour. Person Rate	19.95	20.45	21.06
30 - 36 months -			
90% Jour. Person Rate	21.12	21.65	22.30
Truck Operator (Light)	21.89	22.44	23.11
Truck Operator (Heavy)	22.23	22.78	23.47
Box Maker (Specialist)	24.72	25.43	26.10
Hose Maker (Specialist)	24.72	25.43	26.10
*Parts Warehouse Person			
Leadhand	21.08	21.61	22.26
Parts Warehouseperson	20.08	20.58	21.20
0 - 12 months	\$14.27	\$14.63	\$15.07
12 - 18 months	15.28	15.66	16.13
18 - 24 months	16.32	16.73	17.23
24 - 30 months	17.49	17.93	18.47
30 - 36 months	18.72	19.19	19.76

* Any new hire and promotion

SCHEDULE "D"

FINNING (CANADA), A DIVISION OF FINNING INTERNATIONAL INC.

WAGES OIL LAB

CLASSIFICATION	START	YEAR 1	YEAR 2	
April 15, 1997				
Lab Interpreters*				\$18.75
Lab Technicians (Certified)	\$13.90	\$15.25	\$16.75	
Lab Technicians (Uncertified)	13.00	13.90	15.25	
Lab Clerk	12.40	13.00	14.00	
Lab Interpreters Current				\$23.58
October 15, 1997				
Lab Interpreters*				\$19.00
Lab Technicians (Certified)	\$14.20	\$15.50	\$17.00	
Lab Technicians (Uncertified)	13.25	14.40	15.75	
Lab Clerks	12.65	13.25	14.35	
April 15, 1998				
Lab Interpreters*				\$19.50
Lab Technicians (Certified)	\$14.50	\$15.85	\$17.50	
Lab Technicians (Uncertified)	13.50	14.90	16.25	
Lab Clerks	12.90	13.50	14.65	
Lab Interpreters Current				\$24.17

CLASSIFICATION	START	YEAR 1	YEAR 2	
October 15, 1998				
Lab Interpreters*				\$20.00
Lab Technician (Certified)	\$14.80	\$16.15	\$18.00	
Lab Technician (Uncertified)	13.80	15.20	16.75	
Lab Clerks	13.15	13.75	14.90	
April 1, 1999				
Lab Interpreters*				\$20.50
Lab Technician (Certified)	\$15.30	\$16.65	\$18.50	
Lab Technician (Uncertified)	14.40	15.60	17.25	
Lab Clerks	13.35	13.95	15.25	
Lab Interpreters Current				\$24.90
Current Lab Interpreters	current lab interpreters will receive the same percentage wage increase as the remainder of the bargaining unit.			

*Any new hire or promotion

Note: Lab Technician above year 2 rate will be red circled until such time as these rates generate an increase.

SCHEDULE "E"

FINNING (CANADA), A DIVISION OF FINNING INTERNATIONAL INC.

TUESDAY TO SATURDAY WORK WEEK

E.01 Service Employees' Tuesday to Saturday Work Week:

The introduction of a work week to cover Tuesday to Saturday operation for Service Employees only, with up to six (6) employees in the Vancouver Branch and up to three (3) employees in each Branch or Depot throughout the Province, shall be operated under the following conditions.

E.02 Employees hired prior to January 1, 1971 are not required to work a scheduled Tuesday to Saturday shift. There will be no discrimination against those who refuse to work this shift.

E.03 Employees hired after January 1, 1971, but prior to October 15, 1985 the Company can only schedule 3 employees in the Branches and 6 employees in Vancouver. Employees hired after October 15, 1985 will be excluded from this limit.

E.04 Employees hired after October 14, 1985 will be required to work a Tuesday to Saturday shift if requested. They will be informed of this by the Company before hiring.

E.05 For each Service Employee accepting a Tuesday to Saturday work week, the tour of duty shall not exceed thirty (30) consecutive calendar days at any one time except where the employee wishes to remain on this shift and so signifies in writing. (This does not apply to new hires after October 15, 1985.)

E.06 Five (5) consecutive days, Tuesday to Saturday inclusive, shall be worked.

E.07 A Premium as shown in Section E.09 shall be paid above the normal Classification rate for all hours worked.

E.08 A Premium as shown in Section E.09 shall be paid above the normal Classification rate to all Parts Department and Plant Maintenance Employees who perform on a Tuesday to Saturday shift basis.

In addition to above, if a second or third shift is employed, then the standard shift premium shall also apply.

E.09 Tuesday to Saturday Shift Premium:

Seventy cents (\$.70) per hour for all hours worked.

LETTER OF UNDERSTANDING #1

BETWEEN:

FINNING (CANADA), A DIVISION OF
FINNING INTERNATIONAL INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692

SUBJECT: PENSION PLAN

The Company believes the Union and its members who belong to the Finning (Canada), A Division of Finning International Inc. Employees' Pension Plan should be provided updated information on an annual basis. The Company will continue to arrange annual information meetings to which the Union will be invited.

At these meetings, information concerning trust obligations, investment results and actuarial issues will be presented for discussion.

Dated at Vancouver, B.C. this 12th day of September, 1997.

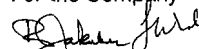
INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS,
VANCOUVER LODGE #692


Business Representative


Business Representative

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


For the Company


For the Company

LETTER OF UNDERSTANDING #2

BETWEEN:

FINNING (CANADA), A DIVISION OF
FINNING INTERNATIONAL INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692

RE: 26.06, PARA. 2 - RECALL PROCEDURE

The Company shall make every reasonable effort to contact the most senior employee on layoff:

1. By phone to the employee's last known phone number.

Then, failing contact:

2. By Registered Mail to the employee's last known address.

If the work available requires recalling an employee for less than forty (40) hours, the affected employee shall be given the option of accepting less than forty (40) hours work or taking a bypass for that particular call. In the case of an out-of-seniority recall, the Shop Steward shall be advised.

If, then, an employee is hired out of seniority, that employee shall remain employed until the specific job he was hired to do is complete or forty (40) hours of work is complete, whichever comes first.

The Company shall again contact the senior employee and offer the position to him.

If the work available is for forty (40) hours of work or more, an employee may only take one (1) bypass or provisions of Article 26.02 shall prevail.

Dated at Vancouver, B.C. this 12th day of September, 1997.

INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS,
VANCOUVER LODGE #692


Business Representative


Business Representative

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


For the Company


For the Company

LETTER OF UNDERSTANDING #3

BETWEEN:

FINNING (CANADA), A DIVISION OF
FINNING INTERNATIONAL INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692

Welder: Backpack Respirator

Where an employee requests and uses a backpack respirator in his or her work, the Company will subsidize the cost of the respirator by 50% to a maximum of \$75.00.

Employees will be encouraged to wear a respirator for all welding work.

Dated at Vancouver, B.C. this 12th day of September, 1997.

INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS,
VANCOUVER LODGE #692

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


Business Representative


For the Company


Business Representative


For the Company

LETTER OF UNDERSTANDING #4

BETWEEN:

FINNING (CANADA), A DIVISION OF
FINNING INTERNATIONAL INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692

Re: Job Posting

The Company and the Union agree to trial pilots at two branches, Langley and PDC, where a joint committee will be involved in the selection process to interview candidates when jobs are posted. The joint committee would normally involve four Finning people, two of whom will be members of the bargaining unit.

The hiring manager and the shop steward will meet to determine the composition of the joint committee. To be selected for this joint committee the person must be genuinely interested, be prepared to contribute positively to the committee hiring decision and attend the interviewing training. The final decision to select a candidate will be by committee consensus.

In order to ensure the success of the pilots, people will be provided with appropriate training in recruitment and selection principles. That training will be provided within three months of the date of signing. The pilot projects will be implemented thereafter and evaluated on a regular basis by Human Resources over a 12 month period to determine the progress and continuation of the trial. If both parties are satisfied with the results after 12 months then the remaining branches will be introduced to joint selection committees.

Dated at Vancouver, B.C. this 12th day of September, 1997.

INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS,
VANCOUVER LODGE #692


Business Representative


Business Representative

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


For the Company


For the Company

LETTER OF UNDERSTANDING #5

BETWEEN:

FINNING (CANADA), A DIVISION OF
FINNING INTERNATIONAL INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692

Re: Service Chargehand

Service Chargehand issues will be negotiated individually in branches where they occur.

Dated at Vancouver, B.C. this 12th day of September, 1997.

INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS,
VANCOUVER LODGE #692


Business Representative

Business Representative

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


For the Company


For the Company

LETTER OF UNDERSTANDING #6

BETWEEN:

FINNING (CANADA), A DIVISION OF
FINNING INTERNATIONAL INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692

Re: Pension Committee

The Company agrees that the Union can nominate from the membership two Finning employees who will become members of the Pension Committee. These members will be invited to attend the pension committee meetings to gather information and participate in the discussion and decisions with respect to investment performance.

Dated at Vancouver, B.C. this 12th day of September, 1997.

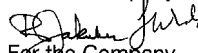
INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS,
VANCOUVER LODGE #692


Business Representative


Business Representative

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


For the Company


For the Company

LETTER OF UNDERSTANDING #7

BETWEEN:

FINNING (CANADA), A DIVISION OF
FINNING INTERNATIONAL INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692

**Re: Clause 30:09 Journeyman Helper,
Branch 13**

To the normal duties and responsibilities of this position the Company and Union agree to add the duties of oil changes and lubrication to Branch 13. The individual can perform these duties without the direction and assistance of a Journeyman.

Dated at Vancouver, B.C. this 12th day of September, 1997.

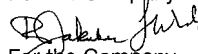
INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS,
VANCOUVER LODGE #692


Business Representative


Business Representative

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


For the Company


For the Company

LETTER OF UNDERSTANDING #8

BETWEEN:

FINNING (CANADA), A DIVISION OF
FINNING INTERNATIONAL INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINIST
AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692

Re: Article 20, Sick Leave 4

Leave existing program in place for now, except:

Within 3 months of the date of signing the agreement, the Company and Union agree to set up a 4 person task team to examine and recommend actions on;

- (1) The current sick leave program, with the objective of improving the effectiveness of the program. That is, promoting improved attendance at work and providing a better benefit to the employee.
- (2) Establish the basic parameters necessary to examine the feasibility of implementing changes to the current benefits program which will allow employees more effective choice of benefits over their working career. This team will be expected to have their final report completed by December 31, 1995.

Dated at Vancouver, B.C. this 12th day of September, 1997.

INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS,
VANCOUVER LODGE #692


Business Representative


Business Representative

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


For the Company


For the Company

LETTER OF UNDERSTANDING #9

BETWEEN:

FINNING (CANADA), A DIVISION OF
FINNING INTERNATIONAL INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692

Re: Training and Development

The Company and Union agree that the training and development of employees is important to the continued success of the organization. Training and development may include specific course training (eg; technical, quality, health & safety etc.), different job assignments in our branches or participation in activities such as corrective action teams or performing as instructors, leadhands or chargehands.

Both the Company and the Union will promote the ongoing development of people. Both parties agree that it is essential for employees to have an employee performance discussion on an annual basis. During the dialogue between the manager and the person, each will have the opportunity to discuss work related issues concerning job performance and objectives and plans for employee development over the next year. The constructive discussion should assist in identifying any training, job growth and promotional opportunities.

Dated at Vancouver, B.C. this 12th day of September, 1997.

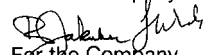
INTERNATIONAL
ASSOCIATION OF
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AEROSPACE WORKERS.
VANCOUVER LODGE #692


Business Representative


Business Representative

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


For the Company


For the Company

LETTER OF UNDERSTANDING #10

BETWEEN:

FINNING (CANADA), A DIVISION OF
FINNING INTERNATIONAL INC.

AND

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS,
VANCOUVER LODGE NO. 692

Re: First Aid Tickets and Training

Current AA, A, or level 3 designated first aid attendants providing this service in a branch not requiring level 3 coverage will be permitted to maintain their level 3 with the appropriate paid allowances, fees and wage rate. All other first aid attendants will be paid allowances, fees and wage rate to maintain the appropriate certificate for their branch size, location, and category.

Dated at Vancouver, B.C. this 12th day of September, 1997.

INTERNATIONAL
ASSOCIATION OF
MACHINISTS AND
AEROSPACE WORKERS,
VANCOUVER LODGE #692


Business Representative


Business Representative

FINNING (CANADA), A
DIVISION OF FINNING
INTERNATIONAL INC.


For the Company


For the Company

ATTENTION: ALL MEMBERS

Arrears in Dues: Excerpt from the I.A.M. Constitution:

Quote:

“As used in this Constitution, delinquency is defined as the failure of a member to pay his dues”

“...delinquency for 2 months in the payment of dues shall automatically cancel membership and all rights, privileges and benefits incident thereto.”
Unquote.

DUES ARE DEDUCTED BY PAYROLL DEDUCTION ONLY WHEN A MEMBER IS WORKING.

If a member is not working, for any reason, it is the members responsibility to make sure that his or her own dues are kept up to date.

Note: There have been errors in dues check-off remittances to the Union, and with the members cooperation in advising the Union Office, errors or non remittance can be rectified.

Non Payment of Dues - When a member is laid off, or leaves the Company for any reason, or simply forgets about his unemployed dues, the member is subject to a

PENALTY REINSTATEMENT FEE

of SIX (6) TIMES the current hourly rate when called back to work.

Members Off Work Due to Illness or Unemployed

- Please notify the Union Office immediately if you are off for a month or more. The member will then be entitled to an out of work stamp, for which he or she must remit \$5.00.

CHANGE OF ADDRESS -All members must notify the Secretary Treasurer of any change in address

(International Association of Machinists & Aerospace
Workers Lodge 692 - 7418 - 6th Street, Burnaby, BC
V3N 3L6 - Telephone: (604) 522-3991)

LODGE 692 DUES STRUCTURE

Initiation Fee
..... Six (6) times hourly rate
Monthly working dues
..... Two (2) times hourly rate
Out of work dues
..... Five (\$5.00) dollars per month
Reinstatement Fee
..... Six (6) times hourly rate
W.C. Reinstatement Fee
Deposit of the W.C. Card, plus
\$10.00 and one months dues

WITHDRAWAL CARDS (W.C.) are for members who find it necessary to leave the union because they have left the trade, obtained employment outside the trade or industry, joined another union or have been promoted to a position above that of a working foreman. They ARE NOT INTENDED for members who are unemployed, as they may retain their membership by paying unemployment dues of \$5.00 per month while unemployed; nor for members who are retiring from work, as there is a special retirement card for them.